

Agenda Item	5a.
Report No	RES/35/19

THE HIGHLAND COUNCIL

Committee: Corporate Resources

Date: November 20th 2019

Report Title: Gaelic and Culture Update

Report By: Chief Executive

1. Purpose/Executive Summary

- 1.1 The purpose of the report is to inform Members of developments in relation to Gaelic and cultural development in the Highland area.

2. Recommendations

- 2.1 Members are asked to:

i. Consider and approve the contents of the report.

3. Implications

- 3.1 Resource: There are no resource implications linked to this report.
- 3.2 Legal: The Highland Council Gaelic Language Plan 2018-2023 prepared under section 3 of the Gaelic Language (Scotland) Act 2005.
- 3.3 Community (Equality, Poverty, Rural and Island): There are no specific community impact assessments linked with this report.
- 3.4 Climate Change / Carbon Clever: Meetings and communication regarding Gaelic developments took place and continue to take place using Highland Council ICT.
- 3.5 Risk: The activities within the report are essential for the continued support and development of Gaelic language, culture and education across the Highlands.
- 3.6 Gaelic: This will have a positive impact on Gaelic development, as the Highland Council are required to implement the actions and key performance indicators in GLP3.

4. Gaelic Language Plans

- 4.1 The National Gaelic Language Plan (GLP) 2018-23 and the Highland Council's Gaelic Language Plan 2018-23 are complementary and inter-dependent documents which have been prepared with the clear aim of delivering the Government's National Performance Outcomes.
- 4.2 The developments and projects, therefore provide the implementation support elements required to achieve the Strategic Aims, Key Performance Results and Enabling Actions in the Highland Council GLP 2018-23; and to assist the Scottish Government and Bòrd na Gàidhlig in implementing the Outcomes, Rationales and Strategic Priorities in the National GLP 2018-23
- 4.3 The Highland Council GLP has 6 themes and the specific Strategic Commitments within each Theme are listed below:
- 4.4 Theme 1. Gaelic in the Home, Early Learning and Childcare.
Continue to support Highland partnerships to create resources to encourage and support parents or guardians in using Gaelic in the home.
(See Project 2 – Gaelic in the Home and in Communities – Learning & Development Projects)
- 4.5 Theme 2. Gaelic in the Community
Provide opportunities to encourage and increase the use of Gaelic in the community.
Contribute to and support Community Partnership Development Plans, link with existing groups to promote and support an inclusive approach to Gaelic.
Continue to support and advise community groups in relation to Gaelic development and usage.
(See Project 2 – Gaelic in the Home and in Communities – Learning & Development Projects)
- 4.6 Theme 3. Gaelic in Education
Contribute to national strategic partnership initiatives and policy formulation across Gaelic education.
Ensure that Gaelic education is embedded in The Highland Council's Strategic Education Improvement Planning.
Build on established partnerships to continue to grow a professionally organised and trained staff to support the 0–3 Early Learning and Childcare sector.
Develop 3–18 Gaelic Education, provision, through a systematic and sustainable approach, to increase the percentage of Gaelic Learners in establishments.
Work with partners to review the learning materials and learning resources provided to support Gaelic Education.
- 4.7 Theme 4. Gaelic Arts, Culture and Heritage
The Highland Council will continue to engage with partners and contribute to national strategic initiatives and policy formulation for Gaelic in the arts, media and heritage sectors.
The Highland Council to increase the profile and build the use of Gaelic within the Highland Council funded organisations and events within the Highlands.
The Highland Council will develop opportunities for people to engage with Gaelic through the media, arts and creative industries.

- 4.8 **Theme 5. Gaelic in the Workplace**
Continue to increase the status, profile, awareness and usage of Gaelic across all Council services.
Identify and provide opportunities for Elected Members and Officers to learn Gaelic and improve their linguistic competence, in order to increase Gaelic usage.
Increase opportunities to raise the profile and use of Gaelic when working with external partners and relevant stakeholders.
- 4.9 **Theme 6. The Social, Economic and Cultural Value of Gaelic**
Create and support initiatives which strengthen the use and profile of Gaelic within general economic development and cultural tourism in the Highlands.
Work with partners to develop strategies for the Gaelic jobs markets, including careers advice.

5. Education

- 5.1 Across the Highland Council area, guidance and support pertaining to Gaelic medium and Gaelic learner education (including liaison on 1+2 Gaelic and Gaelic Language Learning (GLL)) is accessible to educational settings, including Early Years partner centres, families and community groups. This includes engagement on curriculum delivery, additional support needs and the sustainable growth and development of Gaelic Education; all of which is inextricably linked to the distinctive approaches and benefits of learning in and through Gaelic/Gàidhlig, within each unique local context.
- 5.2 The work streams support development work, guided by priorities identified through the Highland Gaelic Education Audit, a process which engaged professionals and key partners throughout the area. This reflective process contributes to annual operational planning and the delivery of core development proposals as part of robust and ongoing self-evaluation processes.

Core Improvement Projects:

Buidheann-obrach Feumalachdan Taice a Bharrachd airson Foghlam tro Mheadhan na Gàidhlig

Buidheann-obrach Gràmair airson Foghlam tro Mheadhan na Gàidhlig

Gaelic 1+2 is supported through a co-ordinated approach. Training is provided (Gaelic 1+2 Officer) to meet demand from Gaelic L2 and L3 schools. Ongoing development work for Gaelic Language Learning (GLL) support materials, which are accessed via the Highland Languages Blog. Training videos being developed for future sustainability, supporting language learning and 1+2 pedagogy.

