

**Comhairle na Gàidhealtachd
The Highland Council**

**Buidheann Buileachaidh na Gàidhlig – 18 Gearran 2016
Gaelic Implementation Group – 18 February 2016**

Agenda Item	4
Report No	GIG 1/16

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

Report by the Director of Care and Learning

Summary

This Report provides Members with an update on the implementation of Gaelic Language Plan 2012-16 Theme 2 “What we will do for Gaelic in Education”; and provides information on a wide range of national and local level initiatives.

The Report contributes to the delivery of:

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

1. IMPLEMENTING GLP THEME 2: WHAT WE WILL DO FOR GAELIC IN EDUCATION

1.1 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.

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

2. Implementation Actions

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

2.2 Some recent national developments include the following:

- The **Education (Scotland) Bill** had its Third Reading in the Scottish Parliament on 2 February 2016 and proceeds towards Royal Assent, which is expected to be around Easter. The Bill contains significant elements in relation to Gaelic Education; specifically, that Local Authorities will have a process in place to respond to parental requests for Gaelic Medium Primary Education; that Local Authorities will have a duty to promote Gaelic Education and that Bòrd na Gàidhlig must prepare Statutory National Guidance on GME. Bòrd na Gàidhlig has instituted a Core Group, which is drafting the new Statutory National Guidance on Gaelic Education. This Guidance, with ancillary documents, will be subject to a formal 12 week Consultation period early in 2016.
- **Go!Gaelic** - <http://go-gaelic.scot/> - is an online, digital and interactive learning and teaching tool to support Gaelic Language Learning or GLL (formerly GLPS).
The Go!Gaelic Training Course is designed for teachers who have little or no knowledge of Gaelic; and consists of 18 units covering a variety of topics and functional language. This is a distinct programme providing training, support and resources to equip teachers with the necessary Gaelic language skills and teaching methodology to deliver Gaelic within the Government's 1+2 framework.
- **"Ceitidh"** – is the world's first Scottish Gaelic computer voice, which has been created by [CereProc](#), the world leading speech synthesis company in Edinburgh, working with Michael Bauer of Akerbeltz. The development of Ceitidh has been funded by the Scottish Government, Scottish Funding Council, SQA and Bòrd na Gàidhlig. .
Ceitidh is now available from CALL Scotland's [Scottish voice](#) website alongside "Heather" and "Stuart", the two Scottish computer voices. Ceitidh works on Windows and Macintosh computers and can be used to read Gaelic web sites, ebooks, textbooks, SQA exam papers and other curriculum resources; check writing, emails, and social media posts - proofreading by listening can improve spelling and grammar.
The voice will be particularly helpful for Gaelic speakers with dyslexia, reading difficulties and visual impairment, but it should also be useful for anyone learning or working in Gaelic. It is estimated that approximately 4% of the population are significantly dyslexic: by using computer reader software, learners with reading difficulties can access curriculum materials at school and home, helping them to be more successful learners.

2.3 The Council's Gaelic Development Manager is the first line contact for all Gaelic Policy and Strategic issues for the Highland Council. The Head of Education and the Gaelic Development Manager represent the Council on Bòrd na Gàidhlig's (BnG) **National Gaelic Education Strategy Steering**

Group (NGESSG). The Gaelic Development Manager also represents the Council on other national Policy and Strategy Committees and Working Groups as applicable.

- The Gaelic Development Manager represents the Council on the Scottish Government's **Management Review Group** (MRG) overseeing the Scheme of Specific Grants for Gaelic Education; and is currently **Chair of MRG**.
- The Gaelic Development Manager also represents the Council on the Board of Directors of **Stòrlann Nàiseanta na h-Alba** (the Gaelic educational resources agency); as Vice Chair of the Board.

2.4 Regular discussion and liaison on local and national Education issues are 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.

2.5 The **National Gaelic Education Strategy Steering Group (NGESSG)** continues to progress policy and partnership action in the birth to 3, Pre-school, Primary and Secondary School sectors. It has recently been looking at future developments relating to a Gaelic Virtual School; in partnership with Education Scotland. This will link in with engagement the Council is undertaking with Comhairle nan Eilean Siar on digital/remote learning and teaching possibilities in Secondary Schools.

2.6 The **Management Review Group** for Gaelic Education is the consortium of Local Authorities in receipt of Gaelic Specific Grant Funding. The MRG is represented on Bòrd na Gàidhlig's Core Group preparing the Statutory National Guidance on Gaelic Education. **MRG is drafting a toolkit** that will be of use to both Councils and Parents in the handling of requests for Gaelic Medium Primary Education.

