

**Comhairle na Gàidhealtachd
The Highland Council**

**Buidheann Buileachaidh na Gàidhlig – 19 Gearran 2014
Gaelic Implementation Group – 19 February 2014**

Agenda Item	5
Report No	GIG 1/15

Gaelic Language Plan 2012-16 - Draft Annual Implementation Report 2014-15

Report by the Director of Care and Learning

Summary

This Report provides Members with a draft, for approval, of the 2014-15 Annual Implementation Report in relation to the Council's Gaelic Language Plan 2012-16.

The Report contributes to the delivery of:

- The Scottish Government's National Performance Framework;
- The Scottish Government and Bòrd na Gàidhlig's National Gaelic Language Plan;
- The Highland Single Outcome Agreement;
- The Programme of The Highland Council and its cross cutting commitment to "the principle of equal respect for the Gaelic and English languages, whilst also recognising the diversity of indigenous language and dialects within the Highland area"; and
- The Highland Council's Gaelic Language Plan 2012-16.

1. Policy Context and Background

- 1.1 Our Statutory Gaelic Language Plan was approved by Bòrd na Gàidhlig on 18 September 2012 under the Gaelic Language Scotland Act 2005.
- 1.2 The Act states that: "The Bòrd may require the Authority to submit to it, by a date no earlier than 3 months after the date of the requirement, a report on the extent to which the authority has implemented the measures set out in the plan."
- 1.3 The Council's Annual Implementation Report, for the period 1 January 2014 to 31 January 2015 is appended for Members' approval.

2. Recommendations

- 2.1 Members are invited to:
- comment on the Draft Annual Implementation Report covering the period 1 January 2014 to 31 January 2015; and
 - agree the Annual Implementation Report.

Designation: Director of Care and Learning

Date: 9 February 2015

Authors: Kenneth A Murray, Gaelic Development Manager; with contributions from all members of the Council's Gaelic Team.

THE HIGHLAND COUNCIL

Gaelic Language Plan 2012-16 Annual Implementation Report 1 January 2014 – 31 January 2015

Introduction

The Highland Council is proud to support and promote the Gaelic language, through our delivery in education and training; in community engagement, learning and development; in the arts, media and heritage sectors; in the fields of Gaelic academic and linguistic innovation; and in cultural, tourism and economic development.

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 have a strong focus on actions for our young people and families particularly in Education; and in the Home and in Communities.

We work to increase the use and profile of Gaelic within Council Services and we continue to 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 also works 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 will always try to improve on our performance and delivery and, in the challenging economic climate ahead, we will do all we can to provide Gaelic with a strong, prosperous and sustainable future.

We are committed to reviewing our progress on growing and strengthening Gaelic; including through the preparation of Annual Reports on the implementation of the Plan.

Policy Context

The Highland Council prepared Scotland's first statutory Gaelic Language Plan in 2007 under the Gaelic Language (Scotland) Act 2005. The Council's second generation Gaelic Language Plan 2012-16, which was given statutory approval by Bòrd na Gàidhlig on 18 September 2012, builds on the ambitions within, and successful implementation of, the original Plan.

The Plan was prepared with wide public and partner consultation; and ensures clear linkages with the Scottish Government's National Performance Outcomes; the targets and outcomes of the National Gaelic Language Plan, and the Programme of The Highland Council 2012-17. The Plan also dovetails with continuing developments around Community Planning Partnership and Single Outcome Agreement initiatives.

Delivery of the Plan

The Gaelic Development Manager is responsible to the Chief Executive and the Director of Care and Learning for leading and managing the Council's Gaelic Language Plan across all Services within the Council. The Gaelic Development Manager, supported by the Gaelic Team, works particularly closely with the Head of Education and the Head of Policy and Reform to implement the Plan in key areas across Services; and externally. 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 Council's Gaelic Team comprises the Gaelic Development Manager, Gaelic Development Officer, two Full Time Equivalent Gaelic Community Learning and Development Officers, a Senior Translations Officer and a Gaelic Education Resources Assistant. In a unique and innovative move to push ahead and develop Gaelic Education initiatives around the Curriculum for Excellence; Highland and Argyll and Bute Councils have developed a 23 month Pilot Placement of a shared services Gaelic Education Officer. This commenced on 1 September 2014 and will be evaluated and reviewed to gauge the future support requirements for Gaelic Education. Vacancies in the Gaelic Team currently exist for a Gaelic Family and Early Years Resource Officer and a Clerical Assistant.

The Gaelic Team's operational priorities are guided by the Strategic Aims, the Key Performance Results and the Enabling Actions outlined within the Plan. The Council continues to invest its own resources in Gaelic education, language and culture and, where appropriate, seeks to realign existing priorities and resources. The Council also provides Gaelic Translation and Corpus support and Gaelic Education Resources support from within the Gaelic Team and an overview of this work is included in this Annual Implementation Report.

The Council continues to 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.

Monitoring and Reporting on Implementation

The Highland Council's Gaelic Language Plan 2012-16 covers Five Themes:

- Theme 1 - What we will do for Gaelic in the Home and in Communities
- Theme 2 - What we will do for Gaelic in Education
- Theme 3 – What we will do for Gaelic in the Workplace
- Theme 4 – What we will do for Gaelic in the Arts, Media & Heritage
- Theme 5 – What we will do for Gaelic in Economic Development

Implementation of the Plan is overseen by the Council's Gaelic Implementation Group (GIG) whose Membership is:

Mr H Fraser (Chair)
Mr D Fallows
Mr G Farlow
Mr C Fraser
Mr J Gordon
Mr J McGillivray
Mr K MacLeod
Mr F Parr
Mrs M E Paterson
Dr A Sinclair

Ms K Stephen

Substitute Members:

Mrs I Campbell

Mrs L Macdonald

Mr B Murphy

Mr T Prag

The GIG receives ongoing implementation Reports at its meetings through the year. In addition, GLP 2012-16 is part of Highland Council's suite of corporate frameworks so, in tandem with the scrutiny by the Gaelic Implementation Group, it is monitored through our Performance and Risk Management System (PRMS).

The five Themes in the Plan are underpinned by a range of associated Strategic Aims, Key Performance Results and Enabling Actions. The following outlines the Council's implementation actions, and ongoing delivery, across the Plan's Themes, from 1 January 2014 to 31 January 2015.

1. **Implementing Theme 1: What we will do for Gaelic in the Home and in Communities**
- 1.1 The **Home and Communities** Theme has three Strategic Commitments:
 - **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.**
 - **Strategic Commitment 2 - We will provide language acquisition support in the home and community for pupils in Gaelic Medium Education.**
 - **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.**
- 1.2 Outlined below is an overview of implementation work across these.
- 1.3 **Pre-school**
- 1.3.1 We organised a variety of Gaelic Days for parents and toddlers in **Fort William, Portree, Plockton, Strathy, Dunvegan, Nairn, Newtonmore** and **Tain**.
- 1.3.2 We continued to support family learning within Ceuman Beaga groups based in **Aviemore** and **Drumnadrochit** and the family group recently established in **Fort William** has continued to develop and is well attended. A new family group has been initiated in **Caol**.
- 1.3.3 A variety of Fun Days for parents and toddlers were organised in **Inverness**; and at **Gairloch Primary School**, a Gaelic medium information and family fun day for parents and for pre-school and primary children, was organised.
- 1.3.4 A very successful **Ceilidh Beag a' Mhòd** involving story-telling, arts, music and dance was held during the week of the National mod which attracted almost 200 parents and pre-school children.
- 1.3.5 As part of awareness-raising in the run up to the opening of **the new Fort William Gaelic School (Bun-Sgoil Ghaidhlig Loch Abar)** a Community Ceilidh took place in March in **Caol**. There was also an event run in conjunction with Edinburgh University Bilingualism Matters in December 2014 entitled **Growing up Bilingual is Good for You**.
- 1.3.6 We also organised an Open day for pre-school parents and children at the **Craigmonie Centre** in Drumnadrochit in January 2014. A Gaelic Fun Morning in **Inverness** took place in January 2014, and all the foregoing promoted bilingualism and GME to families with pre-school children.
- 1.3.7 A successful and well-attended Fun Day took place in **Thurso Cròileagan** in November 2014.
- 1.3.8 Coffee mornings took place in **BSGI** with a focus on introducing families to the school.

- 1.3.9 The 0-5 GM Parent and child group in **Lochcarron** continued to be supported and we had 11 families registered at the end of the January 2015 .In addition, the Gaelic Medium weekly taster session continues to run successfully in the with 6 pre-school children attending weekly. We organised three specific Gaelic summer activity days for families in the Lochcarron area to continue local support.
- 1.3.10 We also supported and organised Gaelic drama workshops in **Thurso** for early years and GM P1 pupils attending **Mount Pleasant** Primary school.
- 1.3.11 The Council's popular **Family Learning Flashcards** were reprinted again.