Cùm Ort! (Reading Intervention Programme)

Gaelic Medium/Learner Education Moderation Working Groups

Highland Gaelic Education Audit 2019/20 (previously undertaken in 2016/17)

Additional priorities include:

Supporting the delivery of Gaelic Language Plans 'Enabling Actions'

Gaelic Education Policy Development

Career Long Professional Learning (CLPL) and Gaelic Education In-Service

Consultation, Support and Advice for Newly Qualified Teachers (NQTs)

Quality Improvement Visits (in conjunction with Quality Improvement Team)

Committee Reports

Promotion of Teacher Education Programmes: Distance Learning Initial Teacher Education (DLITE); Learn to Teach (LTT) and Gaelic Immersion for Teachers (GIFT)

Support for DLITE/LTT/GIFT Students (Including liaison with Universities)

Links with e-Sgoil, Digital Learning and Highland Virtual School

Inter-Authority and Partner Agency Collaboration

University Associate Assessor/Tutor

Measaidhean Coitcheann Nàiseanta airson Foghlam tron Ghàidhlig (MCNG) Outreach, Quality Assurance, Administration and representative on Education Scotland/Scottish Government MCNG Working Group

Ongoing engagement maintained to support changes and developments affecting curriculum delivery, assessment and DYW

6.0 Translation

6.1 During the period 1 April 2019 to 30 September 2019 approximately 343 translation, proofreading and linguistic advice requests were administered. (These individual requests vary in size from single phrases to projects running to tens of thousands of words). While the majority of these requests were from within the Highland Council's services, assistance was also provided to Highland Council Members, High Life Highland, Ainmean-Àite na h-Alba (AÀA) and to external organisations. The vast majority of translations were from English to Gaelic, with only five from Gaelic to English. The majority relate to educational materials and administration, corporate documents, and street and building signage.

Support was provided to the Gaelic Education Officer regarding Gaelic education development resources such as Gaelic ASN in GME materials, including the 'Cùm Ort!' series of children's books as well as Gaelic Grammar Progression Framework materials.

Other requests (totalling 29) relating to Education included school menus, official correspondence with parents, schools' consultations with parents, as well as letters and public notices relating to the creation of GM school catchment areas. Translations were provided for the Skye and Lochalsh Gaelic Primary Schools Debate, including the Debate schedule, judges' scoresheets, judges' feedback sheets and inscriptions for trophies. Other miscellaneous requests from schools included translations of school slogans.

Assistance continued for Community Learning and Development staff relating to events for all ages from Early Years to Adult Learning. 15 requests included promotional and advertising materials for Gaelic teddy bears' picnics, Gaelic classes in various areas, homework clubs in schools, as well as sports clubs in different areas. Evaluation forms were also provided for events, as well as letters to parents and materials for a Gaelic Youth Work Consultation and a Gaelic Adult and Family Learning Survey. Preparatory material was provided for the Siuthad! Gaelic careers event held in October 2019. Further translations and proofing were also provided to Care and Learning Alliance for a bilingual promotional video for Gaelic toddler groups.

11 Gaelic press releases relating to Gaelic issues and events were uploaded bilingually to the Highland Council's website. These included 'Iomadh Àite, Iomadh Sgeulachd' – a series of Gaelic creative writing workshops in schools in April; Bun-Sgoil Ghàidhlig Loch Abar's success at the Scottish Education Awards in June; 'Làithean Cultair' in Bun-Sgoil Ghàidhlig Phort Rìgh in June; the Celtic Media Festival held in Aviemore in June; Gaelic Teddy Bear's Picnic held in June; the Iomain Cholmcille national schools' shinty competition held in Inverness in September; and the Skye and Lochalsh Primary Schools Debate held in Bun-Sgoil Ghàidhlig Phort Rìgh in September

Gaelic job adverts, including job descriptions and person specifications, for 15 separate posts, were translated for publication.

There were 26 requests for translation of official correspondence to and from the Highland Council.

Bilingual headings and subheadings were provided for 95 corporate documents. These include committee agendas and minutes, miscellaneous corporate reports, and advertising and information leaflets relating to Highland Council services. Projects included the Highland Council's Corporate Plan, the Inverness WestPlan, Inner Moray Firth Local Development Plan 2, the Grantown on Spey Conservation Area Appraisal, The Flow Country World Heritage Site Project, and Highland Archaeology Festival materials.

Requests for 53 separate road and street signs were administered, for both new developments and replacement or new signage for existing streets and locations. A small number of signs were for temporary road works. Areas in which signs were situated include: Aviemore, Alness, Cannich, Carrbridge, Corpach, Culbokie, Dores, Eigg, Glenfinnan, Glenmazeran, Glen Urquhart, Golspie, Inverness (Culloden, Dalcross, Kinmylies, Milton of Leys, Raigmore, Torvean), Muir of Ord, Nairn, Newtonmore, Skye, Sutherland (Carbisdale, Dornoch, Helmsdale, Rogart) and Tore.

Requests for 55 separate building signs were administered. These include both external and internal signage for the Highland Council-owned properties such as schools, offices, town halls, libraries, museums, archives, and visitor and sports centres. Projects included: Dingwall Service Point, Dingwall Council Offices, door signs for the Highland Council Headquarters in Inverness, Ardersier Library, Fort William Library, Gairloch High School, Gairloch Community Library, Gairloch Leisure Centre, Glenfinnan Bunkhouse and Invergarry Primary School. Some temporary For Sale or Property Lets signs were also provided. Proofreading was provided for 23 sign proofs which were returned for checking prior to manufacture.

The ongoing development of bilingual signage increases the visual presence and raises the profile of Gaelic in schools, the workplace and the wider community.

Bilingual headings and other Gaelic content such as excerpts of poetry, quotations, anecdotes and other information relating to history was provided for several interpretation panels for the Paths Around Inverness project (Clachnaharry Sea Lock, Carnarc Point, Muirtown Locks, Merkinch Nature Reserve), as well as panels in Achnasheen, Lochcarron, and at Corrieshalloch Gorge.