A brief run-through of **other national initiatives that the Council is engaged with** includes the following:

- The Council received seven **Gaelic Primary Teacher Probationers for 2015-16**. The Council will shortly be **preparing its bid for Probationers for 2016-17**.
- Through MRG, we have also signalled our desire for direct involvement for Local Authorities in the **Gaelic Teacher Probationer Allocation process**; given the Council's significant requirements.
- The Council had five Teachers undertaking the **Gaelic Immersion for Teachers (GiFT) course** which commenced in August 2015. In February 2016, the Council will be contacting Teachers with information on how to express interest in **GiFT 2016-17**.
- The Council continues to support teachers who in securing an **Award in leadership in Gaelic for Teachers and Educational Professionals course**. This course, organised by the Social Enterprise Academy and with support from Education Scotland, was held on Skye. The feedback from attendees was very positive and clearly demonstrated the need for such an event.

Strategic Commitment 2 - We will ensure that Gaelic Education is factored into strategic Highland Council Education reviews and assessments.

- The Director of Care & Learning, the Head of Education and the Gaelic Development Manager work 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.
- The **Gaelic Education Improvement Group (GEIG)** chaired by the Head of Education, will be reviewed when the Statutory National Guidance on Gaelic Education has been published. This Group, or its successor group, is expected to commence work this year on a Highland Gaelic Education Strategy as part of Gaelic Language Plan 3, from 2017 onwards.
- Work continues in relation to **GLOW Secondary School Resource Development Support**. A Secondary School Development Officer works one day per week with the Gaelic Development Manager to collate all the Gaelic Medium and Gaelic Learners Secondary School Resources across Highland. These are being will be stored in one database/area, which will accessible to all Highland teachers. It is the intention to make this resources database available to Gaelic Teachers across Scotland.
- The Council is addressing the **significant accommodation pressures at Bun-sgoil Ghàidhlig Inbhir Nis**. This priority is part of overarching strategy discussions on the medium to longer term delivery requirements for Gaelic Medium education in Inverness City and the surrounding area.
- Following on from a **survey of the entire teacher cohort in Highland** in March 2014; a **Gaelic Skills Survey will be undertaken in 2016**. Within this Survey, there will be a specific section for School based staff in order to identify training and development needs and also identify staff who might wish to consider switching to Gaelic teaching.
- 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.
- 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.

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

- Following the success of the 3-year Pilot Project, the Council is working on a **new 3-year Strategic Project with Bòrd na Gàidhlig and the Care and Learning Alliance (CALA) in the Pre-Birth to Three Sector**. Further details on this will be provided when a framework has been agreed between all parties. The Care and Learning Alliance will provide GIG with a presentation on progress and achievements in February 2016.

Strategic Commitment 4 - We will develop 3-18 Gaelic Education and increase the number of Gaelic Learners in schools.

- The Council is supporting a **Study of Gaelic Pre-School provision in Dingwall**. This is looking at unifying and consolidating Gaelic Pre-School Provision in Dingwall and to identify the options around the unification and consolidation in pursuance of Highland Council's Statutory Gaelic Language Plan and Gaelic Education Sustainability model.
- The Council secured partnership funding of some £4.75M from the Scottish Government for **two new standalone Gaelic Primary Schools in Fort William and Portree**.
- **The formal opening of Bun-sgoil Ghàidhlig Loch Abar** is scheduled for 4 March 2016.
- Work on the standalone **Gaelic Primary School in Portree** continues.
- The decision to proceed with the **Tain 3-18 Campus** means a first for the Council in relation to Gaelic Education.
- 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 faces challenges around the **Gaelic provision in Tongue Primary School**. Due to unforeseen circumstances including low numbers, the Council is looking closely at Gaelic provision in the area. Officers and Local Members have commenced discussion on the possible **options to revive and renew Gaelic Medium in the Tongue/Bettyhill** area.
- 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 Gaelic Development Manager and the new Head Teacher are scheduled to meet in February 2016 for discussions on further developing the Gaelic curriculum within the new Academy.
- The **Gaelic Careers Event (Siuthad! or Go On!)** partnership between the Council, Skills Development Scotland, Bòrd na Gàidhlig and Highlands & Islands Enterprise continues for 2016. We plan to organise two Careers events – one in Inverness and one at Sabhal Mòr Ostaig, on Skye.

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

- The developments in relation to **Go!Gaelic** and the **Gaelic computer voice, Ceitidh**, have been mentioned above under para 2.2.

- **Dyslexia Scotland** launch of one of its publications in Gaelic; '**Dè th'ann an Diosleacsia?**'. This gives an overview of dyslexia, including a definition, as well as the strengths and barriers associated with dyslexia. Dyslexia Scotland has developed a number of tools to help teachers including a free online Addressing Dyslexia Toolkit which includes information about pupils in Gaelic Medium 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.
- 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.

The National Picture - Academic Year 2014-15

In a national context, Bòrd na Gàidhlig statistics for 2014-15 showed The Highland Council supporting Government targets through:

- **42%** of children in Scotland's Gaelic Pre-school Voluntary Groups (2012-13);
- **31%** of Scotland's Gaelic Medium Nursery Children;
- **31%** of Scotland's Gaelic Medium Primary School pupils;
- **31%** of Scotland's Gaelic Medium Secondary pupils studying Gàidhlig as fluent speakers; and
- **49%** of Scotland's Gaelic Medium Secondary pupils studying Gaelic as learners

These statistics will be updated when the national overview has been provided by Bòrd na Gàidhlig.