1.4 **Primary and Secondary Schools**

- 1.4.1 **Twenty four Parental Workshops were organised across the Highland Council area** between January and April 2014. A workshop took place in each area where there is presently Gaelic Medium Education, and in some places two workshops.
- 1.4.2 The workshops were targeted at early primary and nursery parents, with the focus being on encouraging parents to play a greater role in their children's Gaelic Medium Education by nurturing the use of Gaelic in the home as well as showcasing the range of resources and opportunities which are available. The workshops were well received and we hope to repeat them in targeted areas in the 2014-15 school session. A **Parents Information Handbook** was produced and distributed to all parents who attended.
- 1.4.3 We organised a wide programme of activities which provided young people with opportunities to use Gaelic in non-classroom situations. We managed and supported **Homework Clubs** in Fort William, **Acharacle**, **Portree**, **Dingwall**, **Nairn** and **Inverness**, and these provided further linguistic support to GM children from non-Gaelic speaking homes.
- 1.4.4 Events were also organised to support and encourage GM Primary to Secondary transition. In **Skye**, the annual Gaelic Medium Primary 7 event was organised in June 2014 and was offered to all 37 GM P.7 pupils on the island. This facilitated participation in outdoor activities through Gaelic, to enable the pupils to interact and engage with their Secondary school GM peers.
- 1.4.5 Gaelic medium Primary 7 pupils from **Fort William**, **Bun-Sgoil Ghàidhlig Inbhir Nis** and **Newtonmore Primary** school stayed at **Badaguish Outdoor Centre** for 3 days in May 2014 and took part in a variety of outdoor activities, maximising their Gaelic.
- 1.4.6 Class 6 pupils from **BSGI and Millbank Primary** linked in with Comann nam Pàrant's primary schools event and **visited Dynamic Earth, the Botanical Gardens and the National Museum in Edinburgh**. During the school year the BSGI class 6 pupils had been corresponding with their peers from **Bun-Sgoil Taobh Na Pàirce in Edinburgh**; and this learning visit enabled them to meet other pupils at Taobh Na Pàirce.
- 1.4.7 Easter and summer programmes of GM activities were organised for pupils to ensure children have access to, and are encouraged to use Gaelic outwith the classroom setting. In summer 2014, **Sabhal Mòr Ostaig Drama Artist in**

Residence Artair Donald, ran a week of Drama workshops for Primary age GM pupils, consisting of a day in **Fort William, Acharacle, Inverness, Newtonmore and Nairn**.

- 1.4.8 Other activities included drama, sports, arts and a comprehensive programme of outdoor education pursuits. Pupils from **BSGI Gaelic choir** took part in the Royal National Mod in **Inverness**. Other mod fringe participation involved a Mock Highland Wedding and fun sessions for primary children at BSGI.
- 1.4.9 The Council, in partnership with **Sabhal Mòr Ostaig**, organised the annual week long youth residential event - **Seachdain nan Deugairean** - for Gaelic Secondary School pupils. In March 2014 27 fluent and 17 learner pupils had the opportunity to attend the event; which offered the pupils workshops in **Media skills, Drama and Outdoor Education** activities. Pupils attended from **Portree and Mallaig High Schools**.
- 1.4.10 Young people in **Inverness Gaelic Drama** group again took part in the National Theatre Connections Festival, culminating in a performance held in **Eden Court**, Inverness in April 2014. The drama group has increased membership with 12 young people now taking part from **Culloden Academy, Dingwall Academy, Fortrose Academy and Inverness Royal Academy**.
- 1.4.11 As a follow up to the previous year's Gaelic residential trip to **Donegal and Belfast** for secondary pupils, a funding application was successfully made for a return trip. This will further develop links made with Gaelscoil na bhFál in Belfast and links with Donegal.
- 1.4.12 Older Secondary pupils, S5 upwards and college students were encouraged to help at after-school activities and clubs. This helped develop them personally and provided them with an opportunity to act as **role models for younger children**. In conjunction with Highlife Highland a new Basketball Club has been started at BSGI by a former pupil.
- 1.4.13 Following on from the successful "Siuthad" Gaelic Careers Day in 2013, a partnership group involving **Highland Council, Skills Development Scotland, Bòrd na Gàidhlig and HIE** organised a follow up event for both Secondary School Gaelic Medium and Learner pupils on **31 October 2014 in Eden Court**. This event involved 173 S2 and S3 pupils.
- 1.4.14 The Council received funding support from Bòrd na Gàidhlig, in order to continue to develop a post that builds community and parental **links around Bun-sgoil Ghàidhlig Inbhir Nis as well as growing development in the North area**. This project also linked through to Inverness Royal Academy, in order to support pupils and parents at the crucial Primary to Secondary educational transition phase

1.5 **Adult Learning and Community Engagement**

- 1.5.1 The Council engaged in a wide range of Gaelic development activity across Highland communities. This is delivered both directly by the Council Gaelic Team and also through the Gaelic Team engaging with local and national partners, organisations and agencies to develop and deliver local community Gaelic Plans with a focus on early years, adult learning, youth and community projects.

- 1.5.2 We continued to undertake advisory, support and familiarisation sessions for parents and potential parents of GM pupils. We worked in partnership with **Sabhal Mòr Ostaig** and the **CLAD Gaelic Management Review Group** to deliver the 2014 annual Gaelic Family Week in **Sleat**. 59 parents attended adult learning classes, 20 children under the age of 4 attended local Gaelic childcare facilities and 46 GM pupils attended a week long play scheme. In 2012 there were 111 participants. In 2013 there were 135 participants. In 2014 there were a total of 125 participants.
- 1.5.3 The Council organised Gaelic Adult Learning opportunities through the Ùlpan system and other Classes, for **286 people**. These included the parents of children in GME and classes were organised across **Inverness, Newtonmore, Drumnadrochit, Balnain, Fort William, Dingwall, Portree, Auchtertyre, Ullapool, Dunvegan** and **Thurso**. This work is ongoing and, with support from the Gaelic Language Act Implementation Fund (GLAIF), is targeted for further expansion.
- 1.5.4 Demand for classes means continual pressure to attract and train new tutors. **A Tutor Training Weekend is planned for the weekend of 13th to 15th March 2015 in Eden Court.**
- 1.5.5 In accordance with the Gaelic Language Plan, a **review of Gaelic Adult Learning in Highland** was undertaken. The Council continued to deliver Ùlpan courses in partnership with Bòrd na Gàidhlig and Deiseal Ltd as part of our overall progressive language classes programme .
- 1.5.6 **The Council worked with Bòrd na Gàidhlig, North Highland College and Lews Castle College** to develop a learning resource for parents and pre-school children. The new website www.guthanbeaga.co.uk is live. It has been developed in order to help parents learn some useful language to use with their pre-school child. There is a wealth of phrases, words, songs and rhymes as well as a pronunciation guide to assist parents in supporting their child's language development.
- 1.5.7 Audio for the recent **Bookbug** books can be downloaded and for smartphone users a Guthan Beaga app is available on Android.
- 1.5.8 It is hoped that the resource will be used both in Parental Gaelic classes, pre-school groups as well as by parents in the home.
- 1.5.9 **South Area Adult Gaelic Classes – to end December 2014**
- **Inverness.** In January 2014 twelve classes started. Four of these were Ùlpan and 8 were non-Ùlpan. A total of 87 students were enrolled. From Easter to June 2014, 61 students enrolled; and 8 students completed the final series of the 144 Units of Ùlpan. Ten classes started in August 2014. Two were Ùlpan classes, two were Beginners, the remainder were Conversational based classes. In addition a Gaelic Café was piloted one evening per week. A total of 72 students participated.
 - **Lochaber.** In **Fort William** in January 2014, two Ùlpan Classes merged and only occasional classes took place due to a tutor shortage - 28 students were enrolled in total. From Easter to June 2014 17 students enrolled. In addition a specific Gaelic Parents Class has run in Fort William throughout the year. In

September 2014 two Ùlpan levels continued to run and a new Conversation class started up in November. 13 students participated.

- **Nairn.** A Beginners Class commenced in January 2014 with 16 students.
- Classes in **Balnain** and **Drumnadrochit** continued with a total of 15.
- In partnership with community group **Sinne**, an Intermediate class continued to run in **Aviemore** with 8 students.

1.5.10 North Area Adult Gaelic Classes – to end of January 2015

- **Auchtertyre.** One Ùlpan class continued with students currently at Unit 110. A monthly Cearcall Còmhraidh conversation group for Gaelic learners has been organised to start in February 2015 in Auchtertyre.
- **Portree.** One new Beginner Conversation class and one new Post Beginners class continued with 17 students registered. One lower intermediate class continued with 6 students attending. A monthly Gaelic Book club continued to run in Portree with 8 students registered, following demand locally for further support from students who have completed the Ùlpan course and also from local Gaelic speakers from the area.
- **Assynt.** Classes continue to be provided with financial support to enable the continuation of the existing two classes.
- **Lochinver.** Students are at Unit 90 and will progress to complete the Ùlpan course in the next academic session between August 2014 and July 2015.
- **Stoer.** Students have now completed the Ùlpan course to Unit 144.
- **Ullapool.** An intermediate Gaelic class started in October 2014 focussing on revision. A range of non-Ùlpan community based classes was offered, where this was the preferred option; or where there was a specific request for parental classes. For example, the annual **Gaelic Family Learning Week on Skye** was open to all Gaelic Medium parents in Highland and was held week beginning the 7 July 2014.
- **Dingwall.** In Dingwall, three community based classes are ongoing. An advanced conversational class; a beginner's conversational class with more than 50% of attendees Gaelic Medium parents; and an intermediate post-Standard Grade class has seven students enrolled.
- **Caithness.** A new Parents' class commenced in **Thurso** in May 2014 and is specifically aimed for the parents of Gaelic Medium children in both pre-school and primary provision. As part of the class programme the parents and their children participated in a Gaelic family learning event where they had the opportunity to practice informally and develop their linguistic skills.
- We continue to support the Gaelic community based courses which started in **Wick** and in **Thurso** in 2013. Both classes are successful and continuing into the 2014-15 session with 15 Gaelic learners attending in **Wick** and 28 attending in **Thurso**. A Gaelic drama workshop was organised for the learners in **Wick** to

support and develop their language skills in an informal setting.

- A course for **Dunvegan** pre-school parents was again continued in January 2014.
- This year, Gaelic classes specifically aimed at supporting the parents of Gaelic Medium pupils were also organised in **Newtonmore, Drumnadrochit, Inverness, Dunvegan** and **Thurso**.
- The Council also worked in partnership with community groups to deliver Gaelic learner opportunities such as the **Aviemore Intermediate class** running in Aviemore Community Centre. In partnership with Comunn Gàidhlig Asainte the Council ran a weekend long adult learner event in November 2014 at **Glencanisp Lodge** similar to the successful event that took place in 2013. Gaelic tuition was offered at 3 levels and the event closed with a ceilidh.