Requests from High Life Highland were largely for signage and marketing materials.

The Highland Council continues to work in partnership with AÀA and consults with them, as a matter of policy, to ensure correct forms of Gaelic place-names on signage and documents. The Highland Council also contributes to consultation on place-names and linguistic or corpus issues and provides in-kind translation and proofreading assistance to AÀA. During this period this included a review of AÀA's Place-names Policy and final proofreading of a book on Scottish Gaelic place-names published by AÀA. THC regularly attend AÀA meetings and hosted a meeting at the Highland Council Headquarters in Inverness in May.

7.0

Extra-curricular Activities – Sports

7.1

Iomain Cholmcille – the Gaelic Shinty Project- worked in partnership with the Highland Council's Gaelic Team to organise a national shinty event for P4 – P7 Gaelic Medium pupils from schools across Scotland. The Cupa Iomain na h-Òige (Youth Shinty Cup) is in its 4th year, and took place in September 2019.

The event is linked to the Highland Council Gaelic Language Plan, Theme 4 – Gaelic in the Arts, Culture and Heritage, to work with organisations to organise and support sporting activities through the medium of Gaelic.

The event takes place at an appropriate sports pitch in the Highlands and it is open to schools across Scotland which provide Gaelic Medium Education. Cupa Iomain na h-Òige has become a regular fixture on the extra-curricular sports in Gaelic, events calendar, with teachers, parents and the young people, all highlighting that it provides an opportunity for the participants to use their language and sporting skills in an inclusive

and fun manner. Cupa Iomain na h-Òige receives support from the Highland Council and Bòrd na Gàidhlig. Iomain Cholmcille presented the Cupa Iomain na h-Òige to the winner of the competition. The Deputy Provost of Inverness presented the Cupa airson Gàidhlig Iomain na h-Òige (Cup for Gaelic) which is awarded to the team most committed to using the language on the pitch and during the event. The Deputy Provost also presented specifically designed medals to each team member who took part in the event. Thirteen teams from urban and rural schools took part, from across Scotland; Dingwall, Lochaber, Portree, Sleat, Glasgow and Edinburgh. Dingwall Gaelic Medium won the shinty competition with Sleat Primary being presented with the Duais Gàidhlig for their use of Gaelic on the pitch and during the event. There was positive media coverage in relation to the event and BBC ALBA filmed and interviewed a number of young people who participated. The attached is a news release relating to the event.

https://www.highland.gov.uk/news/article/12015/iomain_cholmcille_%E2%80%93_gaelic_shinty_project

7.2 Celtic Media Festival (CMF) which is an international media event for minority languages took place in Aviemore between June 4–6th (inclusive).

The event is linked to the Highland Council's Gaelic Plan in theme 6 – The Social, Economic and Cultural Value of Gaelic, and Strategic Commitment 6.1, 'To create and support initiatives which strengthen the use and profile of Gaelic within the general economic development and cultural tourism in the Highlands'.

The Highland Council established a Local Organising Committee to support the organising of the event. The Highland Council committed funding and in-kind support towards the event. The CMF was beneficial to the area as it enhanced the economy whilst based in of the area. CMF representatives eg., producers and script writers from the media/ film industry who were attending the CMF spoke to pupils in Aviemore Primary, Newtonmore Primary and Kingussie High School, this was followed by question and answer sessions.

The following is a quote from one of the class teachers:

We really enjoyed the visit and it linked very well to current work on careers and ambitions and the current Scottish government programme 'Developing the Young Workforce'. It directly addressed Scottish curriculum for outcomes, specifically 'I am investigating different careers/occupations, ways of working, and learning and training paths. I am gaining experience that helps me recognise the relevance of my learning, skills and interests to my future life. HWB 2-20a'. The link to autism was also very interesting and was a useful follow up to discussions we have had recently around 'difference', 'acceptance of others' and 'inclusion'. Thank you all very much for taking the time to come and visit us.

The Celtic Media Festival attendees were from many of the Celtic Nations and Regions, as well as Canada. The delegates were mainly from the core Celtic nations, Scotland, Ireland, Northern Ireland, Wales, Cornwall, Brittany and the Isle of Man.

The keynote address was provided by the First Minister via video on pre-record.

The Social Media reach throughout the 3 days of the festival was approx. 300,000.

The final numbers for CMF Aviemore were as follows: 317 screen entries; 119 radio entries.

The 22 prestigious awards were presented during daily ceremonies over the 3 days. The CMF are the only Festival to have in International prize for a programme wholly or substantially in an indigenous language, Spirit of the Festival Gold Torc.

The following is breakdown of the people who were involved in CMF.

Participants	10
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Performers/staff	60
Volunteers	8
Spectators	361
Delegates/ screening/ attendees	110
Total	549

'It was an extremely interesting and enjoyable event. I am very glad that I attended. I had lots of interesting conversations with other participants and very much expect more co-productions to come out of it.' – Steven Seidenberg, LIC – China

'Thank you both so much for having me at the Celtic Media Festival – it is such a great event – thoroughly enjoyed spending time with colleagues, and the sessions were great!'– Jackie Edwards, Head of Young Audiences Content Fund, BFI.

The press releases which were issued by CMF and the Highland Council were shared on social media by both organisations. The following is an example.

https://www.highland.gov.uk/news/article/11835/celtic_media_festival_free_public_screenings

7.3 National Gaelic Debate

The Highland Council support the annual National Gaelic Debate which is co-ordinated by Comhairle nan Eilean Siar. There were 7 teams from Highland schools participating (Ardnamurchan High, Gairloch High A & B, Inverness Royal Academy A & B, Mallaig High and Portree High) in round one of the debate which took place in Stornoway on 4th of November.

