

**Comhairle na Gàidhealtachd
The Highland Council**

**Buidheann Buileachaidh na Gàidhlig – 25 Lùnastal 2015
Gaelic Implementation Group –25 August 2015**

Agenda Item	8
Report No	GIG 9/15

Gaelic Language Act Implementation Fund 2015

Report by the Head of Policy and Reform

Summary

This Report provides Members with an overview of the successful applications submitted by the Council's Gaelic Team to the Gaelic Language Act Implementation Fund (GLAIF) for 2015-16.

The Report contributes to the delivery of:

- The Scottish Government's National Performance Outcomes;
- The National Gaelic Language Plan 2012-17;
- The Council's programme commitment for Gaelic language; and
- The Highland Council Gaelic Language Plan 2012-16.

1. Background

1.1 GLAIF funding which is managed and distributed by Bòrd na Gàidhlig, was instituted to support initiatives which develop the capacity of Public Authorities to deliver existing, and/or potential Gaelic Language Plans, and also supports the aims of the National Gaelic Language Plan 2012-17 *'to secure an increase in the number of people learning, speaking and using Gaelic in Scotland'*.

2. Highland Council GLAIF Project Bids

2.1 The following projects were submitted by the Gaelic Team for consideration by Bòrd na Gàidhlig for GLAIF funding support for 2015-16.

2.2 Project 1, Gaelic Learning for Adults (GLfA)

2.3 GLfA is a programme of Gaelic adult progressive language learning classes across Highland; building on the existing provision and developing new adult learning opportunities. GLfA will enhance the learning experience of adult learners and we are proposing to deliver a wider range and choice of Gaelic classes, going forward.

2.4 GLfA also aims to develop and refresh existing learning and teaching materials to enhance and strengthen provision for Gaelic medium parents. GLfA is proposing to continue supporting Gaelic Adult Fluent speakers following on from the pilot Literacy courses delivered in partnership with Sabhal Mòr Ostaig in the Inverness and Skye areas.

- 2.5 The Gaelic learning for Adults project will support and develop the National Gaelic language Plan 2012-2017 by implementing priority area.
1. Home and Early Years. 4. Communities. 5. Workplace.
- Extending access to, and participation in, a wide range of Gaelic learning opportunities, for adults and increasing the numbers progressing to fluency.
 - Ensuring opportunities for the continuity and progression of literacy and other language skills for adults Gaelic and for fluent speakers.
 - Ensuring good resources are available to support adults learning Gaelic.
 - Strengthening the unique capacity in FE AND HE to enrich the profile of Gaelic in Scotland.

- 2.6 GLfA will help implement the Council's Gaelic language Plan 2012-2016 within the following areas of the plan:-

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

Strategic Commitment 1

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

- 2.7 Key Performance Results

- Baseline data established which will show the linguistic ability of parents or guardians of Gaelic Medium pupils in order to ascertain the requirements for learning and support in the home. Following this exercise, set a target for increasing the number within the lifetime of the Plan.

Enabling Action (iii)

- Organise and develop Ùlpan progressive language classes around the Council's Associated School Groups; where Gaelic Medium Education is provided.

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.

- 2.8 Key Performance Results

- Over the lifetime of the plan, increase the number undertaking adult Gaelic learning including Ùlpan by 20%, from a baseline of 200 in 2011-12 – target subject to further consultation with Bòrd na Gàidhlig.
- A formal evaluation of Gaelic community learning provision, particularly Ùlpan; and a report on any changes that might be useful, going forward.

Enabling Action (iv), (v) & (vi)

- Organise Ùlpan progressive language classes and less formal learning opportunities for adults; including those with Additional Support Needs. Contribute to an independent review of Gaelic adult learning opportunities in communities, including a review of the effectiveness of Ùlpan: involving tutors, learners and course organisers

- an examination of the pricing structures, the terms and conditions and an assessment of future needs.
- work with Sabhal Mòr Ostaig to develop an adult literacy course for fluent Gaelic speakers

Theme 4 – What we will do for Gaelic in the Workplace

Strategic Commitment 2

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

2.9 Key Performance Results

- Increase the number of Members and staff who participate in Gaelic language courses and awareness training.

Enabling Action (iii) & (iv)

- Organise sustainable Ùlpan progressive language courses for staff.
- Explore the potential for using external funding sources to support Gaelic learning in the workplace.