1.5.11 **Adult Literacy Provision for fluent Gaelic speakers:**

- In partnership with Sabhal Mòr Ostaig, plans have been developed to deliver an initial pilot course to take place in the Inverness area commencing in March 2015. The second phase of the pilot will take place in the Skye area in September 2015.

1.6 **Review of Gaelic Adult Learning Provision in Scotland**

- 1.6.1 Given the importance that the Council places on opportunities for Gaelic Adult Learning and the commitments in GLP 12-16, we are engaging with Bòrd na Gàidhlig and a range of other partners in a National Working Group which is reviewing the delivery of, and the demand for, Gaelic Adult Learning across Scotland.
- 1.6.2 This is linked to the recent survey carried out in Highland which was undertaken to ensure that we deliver Gaelic Adult Education opportunities that are appropriate for increasing learner numbers and which suit the needs of our communities and of current and prospective students.
- 1.6.3 This National Working Group on Gaelic Adult Learning is particularly important with regard to non-Gaelic speaking parents of GM pupils, and the work fulfils obligations in both the National and Highland Gaelic Language Plans.

2. **Implementing Theme 2: What we will do for Gaelic in Education**

2.1 Theme 2 has five Strategic Commitments.

- **Strategic Commitment 1 - We will contribute to national strategic partnership initiatives, and policy formulation for Gaelic Education.**
- **Strategic Commitment 2 - We will ensure that Gaelic Education is factored into strategic Highland Council Education reviews and assessments**
- **Strategic Commitment 3 - We will create partnerships to establish a professionally organised, well-resourced and sustainable 0-3 Gaelic Early Years sector.**

- **Strategic Commitment 4 - We will develop 3-18 Gaelic Education and increase the number of Gaelic Learners in schools.**
- **Strategic Commitment 5 - We will work with partners to review the learning materials and learning resources provided to support Gaelic Education.**

2.2 Outlined below is an overview of implementation work across these.

2.3 **Strategic Commitment 1 - We will contribute to national strategic partnership initiatives, and policy formulation for Gaelic Education.**

2.3.1 The Council's Gaelic Development Manager is the first line contact for all Gaelic Policy and Strategic issues for the Highland Council. As of 1 October 2014, the Head of Education and the Gaelic Development Manager represented the Council on Bòrd na Gàidhlig's (BnG) **National Gaelic Education Strategy Steering Group** (NGESSG). The Gaelic Development Manager represented the Council on the Scottish Government's **Management Review Group** overseeing the Scheme of Specific Grants for Gaelic Education; and was elected as **Chair of the MRG** in September 2014.

2.3.2 The Gaelic Development Manager also represented the Council on the Board of Directors of **Stòrlann Nàiseanta na h-Alba** (the Gaelic educational resources agency); as Vice Chair of the Board of Directors; and also on other national Policy and Strategy Committees and Working Groups as these arose.

2.3.3 Regular discussion and liaison on national Education issues were be programmed within the Care & Learning Service; and **include the Director, the Head of Education, Gaelic Development Manager and the Chair and Vice Chair of the Gaelic Implementation Group** as necessary.

2.3.4 Some national strategic partnership initiatives included the following:

- Bòrd na Gàidhlig received £50,000 of additional funding from the Scottish Government to support the promotion of Gaelic Medium Education in five locations across Scotland. The areas identified were the Western Isles; **Dingwall; Tain**; Perth and Stirling. The Council was not involved in identifying the two aforementioned areas in Highland and would engage further on this with BnG.
- The Council submitted its response to a Scottish Government Consultation Paper on a possible Gaelic Medium Education Bill on 1 September 2014; and this will inform our engagement on the Government's Education Bill in 2015.
- The NGESSG continued to progress policy and partnership action in the birth to 3, Pre-school, Primary and Secondary School sectors.
- The NGESSG Working Group tasked with **developing a strategy for Secondary Education, including resources and translation**, has met twice and has progressed policy and action for taking forward in 2014-15.
- The **Management Review Group** for Gaelic Education brings together Local Authorities in receipt of Gaelic Specific Grant Funding. The Council sought collaborative action on the Government's 1+2 Language Learning initiative; Gaelic Secondary education resources and translations; and consultation on an Education Scotland Draft Statement defining Gaelic Medium Education.

- The Council was also part of a **Scottish Government Forum, reviewing GLPS**. This Forum works to prepare a national framework for GLPS; linking this work in with wider work on the 1+2 Language Learning agenda.
- We maintained positive links with **Education Scotland** to discuss a wide range of issues including Gaelic resources, and 1+2.
- We pursued opportunities for collaborative working with **SQA**.
- The Gaelic Teacher Education Working Group continued to monitor implementation of the **Gaelic-Medium Teacher Education Strategy**.

2.3.5 A brief run-through of other national initiatives that the Council was engaged with included:

- Reviewing the delivery mechanism for an ongoing GLAIF pilot project with Bòrd na Gàidhlig, in the 0-3 Gaelic early years childcare sector.
- A **new online resource for GM parents “Guthan Beaga”** (Tiny Voices), developed in partnership between the Council and Bòrd na Gàidhlig. This resource can help parents start their journey towards learning some useful Gaelic words and phrases that they can use with their young children in everyday life. It is also available as an app for tablet devices and mobile phones through Google and Apple store.
- A **Gaelic Careers booklet** was published and is available in PDF format on the SDS and Education Scotland websites.
- The **Gaelic Immersion for Teachers (GiFT) Pilot course** commenced in August 2014 with 9 participants. The Council had asked Bòrd na Gàidhlig to run this course in Inverness in 2015; especially in light of the Teacher Survey results mentioned earlier. Whilst it was disappointing that the option to run this event in Inverness was not explored; this Course will be advertised for August 2015 with possible “Outreach Provision” in Highland.
- Bòrd na Gàidhlig organises **Gaelic Immersion Weeks** for Teachers interested in learning Gaelic and potentially becoming Gaelic Teachers. The Council will seek to organise an Immersion Week with BnG in Inverness in 2015.
- **Teagasg.com – Bòrd na Gàidhlig’s teacher and education website** - was renewed to ensure all information and videos were up to date. The website was re-launched at the end of July 2014.
- We await **the appointment of a Senior Education Officer for Gaelic in Education Scotland**. This will place Gaelic alongside other curricular areas in terms of a strategic overview of education learning and teaching needs.
- We await the **2014-15 Bòrd na Gàidhlig national Education Statistics** which the Council feeds into; to determine the 2014-15 HC/National data on provision and pupil percentages.
- We have engaged with the Scottish Government and BnG about **2014-15 Gaelic Teacher Probationer** provision. Through MRG, we have also signified our desire for involvement in the process of probationer allocation; given the Council’s significant requirements. In 2014 the Council received five Primary and two Secondary level probationers and we instituted a support framework for them as they settle into their schools.
- The Council was also successful in securing **partnership pilot funding from the Scottish Government** for one of our Pupil Support Service Teachers to attend Sabhal Mòr Ostaig for a year to develop their Gaelic. As a result, we expect that this will provide a much needed bilingual Gaelic education element within the Council’s **Additional Support Needs** provision.

- 2.4 **Strategic Commitment 2 - We will ensure that Gaelic Education is factored into strategic Highland Council Education reviews and assessments.**
- 2.4.1 The Director of Care and Learning, the Head of Education and the Gaelic Development Manager worked to further **develop internal liaison on Gaelic Education matters**. The Gaelic Development Manager works alongside the Head of Education and the Area Care & Learning Managers to ensure that the needs of GME are assessed and taken account of as part of ongoing strategic overview of education provision in Highland.
- 2.4.2 On 1 September 2014, we commenced a **23 month Pilot Placement of a Gaelic Education Officer as a shared service between Highland and Argyll & Bute Councils**. This officer is part of the Council's Quality Improvement Team; providing support to Gaelic Primary and Secondary Probationer Teachers; providing support mechanisms for Curriculum for Excellence compliance in respect of Gaelic Education; and also feeds into our implementation of the Scottish Government's 1+2 Languages initiative.
- 2.4.3 A strategic outcomes programme has been agreed for the Project; and a more detailed work programme including a programme of visits is being finalised. This role, shared between two Local Authorities, is unique in respect of Gaelic; and we will make every effort to ensure that it will benefit pupils, teachers, parents and the Gaelic language and the Council in the widest sense.
- 2.4.4 This initiative, in tandem with the **GLOW Secondary School Resource Development Support** and the advent of the Gaelic Education Improvement Group chaired by the Head of Education, demonstrates our commitment to support Gaelic teachers and pupils across Highland.
- 2.4.5 Of immediate importance was the pressure surrounding education provision across the board in Inverness; which included **significant pressures at Bun-sgoil Ghàidhlig Inbhir Nis**. This priority will be fed into overarching strategy discussions on the medium to longer term delivery requirements for Gaelic Medium education in Inverness City and the surrounding area.
- 2.4.6 In pursuance of national efforts to increase the number of Gaelic teachers, the Council and Bòrd na Gàidhlig undertook a survey of the entire teacher cohort in Highland in March 2014.
- 2.4.7 This Survey was designed to gather information from teachers interested in developing their Gaelic language skills and/or transferring to work in the Gaelic education – learners of fluent. We have commenced work on analysing the data from the Survey and drilling further into the responses. Almost 600 teachers responded and this has provided the Council and Bòrd na Gàidhlig with valuable data on potential Gaelic teachers within our own teacher population.
- 2.4.8 The headline findings were:
- Significant interest in from Primary teachers in teaching GLPS
 - Good interest in non-Gaelic Medium teachers transferring to Gaelic-medium Education
 - High interest in Gaelic Career-Long **Professional Learning (CLPL)**
 - High interest in Gaelic language courses that are designed for educational

workers

- Interest from teachers currently teaching in GME for Gaelic language CLPL
- Opportunities to implement a programme of Gaelic language CLPL in different areas of the authority; making use of existing Gaelic language courses open to the public; as well as making use of opportunities for teachers.