There are currently 4 teams in the semi-finals of this year's competition and they are Inverness Royal Academy B, Bishopbriggs Academy A, Sir E Scott School and Liniolate School .

The first semi-final draw will see Inverness Royal Academy B against Liniolate School. In the second debate Bishopbriggs Academy A will be against Sir E Scott School.

Semi-finals will be held at the Macdonald Holyrood Hotel in Edinburgh on Wednesday 4th December 2019. The Final will be held the following evening, Thursday 5th December in the main chamber at The Scottish Parliament and will be broadcasted live on BBC Radio nan Gàidheal.

The topic for the debate between Inverness Royal Academy B and Liniolate School will be "Gadgets like Fitbits are helpful to keep us healthy."

Bishopbriggs Academy A will debate against Sir E Scott School on the topic "It is better to follow than to lead."

The winner of Debate A will face the winner of Debate B in the final on the topic "In twenty years, the proper Gaelic communities will be in the big cities."

7.4 CPD Teachers

Funding was allocated to 2 teachers to improve/update their skills by attending the Gaelic Enrichment Course for Teachers which was incorporated into the Ceòlas Summer Course 2019.

7.5 Resources

Gaelic books – sourcing and distribution of various books in response to requests from individual schools/teachers and the set-up of new classes. Allocation and distribution of new resources produced by Stòrlann.

7.6 Support for Early Years

Project 2 – Gaelic in the Home and in Communities – Learning & Development Projects
The Highland Council's Community Learning and Development staff (Gaelic) continue to support the growth and development of GM education within the community, primarily through support to parents considering GM education for their child as well as through creating opportunities to extend Gaelic usage beyond the classroom.

The Highland Council runs a comprehensive programme of Gaelic Adult language learning courses in response to local need, and continues to promote the recruitment and training of tutors. The Highland Council supports parents of GM pupils by providing appropriate parental learning opportunities, information workshops and resources. The Council continues to expand and develop the provision of family learning events for GM families across Highland.

Over 175 adults are actively engaged in Gaelic learning across the Council area using a range of learning methods. This work is on-going with financial support from Bòrd na Gàidhlig.

The Highland Council engage with Gaelic community initiatives within the Highland Council area and participate in joint planning and delivery of promotional events and activities. The Highland Council engage with parental networks which encourage growth in GM education.

The Highland Council liaises with partners in promoting and raising awareness of GM Education and has supported the significant growth of early learning and childcare development in partnership with Bòrd na Gàidhlig.

The Highland Council actively encourage the use of Gaelic in the home and family environment in order to extend the development of bilingualism.

The Highland Council continues to provide after school clubs and a range of Gaelic medium activities for GM education pupils. Parents report they find this support very helpful in enabling their children to enrich their learning experiences.

The Highland Council develops a programme of events for young people, such as Club Spòrs, in order to enhance their language acquisition skills in an informal environment.

Expected outcomes:

Promote and raise awareness of bilingualism and the benefits of GME around Associated School Groups where GM Education is provided.

This area of work includes supporting and developing projects and activities delivered throughout the Highland Council area including:

Homework clubs

- After school clubs
- Ceuman Beaga family learning groups
- Parent Workshops
- Gaelic Awareness Events and promotional materials
- Family Learning week
- Adult learning conversational classes
- Adult literacy class
- Parent Classes
- Extra-curricular Gaelic Activities
- Easter and Summer activity programmes for Gaelic medium pupils
- Secondary Pupils Gaelic residential events.
- Gaelic Careers Event
- Gaelic Youth Residential
- Tutor Training
- Gaelic Sports Leadership Awards Coaching Events
- Opportunities for inter-generational Gaelic usage between senior citizens and Gaelic medium students.

Support to the crucially important 0 to 3 sector across Highland continues via the partnership between the Highland Council, Bòrd na Gàidhlig and the Care and Learning Alliance. Four part-time Gaelic Parent and Toddler Development Workers work across Highland area focussing on supporting and sustaining Gaelic Toddler groups across most of the Highland area. Staff aim to provide a rich learning play experience to support the children's all round development with a particular emphasis on developing Gaelic language through songs, stories, rhyme, messy play and indoor and outdoor sensory play.

A Gaelic Toddler group summer 'get together' took place in Belfield Park, Inverness in June. This was very successful.

Staff have and continue to develop links with other colleagues to enable smooth transitions to Gaelic Early learning and Childcare (ELC). Many joint Book Bug sessions, visits and play opportunities have been encouraged to promote progression into GM ELC.

A short e-learning module, launched at An t-Alltan has been created by CALA to support parents interested in starting up new Gaelic Toddler groups.

A highly acclaimed video called Fàs Foghlaim has been produced promoting the benefits of Gaelic and bilingualism aimed at addressing the fears of parents who do not presently speak Gaelic but who might be considering GM Education. The link to the widely distributed video is available on the Highland Council web-site and it has been used as a central part of parental workshops which have taken place in a number of places including Drumnadrochit, Dunvegan and Broadford. The film is also available on USB sticks.

The Highland Council Gaelic Team organised a number of promotional events and information sessions to promote Gaelic Medium Education and the benefits of bilingualism. These took place in areas including Bettyhill, Tain, Drumnadrochit, Mallaig and Portree. One project included working in collaboration with the local Fèis group, Fèis Air An Òir, in Bettyhill during August 2019. A conversation group and a 0-3 drop in group were some of the events promoting Gaelic and GME which ran alongside the annual Fèis.

The 0-5 GM Parent and child group in Lochcarron continued to be supported. Information and advice on the benefits of bilingualism/GME will be delivered as part of the Fàs Foghlam parental workshops.