Highland Council Gaelic Education Statistics - Academic Year 2015-16

The statistics show that Highland Council area delivers:

- 18 Gaelic medium Council Nurseries and 4 partner centres providing pre-school Gaelic Education for 256 three and four year old children;
- 22 Primary Schools providing Gaelic Medium Education for 881 pupils;
- 12 Secondary Schools offering Gàidhlig (Gaelic fluent speaker) classes, or subject teaching through the medium of Gaelic medium, to 328 pupils; and
- 14 Secondary Schools offering Gaelic Learners classes for 1474 pupils

The National Picture - Academic Year 2014-15

To show Highland provision in a national context, we await confirmation of some national data and will provide Members with updated %age provision figures once available.

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	283	861	367	224	1465
2015-16	256	881	328	255	1474

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 show 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.

Academic Year 2015-16 - Online Map of the Council's Gaelic Education Provision

The Council's website contains an [online map](#) which shows 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.

5. Implications

5.1 There are no additional implications associated with this Report at present.

6.	Recommendations Members are asked to: <ul style="list-style-type: none">• Comment on progress in implementing the Education Theme in the GLP.• Agrees the action being taken to seek to resolve the difficulties around GM provision in the Bettyhill/Tongue area.• Agree to continue to press for Local Authority participation in the Gaelic Probationer Allocation Process• Agree to the updating and publication of all the Gaelic Education statistical data; and the Online Gaelic Education Map.
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Designation: Director of Care and Learning

Date: 9 February 2016

Author: Kenneth A Murray, Gaelic Development Manager.

Theme 2 - What we will do for Gaelic in Education

Strategic Commitment 1

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

Partners

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

Key Performance Results

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

Enabling Actions

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

Theme 2 - What we will do for Gaelic in Education

Strategic Commitment 2

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

Partners

NHS Highland

Key Performance Results

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

Enabling Actions

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

Theme 2 - What we will do for Gaelic in Education

Strategic Commitment 3

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

Partners

Bòrd na Gàidhlig, Care and Learning Alliance (CALA)

Key Performance Results

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

Enabling Actions

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

Theme 2 - What we will do for Gaelic in Education

Strategic Commitment 4

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

Partners

Scottish Government, Bòrd na Gàidhlig

Key Performance Results

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

Enabling Actions

- (i) Establish a partnership approach with the Scottish Government to deliver new standalone Gaelic Primary schools in Fort William and Portree.
- (ii) Agree a funding support formula with Bòrd na Gàidhlig, for new developments and additional provision.
- (iii) Council-wide Mapping exercise to identify the areas within, or between, Associated School Groups, where current Gaelic Education provision (0-18) could be configured and/or strengthened to support and establish long term sustainable Gaelic Education provision.
- (iv) Identify Gaelic community development activities within Associated School Groups, to complement and link with formal Gaelic Education provision.
- (v) Identify and support 3-5 Pre-school provision, in specific locations, to support the transition to Gaelic Medium Primary and Secondary schools.
- (vi) Work locally, at the earliest opportunity, to establish demand for full wraparound care provision in anticipation of the planned standalone Gaelic Primary schools in Fort William and Portree. Should sustainable demand be identified elsewhere such as Inverness or Dingwall, these will also be explored.
- (vii) Target Gaelic Medium Primary provision in Thurso, Ullapool, Portree, Dingwall, Tain, Nairn, Inverness and Fort William.

- (viii) Target Gaelic Learners in Primary Schools (GLPS) expansion in North and North West along with the Greater Fort William area.
- (ix) Target Gaelic Secondary Education expansion in Inverness, Lochaber and in Dingwall/Tain.
- (x) Initiate research into the action required to increase pupil numbers around the key transition stages from nursery to Primary school; from Primary to Secondary school and within Secondary stages.
- (xi) Develop links between Gaelic Medium Primary and Gaelic Medium Secondary schools, where Gaelic teaching provision for S1 and S2 might usefully be supported by Primary teachers.
- (xii) Create parental promotion and marketing material highlighting the benefits of Gaelic Education and bilingualism.
- (xiii) Provide guidance and support for relevant Council staff, including in schools, to encourage parents to choose the Gaelic Education route to bilingualism.
- (xiv) Work with Bòrd na Gàidhlig on a national Gaelic Education Workforce Planning Strategy.
- (xv) Work with Bòrd na Gàidhlig on a national Gaelic Education Additional Support Needs Strategy.

Theme 2 - What we will do for Gaelic in Education

Strategic Commitment 5

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

Partners

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

Key Performance Results

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

Enabling Actions

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