2.4.9 Some **30 teachers** expressed an interest in undertaking training for Gaelic Language in Primary Schools (GLPS). The Council is currently working on a **GLPS Teachers' Training and Delivery programme** for March 2015.

2.4.10 Almost **60 teachers** indicated that they would be interested in teaching through the medium of Gaelic. However, only 8 left contact details so we will need to drill further into this highly intriguing set of responses.

- The inclusion of **Gaelic within the Strategic Meetings of the Care & Learning Service's Senior Management** will assist with the implementation of GLP 2012-16.
- A **Forward Look of Gaelic Education challenges and development is planned for the South Education Area** in the 2015-16 school Session.
- The future requirements of Gaelic Education continue to be factored into strategic discussions on the **Sustainable School Estates Review (SSER) on Skye**.
- The impact of the Government's **policy relating to pre-school provision** was scoped across the Council area. The possible impact on Gaelic pre-school provision was factored into this exercise and contact is being maintained between the Early Years and Gaelic Teams on the potential impact of this initiative.
- Gaelic education is now embraced as a pivotal element of the Council's policy development of the **Government's 1+2 Languages Agenda**. This work was in response to the Government's key commitment to *"introduce a norm for language learning based on the European Union 1+2 model - that is to create the conditions in which every child will learn two languages in addition to their own mother tongue. This will be rolled out over two Parliaments and will create a new model of language acquisition in Scotland"*. There was a link between local and national engagement and the new Gaelic Education Officer and a Gaelic Primary School Teacher are part of the Council's 1+2 Forum. The work carried out within the Council and by MRG/Scottish Government colleagues ensures a robust linkage to the Council's direction of travel on Gaelic education in the coming years.
- The Council's **Gaelic Education Improvement Group** met on 3 September 2014. Chaired by the Director of Education, Culture and Sport, it comprised the Gaelic Development Manager, the Workforce Planning and Staffing Manager, the Gaelic Education Officer and includes representation from Gaelic Pre-school, Primary and Secondary levels plus the Gaelic Education Resources Assistant. The Group will improve our consultation and communication with teachers on:
 - implementing the Council and National Gaelic Language Plans;
 - Highland Council Gaelic Education policy and strategy,
 - Gaelic education staffing and supply cover
 - Resources
 - CLPL (CPD) opportunities;
 - In-Service provision,
 - leadership development and wider networking opportunities.

- 2.4.11 When appropriate, the Group may also be useful for consultation on issues and initiatives that may arise on an ad-hoc basis.
- 2.5 **Strategic Commitment 3 - We will create partnerships to establish a professionally organised, well-resourced and sustainable 0-3 Gaelic Early Years sector.**
- 2.5.1 Despite some challenges in the **pilot project in the 0-3 sector**, a solid partnership continued to be built between the Council, the Care and Learning Alliance (CALA) and BnG. Early Years staff continued to build local networks and to provide resources and materials plus the organising of parental events.
- 2.5.2 We received confirmation of funding until the end of the pilot in June 2015 and we had **25** Gaelic Pre-school Voluntary Groups providing Gaelic in early years for some **300** children across Highland. The Council will undertake further discussions in Spring 2015, with CALA and Bòrd na Gàidhlig, about the future of the Birth to Three sector and how it should be supported, going forward.
- 2.6 **Strategic Commitment 4 - We will develop 3-18 Gaelic Education and increase the number of Gaelic Learners in schools.**
- The Council has finalised partnership funding of some £4.75M from the Scottish Government for **two new standalone Gaelic Primary Schools in Fort William and Portree**.
 - Site and construction work was commenced on the **standalone Gaelic Primary School in Fort William (Bun-Sgoil Ghàidhlig Loch Abar)**; and a formal turf cutting ceremony took place at the site on 29 May 2014. The Council has engaged with the local community about concerns surrounding the size of the gym hall and local solutions were discussed and agreed in consultation with the Caol Community Council. The target opening date for **Bun-sgoil Ghàidhlig Loch Abar** remains August 2015.
 - Work on the early phases of the standalone **Gaelic Primary School in Portree** continues. The interim Gaelic pre-school and wraparound provision in the Elgin Hostel; was completed at the end of July 2014.
 - The decision to proceed with the **Tain 3-18 Campus** means a first for the Council in relation to Gaelic Education. This will be the first opportunity in Highland to focus the Gaelic Pre-school, Primary and Secondary provision in a locality, within a straight-through 3-18 site.
 - Early in January 2015, the **Director of Care and Learning issued the annual encouragement letter** to parents of Nursery children within the catchment area of Gaelic Primary provision. This letter highlights the availability of Gaelic education to parents enrolling their children for school in August 2015. It takes the opportunity to advise parents of Gaelic education availability and highlights the benefits of a bilingual education through the provision of Gaelic Medium Education. It also mentions that the option of choosing the bilingual route is available, even if children have not attended a Gaelic Medium Nursery.
 - As mentioned earlier, due to the accommodation pressures, we have commenced scoping the future options for **Bun-sgoil Ghàidhlig Inbhir Nis**. These discussions are part of a city-wide review of education provision which includes **Gaelic Medium provision in Inverness**.
 - The Council successfully appointed another **Acting Head Teacher at Bun-sgoil Ghàidhlig Inbhir Nis**; and will be in place for the remainder of the 2014-15 school session. We will advertise for a fluent Gaelic speaking Head

Teacher at the beginning of the last term in the 14-15 session.

- The Council established a **Gaelic Medium Department in Thurso** in 2013 and we have plans to build on the establishment work in 2014; as we take this initiative forward. The Gaelic Education Officer and Community Learning and Development Officer are seeking ways of increasing the support for Gaelic language skills development in the pre-school facility.
- The Council has factored in **expanded Gaelic provision in the new Inverness Royal Academy**; which will involve the creation of a better resourced and supported Gaelic Department.
- The Council and Fèisean nan Gàidheal have completed **pilots of the Fèisgoil initiative** in 9 Primary Schools in the Lochaber High School ASG; and in 7 Primary Schools in Caithness and Sutherland. We finalised an assessment of the pilots in November 2014. We will link this into our engagement with national efforts regarding quality assuring the training and delivery associated with GLPS and the 1+2 Language Learning Initiative.
- **A Gaelic Secondary School development support** project successfully collated the resources already available and translated for Gaelic Learner pupils in Highland in 2013-14. The Council wants to create a database of all the available Secondary level Gaelic resources, which will then be made available to all teachers and schools through the GLOW network. In 2014-15, we commenced a similar exercise in respect of the resources for **Gaelic Medium subjects and Gaelic for fluent speakers at the senior phase in Secondary Schools**.
- Following the success of the 2014 Gaelic In-service event; another **joint Primary and Secondary Gaelic Teachers In-Service day will be held in Inverness on 18 February 2015**.
- In partnership with Skills Development Scotland, Bòrd na Gàidhlig and Highlands & Islands Enterprise, we held a highly successful **Gaelic Careers Event for S2/S3 pupils in Eden Court, on 31 October 2014**. The event, called **Siuthad! (Go On!)** was aimed at encouraging Secondary pupils to continue to senior phases with Gaelic by demonstrating the wealth of economic and employment opportunities that Gaelic provides.

2.7 **Strategic Commitment 5 - We will work with partners to review the learning materials and learning resources provided to support Gaelic Education.**

- The Gaelic Development Manager represents the Council, as Vice Chair, on the Board of Directors of **Stòrlann Nàiseanta na h-Alba** – the national Gaelic Education Resources body. With colleagues on the Board, the Council continues to pursue a wide range of educational challenges including the formulation of a national GLPS framework, Secondary sector resource creation and translation; the overall prioritisation and production of Gaelic education resources and the relationship between Stòrlann, Education Scotland and SQA, going forward.
- Staff from the Council also attended the **national Gaelic Teachers Conference – An t-Alltan** – on 1-2 October 2014. The Conference also included a national event – **An t-Alltan Beag** - for the Gaelic pre-school sector.
- Discussions have taken place with partner organisations to scope out **a review of the resources available for Gaelic Education** and we will also address this in 2014 as part of the Council's Memorandum of Understanding with Sabhal Mòr Ostaig.
- Ongoing **liaison takes place between the Council, Stòrlann and the Scottish Government** including on how best to consult with practitioners on,

and subsequently prioritise, the creation of education resources across the 0-18 continuum.

2.8 Highland Council Gaelic Education Statistics - Academic Year 2014-15

2.8.1 The statistics, from the September census 2014, show that Highland Council area delivers:

- **18** Gaelic medium Council Nurseries and **4** partner centres providing pre-school Gaelic Education for 291 three and four year old children
- **22** Primary Schools providing Gaelic Medium Education for 861 pupils;
- **12** Secondary Schools offering Gàidhlig (Gaelic fluent speaker) classes, or subject teaching through the medium of Gaelic medium, to 367 pupils; and
- **13** Secondary Schools offering Gaelic Learners classes for 1465 pupils

2.9 The National Picture - Academic Year 2013-14

2.9.1 In a national context, Bòrd na Gàidhlig statistics for 2013-14 showed The Highland Council supporting Government targets through:

- **42%** of children in Scotland's Gaelic Pre-school Voluntary Groups
- **34%** of Scotland's Gaelic Medium Nursery Children;
- **30%** of Scotland's Gaelic Medium Primary School pupils;
- **31%** of Scotland's Gaelic Medium Secondary pupils studying Gàidhlig as fluent speakers; and
- **43%** of Scotland's Gaelic Medium Secondary pupils studying Gaelic as learners.