Work continues in Glenurquhart to support Gaelic medium education in the area, with a focus on the promotion of the Ceuman Beaga toddler group. A Gaelic medium nursery has commenced Glenurquhart Primary School.

In Lochaber at Bun-Sgoil Ghàidhlig Loch Abar support to the Croileagan and Pàrant is Pàisde group continues to ensure that there is a smooth and successful transition into ELA.

In Gairloch the Highland Council together with the Gaelic Early Years staff plan to re-establish the Gaelic Toddler group to ensure that there continues to be support available to the parental volunteers.

To provide language support opportunities for Gaelic medium pupils the Highland Council Gaelic Community learning officers continue to support and monitor existing Homework Clubs in Portree, Dingwall, Plockton and Nairn. Homework clubs provides valuable linguistic support to Gaelic Medium children from non-Gaelic speaking homes. The Buidhean Dràma Òigridh Inbhir Nis / Inverness Gaelic Drama Young People's group continue to meet on a regular basis. The drama group has a current membership of 8 young people from Culloden Academy, Dingwall Academy and Inverness Royal Academy. The group took part in the National Connections Drama festival for young people held in Eden Court, Inverness during April '19. They are the only group to perform in Gaelic during the festival and performed a specially commissioned play which had been translated into Gaelic.

Club Spòrs, the Saturday morning Gaelic medium sports club based at Bun-Sgoil Ghàidhlig Loch Abar, continues to run successfully until the end of term with financial support from GLAIF. The Club will re-commence in November 2019. Three young Gaelic speakers are employed to run the club with support from Highland Council and Highlife Highland. A range of sporting and games activities take place with a trip at the end of term this year to take part in bowling at the Nevis Centre.

After school clubs such as shinty, drama, football and Tuesday arts & crafts club continue to run at Bun-Sgoil Ghàidhlig Inbhir Nis with support from Highlife Highland, local Fèis groups, The Highland Council Gaelic Team and parents. Pupils from Class 6 went to Edinburgh for a visit to the Scottish Parliament where they had a workshop and were shown round by the Gaelic Development officer; this trip was supported by the Highland Council.

To create language support events for GME pupils The Highland Council in conjunction with Cuillin FM, Skye and Lochalsh local radio station organised the first Gaelic debate for senior Gaelic medium primary pupils in the Skye and Lochalsh area. The event took place on the European Day of Languages at Bun-Sgoil Ghàidhlig Phort Rìgh. Each participating team had to give a 3 minute presentation on a topic of their choice, followed by questions on the topic from 3 panel members. The event was recorded by Cuillin FM, to be broadcast at a future date.

https://www.highland.gov.uk/news/article/12029/gaelic_medium_debate_in_skye_and_lochalsh_-_celebrating_european_day_of_languages

To maintain support and promote a greater usage of the Gaelic language within the Gaelic school in Portree, the Highland Council Secured funding through Bòrd na Gàidhlig's funding stream GLAIF for the academic year 2019-2020 to develop a programme of Arts, Cultural and Heritage activities to support pupils, and parents with their Gaelic language acquisition skills. To enhance BSGP pupils cultural and educational experience The Highland Council in partnership with Bun-Sgoil Ghàidhlig Phort Rìgh organised the second annual Làithean Cultur project; a 2 day Gaelic Culture event took place at Bun-Sgoil Ghàidhlig Phort Rìgh in June 2019 with the all the pupils including the Sgoil Àraich participating and every child had the opportunity to take part in the sessions, which included stone masonry, dance, creative writing, sports, drama, story-telling, and art. . All the sessions were held through the medium of Gaelic and the pupils learnt from Gaelic authors, actors, singers, sports leaders and artists. Parent classes continued to be offered to parents whose children attend Early years and primary level at BSGP.

To increase and encourage the usage of the Gaelic language out with the classroom setting pupils have the opportunity to attend after school activities which offered pupils homework support, an Arts + Crafts Club and a Club Spòrs. The Gaelic team at The Highland Council continue to work closely with the Head teacher and GM teachers to support the Early years at the school to ensure we have a successful transition from the Sgoil-àraich to P1. The Highland Council Gaelic Team in partnership with the Council Graphic Design Team is producing a new information and promotional leaflet for Bun Sgoil Ghàidhlig Phort Rìgh. The leaflet will be distributed at local community and school events.

A 3 day residential trip to Edinburgh was organised for P7 pupils from Millbank Primary School, Nairn and Craighill Primary School, Tain. This was to support their participation in Seachdain Dhùn-Èideann, a Gaelic medium event organised by Comann nam Pàrant Nàiseanta which took place in April. GM pupils from schools all over Scotland meet in Edinburgh and take part in outings to places such as Holyrood Palace and the National Art Gallery.

Easter and Summer programmes of GM activities were organised for pupils in Inverness and surrounding areas to ensure children have access to, and are encouraged to use

Gaelic out with the classroom setting and have the chance to use Gaelic during the summer holiday. This included drama and music workshops, bush craft and arts and crafts activities being offered to pupils.

In addition to the activities programme there were GM filming and drama workshops for young people in secondary school. This was organised in collaboration with Fèis na h-Òige. This year's programme had additional workshops held during Fèis na h-Òige's main summer Fèis.

With financial support from Bòrd na Gàidhlig a week long Gaelic drama and film-making course took place for secondary aged GM pupils in Nairn. A further two days of filming and editing are planned in order to submit an entry to this year's Film G competition. The Gaelic language week helps to maintain young people's Gaelic usage and supporting them with their creative skills.

A Family Learning Day for families of children in Gaelic medium education was held in Craighill Primary School, Tain with the intention of helping parents to engage in learning with their children.