3. Project Delivery

- 3.1 Gaelic Community Learning and Development Officers will deliver the project. The Council, CLAD Gaelic Officers are qualified, experienced and skilled in the delivery of Adult learning programmes and work in partnership with others to do so.
- 3.2 GLfA will encourage the wider use of Gaelic in communities through providing progressive language classes which enable Gaelic medium parents to access learning opportunities at a discounted rate. Community based classes offer GM parents support and increases their linguistic confidence and ability in using Gaelic in the home.
- 3.3 GLfA project will offer a programme of Gaelic classes across the Council area. The project will develop and strengthen previous classes to ensure a structured progressive route for Gaelic learners.
- 3.4 As a result of continued demand from students we are proposing to develop and build on this provision through continuing with established classes as well as initiating new courses as required.
- 3.5 We propose to establish new beginner's classes in Inverness, Fort William, Portree, Sleat, Nairn, Lochalsh and Dingwall in order to increase the number of learners accessing Gaelic. In addition to these classes we envisage the continuation of existing community based adult learning courses.
- 3.6 Following on from the successful residential tutor training course we have enlisted new tutors who will be available to deliver further community classes. In addition to existing resources The Gaelic Team have negotiated an agreement with Sabhal Mòr Ostaig to use their short course materials for community

classes. The materials will further enable the Council to meet the learning needs of upper intermediate and advanced learners.

GLfA will develop and refresh existing learning and teaching materials to enhance and strengthen provision for Gaelic medium parents.

4. Continuation of the Project

4.1 Previous successful GLAIF applications have enabled The Council to provide a wide range of language learning classes and groups at various levels in order to meet the learning needs in each community. As a result of continued demand from students we are proposing to develop and build on this provision through continuing with established classes as well as initiating new courses as required.

5. Targets

To provide learners with a structured and progressive route to Gaelic learning.

- To widen access to a varied programme of adult Gaelic learning classes in Highland.
- To enable Gaelic medium parents to support their children in Gaelic medium education through accessing appropriate Gaelic courses.
- To develop existing learning resources for Gaelic medium parents.

5.1 Outcomes

- A structured and progressive learning route is in place for Gaelic learners
- Increase numbers of Gaelic learners progressing towards fluency.
- Gaelic medium parents gain access to structured Gaelic language classes thus enabling an increase in Gaelic usage in the home and wider community.
- Improved quality of learning resources available

5.2 Monitoring and Evaluation

- Statistics are gathered annually through the student registration process
- The percentage of Highland Council staff and Elected Members attending classes are gathered
- The number of Gaelic medium parents attending classes is collated annually
- Class evaluation forms are distributed to students at the end of each academic year.

6. Project 2, Gaelic Learning in the Workplace (GLinW)

6.1 Overview

GLinW project will support and implement the training and development outcomes from the Council All Teacher Survey and from the All Staff Gaelic Skills Survey. The project will support training needs identified for staff and Elected Members. The project will offer a programme of Gaelic language courses delivered by Sabhal Mòr Ostaig. The courses will be designed in relation to the outcomes of the aforementioned Survey results and the training needs of Council staff and Elected Members.

- 6.2 GLinW project will support and develop the National Gaelic Language Plan 2012-2017 by implementing Priority Area 5 - Workplace:-
- To increase the opportunities for staff to learn Gaelic and for Gaelic speakers to develop their language skills
 - To sustain and enhance language viability within the Council workplace particularly in areas where Gaelic is spoken by 20% or more of people in the local communities, e.g. Inverness, Skye, and Lochaber, (other areas are not excluded)
 - Promote and recruit Gaelic speakers to ensure the language is used in the workplace when providing services to the public
- 6.3 GLinW will implement the Council's Language Plan 2012-2016, Workplace Theme, Strategic Commitment 2:-
- To increase the numbers of staff and Elected Members who participate in Gaelic language courses.
 - Explore the potential for using external resources to support Gaelic learning in the workplace.

7. Project Delivery

- 7.1 GLinW will be delivered by the Council's Gaelic Team in partnership with Sabhal Mòr Ostaig and the Council's Learning and Development Team. All the Teams have experience of project management and delivery at both strategic and operational levels.
- 7.2 GLinW will 'support for the wider use and awareness of Gaelic within the workplace', as it will provide language learning opportunities for staff and Elected Members within the Council.
- 7.3 GLinW will be promoted corporately via the intranet to staff across all Council Services by the Learning and Development Team; this will assist in raising the awareness of Gaelic.
- The project will also assist and encourage staff to realise the value of Gaelic as an additional skill especially when dealing with customers who are resident in the Highlands.
- The project will assist and encourage staff to realise the importance of including Gaelic in official documents, e.g., strategies, plans, reports, Council Meetings, posters, adverts, at Civic Events, public meetings and social media as the language is being normalised within the general operational work and activities of the Council, therefor supporting the wider use of Gaelic within the workplace.
- 7.4 GLinW will be developed according to the outcomes of the training and development outcomes from the Council's All Teacher Survey and from a new All Staff Gaelic Skills Survey. This training needs analysis will take account of the Gaelic language training needs of individual staff and Elected Members and form part of their personal development needs according to their language acquisition ability/needs.

7.5 GLinW will support staff to learn and enhance their existing Gaelic language skills thus providing opportunities for staff to engage through the medium of Gaelic with members of the public and other public bodies.