2.9.2 At present the national figures from Bòrd na Gàidhlig for 2014-15 are not available.

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

School Session	Nursery/ Commissioned Playgroups	Primary School Pupils	Secondary School Pupils Fluent Gaelic	Secondary School Pupils Subjects through Gaelic	Secondary School Pupils Gaelic Learners
2007-08	263	718	359	165	1373
2008-09	247	728	345	152	1485
2009-10	270	734	352	165	1421
2010-11	225	744	360	149	1469
2011-12	213	761	373	173	1286
2012-13	292	784	364	211	1487
2013-14	275	808	369	180	1472
2014-15	291	861	367	224	1465

2.9.4 The Council is keen to ensure that we make relevant comparisons in relation to progress in increasing the numbers entering, or undertaking, Gaelic education. We therefore include, in our internal Performance Monitoring, data showing the %age of pupils in Gaelic Education as a proportion of overall Highland school rolls. This provides a more complete overview of uptake and performance.

2.9.5 The data from the 2014 School Census will shortly be available and the statistics above will be updated for the GIG in May 2015; and included in next year's GLP

Annual Implementation Report.

2.9.6 The Council's website contains an online map, to show Highland parents - and parents who may be considering moving to the Highlands – the locations in which the Council provides Nursery, Primary and Secondary Gaelic Education. The map shows the following information:

- All Gaelic Nursery School provision (Council and partner centres) and the number of children attending;
- All Gaelic Primary School provision, the number of pupils, and the associated Secondary School;
- All Gaelic Secondary provision, including the number of pupils studying subjects through the medium of Gaelic, those studying Gàidhlig as fluent speakers, and those studying Gaelic as Learners;
- A contact email for those who wish to know about Gaelic classes or Gaelic activities in communities.

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

3.1 Theme 3 has three Strategic Commitments.

- **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.**
- **Strategic Commitment 2 - We will increase the profile and build the use of Gaelic within Council funded organisations and events within the Highlands.**
- **Strategic Commitment 3 - We will develop opportunities for people to engage with Gaelic through the media, arts and creative industries**

3.2 Outlined below is an overview of implementation work across these.

3.3 National Gaelic Arts Strategy

3.3.1 The National Gaelic Arts Strategic Forum meets quarterly and discusses the strategic development of Gaelic language arts and culture at a local, national and international level. This forum includes organisations which fund the arts and developmental bodies for Gaelic arts development – Bòrd na Gàidhlig, Creative Scotland, Highlands & Islands Enterprise, BBC ALBA, MG ALBA, COSLA, VOCAL, and the Scottish Government. Currently two of the top priorities for the forum are Gaelic Drama and Gaelic International development. In the last 13 to 14 months Gaelic Drama Network has been facilitated and funded by Bòrd na Gàidhlig and Creative Scotland. This fund helps support Gaelic Drama projects at local and regional level. <http://www.gaidhlig.org.uk/bord/cothroman-taic-airgid/maoin-drama.php>

3.4 BBC/MG ALBA

3.4.1 BBC ALBA is now firmly established and has seen a growth in viewers of the Channel, with more people than ever watching; with very high awareness and approvals levels. Gaelic speakers and learners are making good use of the channel with 70% tuning in every week, with news being the most appreciated and

viewed genre. The news is delivered from Inverness and covers Highlands & Islands, national and international stories to great effect with a team of video journalists; who also make contributions to other BBC news programmes on radio and TV.

3.4.2 Importantly, BBC ALBA also managed to commission a high-end Gaelic TV drama – a mini-series of 3 episodes produced on location in Skye by a Skye-based company, written by a Lewis-based writer and with the entire production taking place through the medium of Gaelic. The show will air on BBC ALBA later this year and they hope that support from agencies will enable them to extend the pilot to a returning series.

3.5 **LearnGaelic.net**

3.5.1 The LearnGaelic.net website has high levels of participation and usage. LearnGaelic.net is a one-stop shop for anyone interested in learning Gaelic. MG Alba, the BBC, Bòrd na Gàidhlig, the Board of Celtic Studies Scotland and SMO are key partners.

3.6 **Fèis Rois**

3.6.1 Fèis Rois is unique within the wider Fèisean movement in that it is:

- Not run by volunteers and has a paid staff team managed by a Board of Directors
- Working in the formal education sector as well as in the community;
- Delivering a specialist programme of work for young people with additional support needs
- Working out-with the 8 – 18 age group and, in particular, has a successful Adult Learning programme that contributes to CLD;
- Working to a national remit wider than Ross & Cromarty;
- Leading on a number of national initiatives, including Time to Shine and the Highland Youth Arts Hub;
- Recognised internationally

3.6.2 Fèis Rois is one of 19 organisations in the UK to be awarded £10,000 from the BBC Performing Arts Fellowship. Feis Rois recently launched a CD called Fàs, which features several professional musicians who all started their musical journeys at Fèis Rois. The CD is available to purchase at www.feisrois.org and at Fèis Rois events. The musicians all donated their tracks, so the sales of the album will raise funds to contribute to supporting the next generation of young musicians in Ross and Cromarty.

3.6.3 A Fèis Rois participant was awarded an international Travel Bursary supported by the British Council and The Saltire Society. The Award consists of £1,500 to pursue a research project, including international travel, together with a certificate and membership of the Saltire Society. The successful individual was a Gaelic speaker, who proposes to spend a month in Catalonia learning about the Catalan language and culture, focussing mainly on the music and dances of the region and to undertake tuition and mentoring in these fields.

3.6.4 Following a successful pilot, Fèis Rois received support from Creative Scotland and SNH to develop their National Ceilidh Trail across Scotland.

- 3.6.5 Fèis Rois has been awarded £30,000 to commission former participant, John Somerville to write new work inspired by The Hector, the ship that sailed from Loch Broom to Pictou, Nova Scotia.
- 3.6.6 The core business remains strong with over 500 people taking part in the residential Fèisean this year and over 180 young people taking part in after school classes every week in Lochcarron, Ullapool, Evanton and Avoch.
- 3.6.7 Feis Rois is leading on the development of a new Highland Youth Music Forum, which brings together music providers of all genres across the area. They are currently building www.highlandyouthmusic.org.uk, which they hope will be a one-stop-shop where young people (aged 0-25) will be able to find out about music making opportunities across the area.
- 3.6.8 Fèis Rois has recently been successful in its application for long term regular funding from Creative Scotland for the period 2015 – 2018, and have received Foundation status and £101,000.

3.7 **Sabhal Mòr Ostaig Residency Programme (SMORP)**

- 3.7.1 SMO has supported residency programmes since it was first established, with the late Somhairle MacLean being the first Writer in Residence based at SMO. The SMORP has developed over the years and they now have a full residency programme of 4 Artists in Residence (a Musician, a Visual Artist, a Drama professional and a Writer), all currently funded by Creative Scotland's Creative Futures Programme. SMO has a dedicated Visual Artist Studio based in FÀS Mor – its Creative Industries Centre.

3.8 **Memorandum of Understanding SMO**

- 3.8.1 The Council has a Memorandum of Understanding with SMO and we continue to meet quarterly to implement joint projects between the Council and SMO.

3.9 **Celtic Media Festival (CMF)**

- 3.9.1 The CMF is taking place in Inverness between 22 and 24 April; and a Local Liaison Committee has been established. The CMF aims to promote the languages and cultures of the Celtic countries on screen and in broadcasting.
- 3.9.2 Producers, Directors and decision makers in the world of Television and Radio come together to discuss and reflect on broadcasting in the Celtic Nations and Regions. Indigenous languages are an important part of Celtic Media Festival, and, Gaelic Irish, Welsh, Cornish, Breton, and Galician will be languages used during the festival.
- 3.9.3 Celtic Media Festival also hosts the Torc Awards for Excellence, awards in Television, Radio and Interactive Media that are judged on an International Stage. As well as industry panel discussions, and the Torc Awards for Excellence, there will be a programme of screenings, that will be free of charge to the public. Details of these will be on the Celtic Media Festival website in the coming weeks.

3.10. **The 2014 Inverness Royal National Mod**

3.10.1 The Royal National Mod (RNM) is organised annually by An Comunn Gàidhealach (ACG). The RNM took place in Inverness this year between 10 and 18 October. Under the terms of a Service Delivery Contract, the RNM will be held in the Highland Council area in 2014, 2017 and 2020.

3.10.2 The Gaelic Implementation Group instituted an Internal Mod Liaison Group to implement the targets regarding the RNM which are contained in the Council's Gaelic Language Plan 2012-16. The Group comprised:

- Cllr Hamish Fraser
- Provost Alex Graham
- Kenny Murray, Gaelic Development Manager
- Morag Anna Macleod, Gaelic Development Officer
- David Haas, Inverness City Manager
- Gerry Reynolds, City Events Officer
- Colin Simpson, Tourism Co-ordinator

3.10.3 Links were also maintained with the City of Inverness Area Committee and the Inverness Events And Festivals Working Group, and Mod Local Organising Committee. The Gaelic Team also liaised with the Inverness BID Team to ensure that local businesses and tourism operators were made aware of the opportunities that the Mòd can provide. The Gaelic Team also worked closely with the Council's Communications Team to ensure close cooperation regarding media impact for Members and the Council during Mòd week.

3.10.4 The 2014 Inverness Royal National Mod, and the Mod Fringe, were a huge success culturally, artistically, media-wise and economically.

3.11 **Memorandum of Understanding (MoU) between the Council and the Provincial Government of Nova Scotia**

3.11.1 The Council is renewing its Memorandum of Understanding with the Government of Nova Scotia. To mark this process and the City's hosting of the Royal National Mod, The Honourable Randy Delorey Minister for Environment and Gaelic Affairs in the Government of Nova Scotia recorded a message on YouTube to the Council which was played at the final Royal National Mod press conference on Friday 17 October. The message strengthened a renewed the MoU links between the Nova Scotian Government and the Highland Council.