The parents and children took part in various activities such as Bush craft, drama, music, games and arts& crafts. There was a mini ceilidh held to finish off the day.

A weekend of Family Learning also took place at Bun-Sgoil Ghàidhlig Loch Abar in April. Two levels of adult classes took place as well as a range of sports, drama, music and fun activities for the children.

To support Gaelic learners in Secondary Education the Gaelic team in partnership with Plockton High School supported a Spòrs Gaelic event for 36 S1 learners at Plockton High. The pupils had the opportunity to develop their linguistic skills by engaging in activities such as the Mapland Alba.

The Highland Council in partnership with Sabhal Mòr Ostaig and financial support from Bòrd na Gàidhlig organised the annual week long youth residential event Seachdain nan Deugairean. Seachdain na Deugairean is offered to both fluent and learner Gaelic Secondary School pupils attending Portree, Mallaig, Ardnamurchan and Plockton High Schools. In February 2019 16 fluent and 13 learner pupils had the opportunity to develop their Gaelic language skills through sporting, creative and cultural activities, all within a Gaelic immersion setting. This event is a good example of collaborative working with key Gaelic partners, which is formalised in a memorandum of Understanding between The Highland Council and Sabhal Mòr Ostaig.

The annual Gaelic Careers event Siuthad took place in October 2019 in Eden Court, Inverness. A partnership between the Highland Council, Bòrd na Gaidhlig, HIE and Skills Development Scotland, this event brings together a wide range of organisations from further and higher education , modern apprenticeships, early years, the media, Police Scotland, Young Scot, Forestry Scotland as well as many others. This year's event targeted senior Gaelic learner and Gaelic medium pupils with around 100 pupils taking part. The opening address was by a former Gaelic learner pupil from Inverness. As well as being informative about the opportunities and pathways available in Gaelic, the day aimed to be a 'fun' event, with the young people participating in a range of activities including media and drama workshops.

To provide opportunities and to increase the use of Gaelic within our communities The Highland Council in partnership with Highlife Highland secured funding from Bòrd na Gàidhlig to run the first ever Gaelic Sports Leadership courses in Gaelic. The Gaelic Sports Leadership project has to date trained 34 GM young people at Level 4 of the programme and 6 at level 5 of the programme. The young people who have completed level 4 and have not yet completed level 5 are looking to further develop their coaching skills and complete level 5 of the programme to enable them to lead on Gaelic after school activities and for the Summer programme Highlife Highland delivers for GM pupils. Gaelic sports clubs are now being established in Highland and young leaders who have attended the Sports Leadership project previously are now actively involved in the delivery of the clubs. A further development for the next Gaelic Sports Leadership

Awards course in April 2020 is to extend the project and offer young people in Gaelic secondary pupils in the Western Isles the opportunity to participate in the coaching programme.

The Highland Council Gaelic Officers were successful in applying for funding to host 2 Gaelic Youth work consultations; one consultation event was held in Inverness and the second was in Dingwall. The young people invited to attend these consultations are currently in secondary years 4, 5 and 6. The invitation was also extended to former GM pupils who have left formal education. The purpose of these events was to try and ensure that a new National Youth Work Strategy has some input from Gaelic Medium educated young people.

To increase the attendance and participation of families in Gaelic Family learning events The Highland Council in partnership with Sabhal Mòr Ostaig, the GLAD Gaelic Review Group and Bòrd na Gàidhlig organised the National 2019 annual Gaelic Family Week in Sleat. Thirty one families participated, consisting of 41 adults, 12 children of pre-school age attended local Gaelic childcare facilities and 45 school-age children attended a week long play scheme. The Gaelic Family Learning Week is formalised in a memorandum of Understanding between The Highland Council and Sabhal Mòr Ostaig.

The Highland Council attends the GLAD (Gaelic learning and Development) Review Group for Gaelic and has responsibility for the treasury role for the group. The Highland Council supports the implementation and delivery of the projects within the annual GLAD development plan. The GLAD group are the lead organisation for the bi-annual National Adult Learners conference CÒMHLA.

With financial support from Bòrd na Gàidhlig, adult classes have again been organised across the Highland area. Classes specifically for Gaelic medium parents take place in Portree, Fort William, Inverness, Tain and Thurso.

Inverness

April 2019 – 30 students enrolled in 7 classes

September 2019 – 80 students enrolled in 7 classes.

Additional Beginners Classes starting Oct 2019 due to high demand.

Drumnadrochit

April 2019 – Beginners 5 students

Lower Intermediate – 6 students

Balnain

April 2019 – post-Beginners - 4 students

September 2019 – post-beginners – 5 students

Fort William

Sept. 2019 Beginners class – 11 students

Sept. 2019 Intermediate Class – 7 students

Nairn

April 2019 – 6 students

September 2019 – Beginners/ Lower Intermediate – 12 students

Dingwall

April 2019 & September 2019

Beginners Conversational Class – 4 students

Post-beginners Conversational Class – 7 students

Intermediate/Advanced Conversational Class – 10 students

Tain

April 2019 & September 2019

Intermediate Conversational class – 5 students.

Beginners' Conversational class – 5 students

Beginners' Parent class – 4 students

Portree

April 2019

As the majority of students who were attending the class were GM parents, we transferred the students onto Parent Gaelic classes at Bun-Sgoil Ghàidhlig Phort Rìgh in April 2018. We offered 3 levels of classes, from Beginners to advanced level. Due to a lack of available tutors we were unable to offer a community beginners class in Portree.

The well-established Gaelic Book Club for advanced learners and fluent speakers in the Skye area continues to meet monthly with 12 students at advanced level attending.

September 2019

A new adult learning community based Gaelic Beginners class commenced in Portree in September with 14 students registered.