8 Targets, Outcomes Monitoring and Evaluation

- Increase the number of Council staff and Elected Members who participate in Gaelic language courses.
- Provide a range of courses that are suited to staff and Elected Members individual learning needs.
- Secure external funding sources to support Council Gaelic learning in the workplace.
- GLinW will be monitored using the Council's standard mechanisms that are currently in place regarding staff training, which includes online feedback and evaluation forms. The project will also use the mechanisms that SMO currently use to measure progress and value of the language learning experience.

9. Project 3, GiFT – Gaelic language Immersion Course for Teachers (GiFT)

9.1 Overview

GiFT specifically designed for teachers wishing to transfer to Gaelic Medium Education

9.2 GiFT is a one-year full-time face-to-face course delivered by the Universities of Strathclyde and Edinburgh with financial support from Bòrd na Gàidhlig, the Scottish Government and Local Authorities. Successful completion of the course will lead to a Post Graduate Diploma and consists of 120 course credits at Masters Level.

9.3 It has been designed for qualified teachers who have intermediate Gaelic language competence (similar to Higher Gaelic or equivalent) and are committed to working in GME, either in the primary sector or as secondary subject specialists teaching through the medium of Gaelic. It is a full-time, intensive course to ensure rapid progress towards advanced competence in Gaelic and the development of the specialist pedagogical skills required for Gaelic medium education.

9.4 There are currently 5 teachers who are based in schools across the Highlands who have enrolled on to the GiFT Programme. The Programme will be delivered from Millburn Academy and Mr Iain MacIlleChiar has been appointed as the local tutor and an Induction Day will take place on August 24th. Teachers on the course will have the opportunity to participate in Gaelic CLPL courses running throughout the year.

9.5 The course follows the school year and the teachers who are on secondment are expected to return to teach through the medium of Gaelic. This follows examples from other countries with minority Language Education.

10. **Project Delivery**

10.1 The project will commence in August 2015, and it will increase the number of teachers, who are able to teach in the medium of Gaelic,

11. **Targets, Outputs, Monitoring and Evaluation**

GifT evaluation process is being developed in association with the Universities and Bòrd na Gàidhlig.

12. **Project 4, Spòrs ann am Bun Sgoil Ghàidhlig Loch Abar (Sport in BSGL)**

12.1 Overview

12.2 To develop and deliver a programme of appropriate after-school sporting activities through the medium of Gaelic at the new Bun Sgoil Ghàidhlig Loch Abar. This programme will be developed through partnership working between the school, the Community Learning and Development Officer for the South area and High Life Highland Active Schools Co-ordinator for Fort William.

12.3 This project will support and develop the National Gaelic Language Plan 2012-2017 by implementing Development Area 4.

Strategic priority; providing a wide range of opportunities for young people in both GME and GLE to engage in activities that enhance their Gaelic skills through greater use.

12.4 This project will help implement the Highland Council Gaelic Language Plan 2012-2016 by helping deliver:

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

Strategic Commitment 2. We will provide language acquisition support in the home and community for pupils in Gaelic Medium Education.

13. **Project Delivery**

13.1 The project will be delivered with support from the Gaelic Team's and by the Highlife Highland Active Schools Official for the Fort William Schools.

13.2 The project aim is to deliver a programme of extra-curricular activities through the medium of Gaelic at the new Bun-sgoil Ghàidhlig Loch Abar in order to promote greater usage of the language and improve levels of Gaelic fluency amongst school pupils.

14. **Targets, Outcome, Monitoring and Evaluation**

- To provide a range of extra-curricular sporting activities through the medium of Gaelic at the new Bun Sgoil Ghàidhlig Loch Abar.

- To extend the use of Gaelic amongst young people beyond the classroom.
- To extend the young people's Gaelic language usage and expression into sporting activities.
- To enhance and add to the overall Gaelic experience at the new school.
- A range of extra-curricular sporting activities suitable for both young people will run at the new Bun Sgoil Ghàidhlig Loch Abar through the medium of Gaelic.
- Gaelic language usage amongst the children will be extended into sporting activities.
- There will be improved fluency and confidence in Gaelic due to increased exposure to the language.
- The project will be evaluated through consultations with parents, school staff and the young people themselves, and also there will be ongoing evaluation with young people.
The Active Schools Co-ordinator will be involved in a qualitative evaluation.

15 Project 4, Fàilte don Ghàidhealtachd – Welcome to the Highlands Road Signage

15.1 A Bilingual Gaelic and English “Fàilte don Ghàidhealtachd – Welcome to the Highlands” road sign project was not successful.

16. Implications, legal, equality, risk, climate change/carbon clever or Gaelic

16.1 There are no additional Implications associated with this Report.

17.	Recommendations
17.1	<p>Members are invited to:</p> <ul style="list-style-type: none"> • Comment on the three successful GLAIF projects for 2015-16 as part of the Council's ongoing Gaelic Language Plan commitments; • Agree that Council Officials engage with Bòrd na Gàidhlig to progress all the successful projects in GLAIF 15-16; and • Agree to submit a final Report on GLAIF project implementation in 2016.

Designation: Head of Policy and Reform

Date: 15 July 2015

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