3.11.2 A group of 6 young people who are studying Gaelic at Dalbrae Academy in Mabou, Cape Breton, Nova Scotia and their teacher Mrs Joanne MacIntyre visited the Highlands in March 2014. The aim of the trip was to provide the young people with the opportunity to visit communities and educational institutions where Gaelic is used as an every-day working language.

3.11.3 Council Officials liaised with Scottish Government Officials and staff at Dalbrae Academy to organise an itinerary for the group which included a visit to the Scottish Parliament, to the Council in Inverness, to a Gaelic Medium School, to Sabhal Mòr Ostaig and a High School visit. Meeting educational and cultural representatives were included in the programme. The visit was arranged under the auspices of the MoU between the Council and the Provincial Government of Nova Scotia.

3.12 Ainmean Àite na h-Alba

- 3.12.1 Ainmean-Àite na h-Alba (AÀA) - Gaelic Place-Names of Scotland - is the national advisory partnership for Gaelic place-names in Scotland. The purpose is to agree correct forms of Gaelic place-names for maps, signs and general use. They draw on the expertise of the partner organisations, local knowledge and historical sources to agree authoritative forms of Gaelic place-names. To ensure consistent spelling they use established principles such as the Gaelic Orthographic Conventions and the guidance they have produced on Gaelic place names.
- 3.12.2 They work closely with Highland Council Officials, with Ordnance Survey and other public bodies to provide Gaelic names for maps and signs.
- 3.12.3 They are currently working on names for the Highland Council, Argyll and Bute Council, The Scottish Parliament, Historic Scotland and Scottish Fire and Rescue Service. They received 48 enquiries, 185 names, in the 3rd quarter of 2014, totalling 580 names for 2014-15. AÀA were informed before the Festive break of 2014, that their funding application to Bòrd na Gàidhlig was successful.

3.13 The 2014 MG Alba Traditional Music Awards (Na Trads)

- 3.13.1 Na Trads is an annual event that takes place each December, held at different venues around the country, to highlight Scotland's traditional music in all its forms. Na Trads is now a high profile media and broadcasting event, bringing an increased profile and status for Gaelic.
- 3.13.2 On 13 December 2014, Na Trads took place in Inverness in front of a live audience of over 1400, whilst also being broadcast live and bilingually on BBC ALBA. The event was opened by Inverness Provost, Councillor Alex Graham; and Councillor Hamish Fraser Chair of the Council's Gaelic Implementation Group presented the first award of the evening, Best Venue, to the Cèilidh Place in Ullapool. Na Trads 2014 in Inverness, were Hands Up for Trad's biggest and most ambitious to date and generated substantial coverage across Scotland's Print and Broadcast media.
- 3.13.3 The Inverness City Committee/Common Good provided a Civic Reception at the Town House on Saturday 13 December prior to the Trads Awards Ceremony. Young People from Fèisean nan Gàidheal performed at the Civic Reception as well as onstage during the Awards. Na Trads received financial support from The Council, Inverness City Common Good and the Highland Culture Fund. 'Hands Up for Trad' also organised, award winning band Rura to perform and provide a music workshop for young people from Gizzen Briggs at Tain Academy on Friday 12th December.
- 3.13.4 Na Trads in Inverness has further helped cement this high profile event as a highly visible linguistic, cultural highlight, bringing the industry and audiences together to celebrate Gaelic/Scottish Traditional Music and Scottish Culture.

3.14 Horoscope for Year of Homecoming - Gaelic Creative Writing Competition

- 3.14.1 A Gaelic Creative Writing Competition was organised by the Gaelic Team, for pupils in both the primary and secondary sectors. Posters were designed in house by the Graphic Design team, application forms and guidance notes were issued to the schools and press releases were issued.

3.14.2 During the late Summer and early Autumn 2014 Donald S Murray author and ex teacher ran a series of Gaelic creative writing workshops in primary and secondary schools across the Highlands.

3.14.3 A total of 102 entries were received for the individual categories and the winners will be announced in a press release in February 2015. The Head Teachers of pupils in schools who won and received commendations have been informed.

3.15 **Sgeama Greis Gnìomhachais – Students Summer Placement Scheme**

3.15.1 In 2014, 27 students were provided with summer work under this year's Students Summer Placement Scheme, which is funded by the Council in partnership with Comunn na Gàidhlig and others. 11 choose to be based in organisations and business in the Highlands.

3.15.2 The students, who are either fluent Gaelic speakers or learners, are working with businesses and third sector organisations across the Highlands and Islands. The work placements are for a minimum of 10 weeks over the summer months.

3.15.3 The scheme aims to provide the students with work in businesses and third sector organisations where Gaelic is the main language in the workplace.

3.15.4 The students benefit from the scheme in many ways as they are immersed in a "Gaelic environment" for the 10 weeks

- they improve their level of fluency
- they gain experience of a working environment
- they are given the opportunity to return to their own communities for the summer months.
- they gain employment

3.15.5 There are also benefits for the employers

- they get young, enthusiastic people with specific skills
- they are given financial assistance to help with costs
- they have the opportunity to see students, who will be graduating in the not too distant future, with a view to future recruitment.

3.16 **Cuach na Cloinne – The Children's Cup**

3.16.1 Cuach na Cloinne is a football competition for P4-7 pupils in Gaelic medium, and in 2014, 44 teams from 24 schools took part. Regional competitions were held in Lewis, Barra, Skye, Inverness, Oban and Glasgow with the successful teams from these regional competitions qualifying for the national finals in Inverness. The Provost of Inverness, Cllr Alex Graham awarded the winning Team with Cuach na Cloinne, and the Gaelic Team worked closely with CnaG officials in relation to press and publicity.

3.17 **FilmG 2014-15**

3.17.1 The national Gaelic short film competition FilmG had its highest number of entries since it was first launched in 2008. The 79 submissions include 51 to the youth category. Pupils from Secondary Schools across the Highlands submitted entries which will be shortlisted for the awards ceremony in Glasgow on 27 March 2015.

3.17.2 All the films can be viewed online and the public have been asked to vote for their favourite film by 20 March; and the Council is liaising with FilmG in relation to press and promotion.

3.18 Blas Festival

3.18.1 Blas 2014 was launched on June 25 in Eden Court by Vice Convenor Cllr Maxine Smith, who welcomed guests. A number of Council Members attended and Blas issued press releases they were placed on the Council's website including Facebook and Twitter. Council Officials provide on-going support to Blas.

3.19.1 The main festival included 41 Concert Events, 29 of which included a Food & Drink Element.

3.20 Blas 2014 Commission

3.20.1 Scottish Natural Heritage engaged Iain MacFarlane to devise a work based on the Gaelic poem, "Moladh Beinn Dòbhrain". This poem extols the virtues of the Highland natural environment; and linked with the remit of SNH. The commission included the production of a CD and book and SNH produced a display to accompany the show. The premiere event at great Glen House in Inverness incorporated a range of foods sourced in the Highlands. The commission had 4 shows at Blas and at each show every member of the audience received a complimentary CD/Book package.

3.21 Inverness Airport Mini Food Festival

3.21.1 There were 8 days of Food Events with background music, the food being the main factor for the 8 days. Inverness Airport assess that 1,471 departing passengers had access to the food on offer during the periods when they had food producers in the restaurant. The timetabling of the food events in the restaurant was decided to coincide with the periods that experience the largest numbers of outbound flights in any one-day as outgoing passengers use the restaurant.

3.22 Schools and Community Events

3.22.1 In partnership with High Life Highland they delivered 279 events and activities in schools and within communities across the area, including free concert performances by Blas Artistes.

3.23 Care Homes and Hospitals

3.23.1 In partnership with 'Live Music Now', 'Music in Hospitals, and An Comunn Gàidhealach they delivered music performances at a range of Care Homes and Hospitals and the Highland Hospice in Inverness as well as entertainment which patients are not able to access elsewhere.

3.24 Inverness Cathedral

3.24.1 They had 2 events at Inverness Cathedral one of which was filmed by BeesNees television for BBC Alba.

3.25 Countryside Rangers Guided Walks

3.25.1 In co-operation with High Life Highland and The Highland Council Ranger Service they were able to offer Blas visitors unique and personalised walks and activities, where they engaged with the natural environment, expanding the Blas experience into a full taste of what the Highlands have to offer.

3.26 House Cèilidhs

3.26.1 These have become an annual feature of Blas where private individuals open their homes to visitors to enjoy a 'real cèilidh' with music, song, food and a drink.

3.27 A Travelling Gallery

3.27.1 The Travelling Gallery visited around a dozen different venues during Blas allowing people to see works of art displayed in their own community.

3.28 Drama Workshops with Eden Court Creative

3.28.1 The Schools and Communities Programme also included drama work in schools with professionals from Eden Court delivering a series of workshops.

3.28.2 Key findings from audience feedback included:

- Their audience has continued to grow and they aim to carefully expand and develop the festival content year on year and the growth in audience numbers suggests that they are on the right track. However the statistics for age groups attending suggest they need to find new ways of attracting the youth audience (14 to 25) although they are well catered for in the schools and communities programme, in partnership with High Life Highland.
- Their overall rating has remained steady at 4.6 out of a possible 5, equating to a 92% average satisfaction across the 3 key elements defined by Blas, being Enjoyment, Value for Money and the use of the Gaelic language in event delivery.
- A separate question asking whether the festival had made a person more appreciative of the Gaelic language returned a very positive 75% Yes, which is hugely significant.
- For 50% of respondents Blas was 'quite important' in their decision to visit Scotland.
- 15% of respondents stayed in paid accommodation during their visit to Blas.
- For those coming from outwith the area, the average spend excluding travel was £1,317 per person.