Lochalsh

April 2019

The established Beginners Conversational class continued with 6 students registered.

September 2019

The adult learning community based class in the Lochalsh area will commence after the October holidays we will continue to offer the class for Beginners/Post Beginners students.

The Council also works in partnership with community groups such as Sinne in Badenoch/Strathspey to deliver Gaelic Learner opportunities such as the Beginners Course in Aviemore.

A Tutor Training Conference was held in Inverness which was organised by Highland Council Gaelic Officer – May 2019.

7.7 Project 3 – Gaelic in Early Learning and Childcare, Primary and Secondary Education

This project delivers activity in support of the Highland Council and National Gaelic Language Plans through the provision of teaching and support staff, contributing to the sustainability and development of Gaelic Education.

Expected outcomes:

The relevant Key Performance (KPRs) associated with the National and Council GLPs are:

A national strategy supports the promotion, recruitment, education, placing and retention of school staff in order to achieve National Government targets for growth in Gaelic education.

The benefits of bilingualism through Gaelic education are widely promoted.

Opportunities are provided to support and develop the linguistic skills and competence of Gaelic Education staff, leading to improved teaching and learning experiences as part of a continued emphasis on the quality of Gaelic learning.

Strategic Education reviews, assessments and developments will take account of potential implications for Gaelic Education.

Strategic Planning facilitates the recruitment and retention of Gaelic Education staff through promoted post career opportunities.

ICT Strategy Group maximise opportunities for Gaelic Education, taking account of software/App requirements e.g. keyboard, orthographic and spellcheck requirements.

In association with partners, establish suitable training opportunities for new entrants to the sector and provide professional development for the existing workforce.

In collaboration with partners, increase the percentage engaging in 0-3 groups and improve transition to Sgoil-àraich.

Support providers to move seamlessly to 1140 hours. A number of Gaelic Medium Primary Schools are moving to 1140 hours, during the school session.

Increase children's awareness and exposure to Gaelic in Early Years and Early Learning and Childcare settings, including partner centres and private childcare providers through increased opportunities for staff to undertake appropriate training, including access to resources, relevant to the development of the 1+2 language learning approach and supporting learner pathways into Gaelic education.

Increase the percentage of children and young people accessing Gaelic education to support the attainment of Scottish Government targets.

Support the development of sustainable Gaelic education delivery through Inter-Authority liaison and collaboration.

Gaelic Nursery – Details as at start of 2018-19 school year – 2019-20 figures currently being collated.

49 Gaelic nursery play leaders, some working part-time. There were 16 Primary Schools with a Gaelic Nursery providing for 261 pupils.

In addition there were 3 Partner Centres with 7 play leaders providing for 46 pupils.

GM Primary – Details as at start of 2018-19 school year – 2019-20 figures currently being collated.

Gaelic Primary Teachers – a total of 66 teachers, some job sharing, some part-time, across the GM Primary sector.

There were 3 Gaelic Medium Primary Schools, 2 Gaelic Medium Schools with an English department and 15 Primary Schools with a Gaelic Medium Department – total 963 pupils.

GM Secondary – Details as at start of 2018-19 school year – 2019-20 figures currently being collated.

Gaelic Secondary Teachers – a total of 35 teachers with some, or all of their time allocated to GM, teaching Gàidhlig to fluent pupils and subjects through the medium of Gaelic.

There were 13 Secondary schools teaching Gàidhlig to fluent pupils – 373 pupils. Eight of these schools also teach subjects through the medium of Gaelic. Subjects include History, Geography, Maths, Science, Modern Studies, Home Economics, PSE and RME.

Targets

The relevant Key Performance (KPRs) associated with the National and Council GLPs are:

- National partnerships support the training and development of specialist Additional Support Needs staff in addition to associated educational resources for use in Gaelic Medium Education.
- The development, improvement and access to educational resources are supported on an ongoing basis as part of a wider national agenda.
- Learning and teaching is enhanced through ongoing work to deliver systematic approaches to Gaelic literacy development.
- Excellent support is made available to all school staff as part of a continued emphasis on the quality of Gaelic learning.
- Additional Support Needs development areas are highlighted and responded to as part of a policy review process.
- Gaelic Medium Primary Education Assessment Requests are responded to within statutory timescales.
- Consider a Highland Secondary 'Core Gàidhlig Curriculum' in collaboration with key partners which would lead to sustainability in the following areas: recruitment,

training and retention of staff, focussed assessment areas, provision of resources, improved attainment and a clear pathway and expectations for pupils, parents and staff.