3.29 Gaisgich Coimhearsnachd

3.29.1 6 groups of young people from schools in Inverness Plockton, Sleat, Dingwall and Portree have agreed to take part, with each producing a short film – a drama or a documentary - based on the commemoration of the start of WW1. The project is scheduled for completion in April/May 2015.

3.29.2 "Sealladh" Ltd, a film company; are taking all participating groups through each stage of the process in a series of workshops from idea to script development, writing to performance, filming to editing.

3.29.3 Most of the filming will take place by the end of March 2015. Where possible young people will go into the community to film and 'Sealladh' will also arrange for interviewees to meet the classes within the school environment. Previous 'Sealladh' Sgàilean film projects which the Council and Bòrd na Gàidhlig have supported, have enhanced the skills of young people these skills have been utilised for a variety of other projects including FilmG which the Council support.

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

4.1 Theme 4 has three **Strategic Commitments**.

- **Strategic Commitment 1 - We will increase Gaelic usage and the profile of the Gaelic language and internal Gaelic services, across the Council.**
- **Strategic Commitment 2 - We will identify and provide developmental opportunities for Members and officers to learn Gaelic or improve their Gaelic skills.**
- **Strategic Commitment 3 - We will increase the use and profile of Gaelic in dealings with external partners, stakeholders and contacts**

4.2 Outlined below is an overview of implementation work across these.

4.3 Strategic Commitment 1 - We will increase Gaelic usage and the profile of the Gaelic language and internal Gaelic services, across the Council.

4.3.1 The Council's Service Plan Guidance now stresses the status of our Gaelic Language Plan and the importance of factoring Gaelic into each Service's policy initiative consideration. Gaelic is a Corporate Governance Priority; and all Services are required to include Gaelic as one of the overarching principles from the corporate commitments in their Service Plan.

4.3.2 As of 1 June 2014, "Gaelic" was added to the list of "**Implications**" that are taken into consideration in all Council Committee Reports.

4.3.3 The Council's Cross Service Gaelic liaison will be restructured to seek to identify Responsible Officers within each Service. This will facilitate better engagement on Gaelic policy; and will help create an effective Gaelic network in the Council.

4.3.4 The Customer Service Manager and her team are scoping the possibility of including Gaelic in the "welcome" message on the Service Centre's recorded message system and also Service Centre staff using a couple of words of Gaelic greeting when answering calls.

4.3.5 In the process of re-designing the Council's website; a number of out of date Gaelic pages were removed in 2014. The re-launch of the new Council website enables the Gaelic Team to explore with web colleagues the possibility of creating a bilingual Gaelic micro-site in 2015-16.

4.4 Strategic Commitment 2 - We will identify and provide developmental opportunities for Members and officers to learn Gaelic or improve their Gaelic skills.

- 4.4.1 In Autumn 2014, we engaged with Gaelic Research Partnership “Soillse” with a view to undertaking an All-Staff Gaelic Skills Audit/Survey in 2015. This would be separate from the Council’s generic Staff Survey.
- 4.4.2 The main aim of the refreshed Gaelic Skills Audit would be to develop a new, robust, rigorous and replicable framework for measuring and monitoring Gaelic language skills and Gaelic use across the Council’s Services. This framework would inform both the overall implementation of our Gaelic Plan and the strategic development of bilingual skills within the organisation.
- 4.4.3 We are taking this project forward, in accordance with GLP12-16 and with the aim of creating a new Gaelic Skills Framework in the Council. Activities involved in creating such a framework could include:
- A review of international best practice and approaches to producing bilingual skills strategies in large organisations.
 - Consultation with Senior Management and staff on perceived training and development needs and the demands for Gaelic language use in the delivery of services, using research interviews.
 - Production of a draft staff survey (online and paper) for discussion with Senior Management, and with Heads of Departments, Sections and Centres in which Gaelic language skills are identified as an asset.
- 4.4.4 This exercise would extend the 2014 All-Teacher Gaelic Survey, to all Council staff.
- 4.4.5 The All-Teacher Survey elicited some 600 responses; providing information about current Gaelic skills, Gaelic training and development requirements and interest in Gaelic Medium and Gaelic Learner teaching. In response to the feedback received, we are taking forward a Gaelic Language in Primary Schools (GLPS) Course for 26 Teachers in March 2015 and have advertised for applicants for a year-long fully funded Gaelic Immersion Course for Teachers commencing in August 2015.
- 4.4.6 In 2015 we will explore the rolling out of the “Encouraging Gaelic Usage in the Council” and other Gaelic Awareness tools. New Gaelic Awareness and Refreshing Events have been agreed with both the Council’s Executive Leadership Team and the Board of the Community Planning Partnership for Spring 2015.
- 4.5 **Strategic Commitment 3 - We will increase the use and profile of Gaelic in dealings with external partners, stakeholders and contacts**
- 4.5.1 In December 2014, the Council commenced a Short Life Working Group with Bòrd na Gàidhlig, to establish how to most effectively embed Gaelic within the Single Outcome Agreement; across the Community Planning Partnership (CPP). We have prepared a Report for the CPP Board in March 2015 that includes a Statement of Ambition for Gaelic for the CPP.
- 4.5.2 We are in discussions with HIE and SDS to collaborate on a collegiate approach to delivering Gaelic Adult Learning/Training within public sector organisations in Inverness. This exercise is to explore the possibility of undertaking joint development work on Gaelic. If organisations are able to pool staff on Gaelic language courses or other training or awareness delivery, joining together to provide courses/training may make them more cost effective to organise and may

provide larger, more sustainable Learner numbers.

- 4.5.3 The Gaelic Implementation Group has agreed to the commissioning of 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. Further work on this is being undertaken with SDS, SFC and with the Service Improvement Team for Old People, within the Care & Learning Service in 2015.
- 4.5.4 We are also aware that the Blas Festival maintains strong community links with concerts in hospitals and care homes in association with the charity Music in Hospitals. Music in Hospitals Scotland is a charity whose mission is to improve the quality of life for adults and children with all kinds of illness and disability through the joy and therapeutic benefits of professionally performed live music in hospitals, hospices, day care centres, special schools, nursing and residential homes.
- 4.5.5 We are now translating all the headings and sub headings in the Council's template Contract documentation, for our Procurement colleagues in the Finance Service.
- 4.5.6 In addition, and building on an already established clause in the Council's standard Grants documentation; we are looking to agree a standard clause regarding Gaelic to be used in all SLAs/SDCs/Contracts across the Council. This is due for completion in March 2015.
- 4.5.7 We continue to maintain links with academic experts on Gaelic orthography and, as illustrated by presentation to the GIG, we continue to work closely with Ainmean Aite na h-Alba (AAA) as national experts on Gaelic place names.

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

5.1 Theme 5 has two Strategic Commitments.

- **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.**
- **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.**

5.2 Outlined below is an overview of implementation work across these.

5.3 **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.**

5.3.1 We continued to take opportunities to increase the profile of Gaelic in commercial and retail developments and this was helped by the positive relations between colleagues in the Gaelic and the Development and Infrastructure Teams. The Council and our partners significantly increased the profile of Gaelic in the City before and during the Royal National Mod in October 2014.

- 5.3.2 This augmented work already done in providing bilingual signage on Finger Sign Posts around the City of Inverness; bilingual signage in Boots and in McDonald's, in the Mercure Hotel and in Tesco, Asda and Sainsbury stores. We continued to liaise with colleagues internally and with Ainmean Àite na h-Alba to provide Gaelic names for housing and commercial developments.
- 5.3.3 We continued to maximise the economic opportunities provided by Gaelic cultural, media and arts events; and we will continue to foster and nurture excellent relations with high profile premier Gaelic cultural events such as the Royal National Mod and the Blas Festival. Whilst the profile and growth of the language is paramount in these events; the economic benefits that they bring to the Highlands are significant.
- 5.3.4 We worked for continued success for the Blas Festival and we forged highly successful partnerships, locally and nationally, that delivered a memorable Royal National Mod in Inverness in 2014. A full economic impact assessment will be presented to the Gaelic Implementation Group in February 2015. We now look forward to welcoming the Royal National Mod to Lochaber in 2017.
- 5.3.5 We are also delighted that we hosted a hugely successful "Trad Awards" – the Scottish Traditional Music Awards – in Inverness on 13 December 2014. More details can be found at the following link: <http://projects.scottishcultureonline.com/scotstradmusicawards/> and in reporting on the Arts, Media & Heritage Theme. All these events provide a high profile and multi-media platform for Gaelic and they also bring significant economic benefits to the Council area.
- 5.3.6 We are delighted that, due to the support and efforts of the Gaelic Team, the Development and Infrastructure Team and the City and Area Team, the Celtic Media Festival will be held in Inverness from 22-24 April 2015. This prestigious international event will undoubtedly provide economic benefits to the area and Members will be provided with further detail as and when available. The website can be found here: <http://www.celticmediafestival.co.uk/>
- 5.3.7 We have collaborated with colleagues in the Highlands of Scotland Film Commission to increase Gaelic in that business area; to provide a bilingual app. We will also build and develop on our agreement with VisitScotland in the promotion of the Highlands' distinct culture; including featuring Gaelic in marketing campaigns.
- 5.3.8 We continue to work with partners to provide a higher profile for the economic benefits of Gaelic and bilingualism; alongside cultural and heritage profile and development. We are keenly aware that our funding for partners, including Fèisean nan Gàidheal, the Blas Festival and Fèis Rois, provides support for employment in these organisations; and we aim to underpin these as both economic and cultural priorities.
- 5.3.9 We will therefore work with partners to examine how we can increase the audience, participant and sponsorship engagement with Gaelic related events in the Highlands. In assessing the success of Royal National Mod in Inverness in 2014, we will engage with An Comunn Gàidhealach to further develop the Economic Impact Assessment Study of the Mod.

- 5.3.10 HIE, with support from the Highland Council, Bòrd na Gàidhlig, Scottish Natural Heritage, Creative Scotland, Argyll and Bute Council, and Comhairle nan Eilean Siar, has completed a major project to research the Economic and Social Value of Gaelic as an Asset – Ar Stòras Gàidhlig.
- 5.3.11 DC Research was commissioned to gather detailed information from businesses, communities and social enterprises which used Gaelic in their operations or which saw the use of Gaelic as an asset. The final Report was agreed and the Gaelic and Development and Infrastructure Teams have been involved on the Research Steering Group. The research looked at examples of best practice in using Gaelic as an asset, highlight opportunities to scale up existing activity and develop a toolkit of analysed data and opportunities to guide organisations engaged in Gaelic development in supporting business innovation, internationalisation and sectoral development.
- 5.3.12 The Report was launched in November 2014 with a Parliamentary reception plus several sectoral webinars around Scotland. The Full Report was also be the subject of a presentation to the Planning, Development and Infrastructure Committee on 18 February 2015. It can be accessed here:
<http://www.hie.co.uk/community-support/support-for-gaelic-development/gaelic-research.html>
- 5.4 **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.**
- 5.4.1 We instituted a partnership between the Council, SDS, HIE and Bòrd na Gàidhlig, to work together to heighten the profile of Gaelic related careers and skills. Following the success of the first Gaelic Careers event for Secondary pupils, a second event was delivered on 31 October 2014 in Eden Court Theatre in Inverness. Around 200 S2/S3 pupils attended the event; which sought to encourage young Secondary pupils to continue with their Gaelic studies up to qualification level. The event, opened by BBC personality Kirsteen Macdonald, showcased a vast range of Gaelic organisations and employers along with practical examples of career opportunities.
- 5.4.2 Along with SDS and the Scottish Government, we are pushing ahead to re-establish the **Gaelic Employment and Skills Partnership (GESP)**. This group is expected to have representation from the Scottish Government, Bòrd na Gàidhlig, HIE, Local Authorities, Sabhal Mòr Ostaig and SDS, amongst others. This engagement aims to outline the educational, economic and cultural benefits of bilingualism; which in turn feed into a wide range of careers options and opportunities. We also aim to assess the potential for Modern Apprenticeships; seeking cross-sectoral development/pilots/case studies; engaging with national initiatives and with potential employers.
- 5.4.3 We are also undertaking renewed activity with Scottish Government and SDS colleagues to establish links with the Scottish Government's data analysts on Labour Market Intelligence (LMI).
- 5.4.4 We also pursue community engagement and economic development aims within our Memorandum of Understanding projects with Sabhal Mòr Ostaig. In addition the Kilbeg Village development in Sleat on Skye is a significant progressive economic step for the area and receives support from the Council. The Council's

Director of Development and Infrastructure is a member of the Funders Group for the project.

6. Translation and Corpus Development

- 6.1 In the period 1 January 2014 to 31 January 2015, the Highland Council's Gaelic Translator administered 821 requests. 715 of these requests were for translations (of which 704 were from English to Gaelic and 11 from Gaelic to English), and 106 were for separate proofreading or linguistic advice. 651 were from Council Services; 2 from Members; 76 from High Life Highland; 31 from Ainmean-Àite na h-Alba, and 61 from third sector and other external organisations.
- 6.2 The Translator largely operates in response to requests received, and maintains a monthly log which records details of requests as they are returned. While the log is useful in demonstrating demand for the service, it should be noted that it can only provide a somewhat superficial impression of the work involved. For instance, one request could represent a single phrase – or a document running to several thousand words. Similarly, texts with low word counts, such as place-name signage or document headings, can be time-consuming and involve significant research and consultation.
- 6.3 Due to restructuring of the HC's Services, the 2014 log covers both the old and new service structures. For the period 1 January to 31 March 2014, under the old structure, 135 requests were administered as follows:
- Chief Executive's Service – 73
 - Education, Culture & Sport Service – 27
 - Transport, Environment and Community Service – 16
 - Planning and Development Service – 13
 - Housing and Property Service – 3
 - Finance Service – 3
 - Social Work Service – 0
- 6.4 For the period 1 April 2014 to 31 January 2015, under the new structure, 516 requests were administered as follows:
- Chief Executive's Office – 134
 - Corporate Development Service – 114
 - Development & Infrastructure Service – 109
 - Care & Learning Service – 64
 - Community Services – 58
 - Finance Service - 37
- 6.5 Educational resources were translated for both GME primary and secondary subjects, with 12 requests for materials totalling over 42,000 words delivered directly to schools, as well as wider support materials such as schools' reports, newsletters and dinner menus. 32 requests were administered within the Council regarding Gaelic educational resources and documents such as support materials for teachers and information for parents. 41 requests were returned to the Community Learning and Development staff relating to Gaelic classes and various events ranging from the Early Years through to Adult Learning.
- 6.6 142 road, street and core path signs requests were administered, as well as 77

requests for internal and external signs and commemorative plaques for Highland Council properties, including schools and offices. In addition, a significant number of texts for interpretive panels were progressed in collaboration with the Planning and Development Service and subsequently with the Development and Infrastructure Service. It is felt that these signs further increase the visibility of Gaelic, both in the community and in work and learning environments.

- 6.7 A significant number of corporate documents were administered, including 145 requests for full translations or headings and sub-headings for committee agendas and minutes, as well as 159 requests for miscellaneous reports, brochures, and information leaflets. 40 requests were administered for job adverts and job and person specifications. As in previous years, a number of requests were received for PowerPoint headings. This year, due to the Council's restructuring, a significant number of requests were received in relation to new service names and job titles, as well as for email signatures and addresses.
- 6.8 In collaboration with the Corporate Communications Office, 24 bilingual press releases were administered. In line with the HC's Gaelic Language Plan 2012-2016, which guarantees a Gaelic reply to all correspondence written in Gaelic, 11 such requests relating to letters, emails and tweets were administered.
- 6.9 76 requests were administered for High Life Highland. These included signage, banner, exhibition and marketing texts for libraries, museums, archives, visitor centres and sport centres. Support was ongoing for Am Baile, particularly in relation to their new website. Support also continued for the Blas Festival in relation to festival programmes and publicity. Projects of note this year included texts for the River Ness Artwork Project and for World War One commemorative exhibitions.
- 6.10 We continue to liaise regularly with Ainmean-Àite na h-Alba, and contribute to consultation on place-names and more complex linguistic or corpus issues. It should be noted that informal queries and discussions which take place on an almost daily basis are not recorded. However more significant pieces of work such as consultation on specific lists of names are logged and these amounted to 31 requests.
- 6.11 61 requests were administered in response to enquiries from third sector and other external organisations. These largely related to signage for Rowan Tree Consulting; Alan Jones Associates; Signs Specialists re Boots signage; Centurion Signs; Portland Signs re Inverness Shopping Centre; ASDA; Tesco; Rare Management Ltd re Ft William Mountain Bike World Cup; Inverness BID; Highland Housing Alliance; Lochalsh & Skye Housing Association; Crown Vets; Tulloch Homes; Stagecoach in Skye; University of the Highlands and Islands; Police Scotland, and Ford. Assistance was also provided to Care and Learning Alliance; An Comunn Gàidhealach; The Caithness Orchestra; The Highland Military Tattoo, and an American actress regarding Gaelic pronunciations for an audio recording of a novel set in the Highlands.
- 6.12 The Council continues to keep abreast of Gaelic orthographic and language corpus developments and uses the recommended forms in Faclair Rianachd Phoblaich (FRP), as well as the most current dictionaries and resources, in order to maintain consistency and clarity. Documents translated frequently include technical language, for which there is no established Gaelic form. The aim is to provide translations that are natural and immediately clear in the target language, while

accurate and faithful to the source language. We continue to note such new terminology, for further consultation with the FRP production team. As much of this material is published online, and therefore in the public domain, it is felt that a significant contribution is made to Gaelic corpus development, not only within the immediate environment of the Highland Council, but also on a national level.

7. Gaelic Education Resources Support

- 7.1 The Council receives an allocation of Gaelic resources developed and produced by Stòrlann Nàiseanta na Gàidhlig, funded by The Scottish Government for use throughout Gaelic Medium Education across Scotland.
- 7.2 These resources are distributed, free, to pre-school Gaelic Medium nurseries (18), commissioned partner centres (4), Gaelic Medium Primary Schools/Primary Schools with Gaelic Medium Classes (22) and Secondary Schools with Gaelic classes (16), allocating these to the appropriate stage of education depending on the suitability of the resource.
- 7.3 Prior to the formation of Stòrlann Nàiseanta na Gàidhlig, the Councils which founded Gaelic Medium Education were responsible for developing resources for use in schools. As The Highland Council was one of the larger Authorities with GME; a number of resources were developed and produced by ourselves and we hold a small amount of stock which is accessed from time to time as requests for these are received.
- 7.4 In addition, new Gaelic publications from publishers such as Acair, Leabhraichean Beaga, Spòrs, Taigh nan Teud, Sandstone Press, Dalen Alba, Luath Press etc. are sourced, purchased and distributed to schools. These complement the national resources and broaden the range of Gaelic materials available to all ages.
- 7.5 The aim is that any book suitable for use in school, published in Gaelic, will be purchased by the Council and distributed accordingly. Individual teacher requests for additional resources are considered and purchases made where appropriate.

8. Contact Details for Further Information

- 8.1 The foregoing provides an overview of the implementation of The Highland Council's Gaelic Language Plan 2012-16. Any queries should be addressed to the Gaelic Development Manager at gaelic@highland.gov.uk or on 01463 703663.

Kenneth A Murray
Gaelic Development Manager
February 2015