Development Evidence To Date

- Educational professionals are supported by Officers to engage with local and national policy and guidance developments, as part of an ongoing improvement agenda. This extends to collaborative development work, for example Highland Council's ongoing role in supporting the development and implementation of Measaidhean Coitcheann Nàiseanta airson Foghlam tron Ghàidhlig (MCNG); in partnership with Education Scotland, The Scottish Government and Gigs Education.
- Inter-Authority and Inter-Agency work supports the ongoing development of Additional Support Needs resources that equip professionals with the skills and resources to meet individual learning needs. This presently involves the development of a Gaelic reading intervention programme.
- Collaboration to support the identification, distribution and development of educational resources that enhance Gaelic education provision remains a core and ongoing priority.
- As a national leader in Emerging Literacy, Highland Council seeks to ensure that best practise, where relevant and appropriate, is transferred into Gaelic medium classrooms, further enhancing Gaelic literacy developments; this includes a 'Gaelic first' approach where possible. At An t-Alltan 2019 this involved the showcasing and distribution of Gaelic 'Words Up' posters.
- Mechanisms are in place to deliver the high quality Gaelic learning that children and young people are entitled to, on an ongoing basis.
- Meeting ASN in GME: Identification, Assessment and Support Strategies continues to be shared as an example of good practise, particularly as a result of networking at An t-Alltan 2019.
- Officers are prepared for timeous engagement with any Gaelic Medium Primary Education Assessment Requests and according to statutory timescales.
- Primary and Secondary GM Catchment Areas are being formally identified across the Local Authority, as part of an extensive Statutory Consultation exercise and involving all key partners and on an ongoing basis.
- Professional feedback continues to be a crucial to improvement processes. Evidence is collated through self-evaluative processes, in collaboration with all Teaching staff, Early Years Practitioners and relevant partners. The Highland Gaelic Education Audit 2019/20 is presently being prepared for presentation to Key Partners. This process will contribute impact evidence for recent and ongoing Improvement Projects, while also underpinning the next phase of Gaelic Education Improvement Planning; in parallel with local and national priorities.
- Engagement with Key Partners has promoted Further Education and career opportunities in Gaelic, including posts that support the expansion of GM Early Learning and Childcare provision.
- Highland Council continues to engage in national dialogue regarding the expansion of secondary subjects in GME and how this can be effectively supported within financial and staffing constraints.
- An 18 day Primary Language Learning (1+2) L2 Gaelic course was delivered in Dingwall, as well as three day L3 Gaelic courses in Inverness, Lochaber and Golspie. Feedback from a recent teachers' impact survey showed that most respondents replied showing an increase in confidence with speaking the language, using the Highland Council planners and resources, using songs, games and stories etc. Confidence was also noted as increased with teaching core language and giving out classroom instructions, by most respondents. An increase in online training will be delivered next session, with a view to creating video programmes (based on the training sessions), which would allow teachers to study in their own time.

- Two 1+2 training days were delivered to Probationers. Overall feedback was very positive with the course being rated 3-4 (4 being excellent). Teachers were shown resources, planners and practical activities on delivering Gaelic 1+2, including language learning and use of Gaelic across curricular areas. Outreach support was also made available for GM Probationers, which included guidance, allocation of resources and advice specific to the distinct curriculum and pedagogy associated with immersion approaches.
- Two Highland Council staff successfully completed the GIfT course, with one member of staff becoming the first GIfT graduate to become qualified to teach Secondary Gàidhlig, in addition to their own subject in the same year (secured through completion of an MEd with Gàidhlig literature).
- Options for existing Highland Council staff to transition to GM now exist, through the successful completion of DLITE or LTT; where an existing linguistic competency is in place (fluent). This route, which has approved by GTCS has supported the recruitment of a GM probationer through the DLITE course, ahead of the 2019/20 academic year. This is the first time since DLITE's inaugural year (six years ago) that a graduate has entered the teaching profession via this route.

The National Picture – Academic Year 2018-19

8.0 In a national context, Bòrd na Gàidhlig statistics for 2018-19 showed The Highland Council supporting Government targets through:

8.1

- 35% of children in Scotland's Gaelic Pre-school Voluntary Groups
- 34% of Scotland's Gaelic Medium Nursery Children;
- 28% of Scotland's Gaelic Medium Primary School pupils;
- 29% of Scotland's Gaelic Medium Secondary pupils in Gaelic Medium Education;
- 58% of Scotland's Gaelic Medium Secondary pupils studying Gaelic as learners.

The year on year pupil totals in Gaelic Education provision in Highland from 2011-12 is outlined in the table below:

Year	Nursery/ Partner Centre	Primary School Pupils	Secondary School Pupils Fluent Gaelic	Secondary School Pupils Subjects through Gaelic	Secondary School Pupils Gaelic Learners
2011-12	213	761	373	173	1286
2012-13	292	784	364	211	1487
2103-14	275	808	369	180	1472
2014-15	291	861	367	224	1465
2015-16	256	881	328	255	1474
2016-17	264	896	343	265	1829
2017-18	287	923	341	259	2012
2018-19	307	963	373	282	1887
2019-20	currently being collated				

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 percentage of pupils in Gaelic Education as a proportion of overall Highland school rolls. This provides a more complete overview of uptake and performance.

Pupils in publicly funded nurseries/partner centres								
	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Total Highland	4,150	4,208	4,203	4,210	4,152	4,212	4,052	4,025
GM Pupils	213	292	275	291	256	264	287	307
% GM Pupils	5.13%	6.94%	6.54%	6.91%	6.17%	6.27%	7.08%	7.63%

Pupils in publicly funded primary schools								
	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Total Highland	16,535	16,565	16,817	17,005	17,263	17,381	17,422	17,351
GM Pupils	761	784	808	861	881	896	923	963
% GM Pupils	4.60%	4.73%	4.80%	5.06%	5.10%	5.16%	5.30%	5.55%
GLPS	1,345	1,371	1,568	1,533	2,123	*	*	*
% GLPS	8.13%	8.28%	9.32%	9.01%	12.30%	*	*	*

*Review of measure underway

Pupils in publicly funded secondary schools								
	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Total Highland	14,439	14,224	13,962	13,641	13,390	13,337	13,228	13,229
Fluent Gaelic	373	364	369	367	328	343	341	373
% Fluent Gaelic	2.58%	2.56%	2.64%	2.69%	2.45%	2.57%	2.58%	2.82%
GM Subjects	173	211	180	224	255	265	259	282
% Gaelic Subjects	1.20%	1.48%	1.29%	1.64%	1.90%	1.99%	1.96%	2.13%
Gaelic Learners	1,286	1,478	1,472	1,465	1,474	1,829	2,012	1,887
% Gaelic Learners	8.91%	10.39%	10.54%	10.74%	11.01%	13.71%	15.21%	14.26%

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 as at 1st January of current year:

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.

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Date: 11.11.19

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