

Agenda Item	<b>4</b>
Report No	<b>G/4/20</b>

## **THE HIGHLAND COUNCIL**

**Committee:** **Gaelic Committee**

**Date:** **5 November 2020**

**Report Title:** **Progress Against Gaelic Language Plan 3**

**Report By:** **Executive Chief Officer Performance and Governance**

### **1. Purpose/Executive Summary**

1.1 The purpose of the report is

- a) To inform Members on how the Highland Council currently reports to Bòrd na Gàidhlig (BnaG) on its progress in implementing the targets set in Gaelic Language Plan 3 (GLP3) and the next steps for the Fourth Generation Gaelic Language Plan (GLP4).
- b) How we propose to strengthen the reporting to improve the impact and measure the outcomes which will demonstrate progress made in implementing GLP3.
- c) The current funding streams which the Gaelic Team apply to, for financial support to fund projects which support the targets in GLP3.

### **2. Recommendations**

2.1 Members are asked to discuss and agree the following:

- i. That the GLP3 is monitored on a quarterly basis utilising the Performance & Risk Management System (PRMS) which is the Council's corporate performance management system in order to support monitoring progress delivering GLP3.
- ii. A progress report on GLP3 will be submitted each quarter to the Gaelic Committee.
- iii. The Chair of the Gaelic Committee and Senior Management aim to meet bi-annually with the Scottish Government's Gaelic Chief Executive Officers.

### **3. Implications**

- 3.1 Resource - The resource implications are within the current main budget stream which include Gaelic Specific Grant, COVID support fund, Bòrd na Gàidhlig, and Gaelic Language Act Implementation Fund (Bòrd na Gàidhlig).
- 3.2 Legal - The Highland Council have a requirement to implement its Gaelic Language Plan under the Gaelic Language (Scotland) Act of 2005.
- 3.3 Community (Equality, Poverty, Rural and Island) Complies with the Highland Council's Equality Policies
- 3.4 Climate Change / Carbon Clever - All meetings take place virtually therefore no travel is required
- 3.5 Risk - If the activities do not take place there is a risk that targets set out in GLP3 will not be implemented.
- 3.6 Gaelic - Extremely positive implications for Gaelic, smarter outcomes, robust reporting and monitoring procedures.

#### 4. The Current Process: GLP3 Annual Monitoring to BnaG

- 4.1 The Gaelic Team completes and submits the GLP3 Annual Return Form in June each year. In order for the Gaelic Committee to discuss, include comments, recommendations and agree the contents of the draft Annual Return and covering report it requires to be submitted to the Gaelic Committee in May 2021.

#### 5. Gaelic Language Act Implementation Fund (GLAIF)

- 5.1 The Gaelic Team submit funding applications in April each year to BnaG's GLAIF (Gaelic Language Act Implementation Fund) funding stream and the Team are informed of the grants awarded in June. The funding applied for is decided according to the key priorities in GLP3, e.g. Early Learning and Childcare, Gaelic in the Community (Adult Learning), Gaelic in Education (support for schools) Gaelic in the Arts Culture and Heritage (creative writing, Mod Academy) Gaelic in the Workplace (Gaelic Awareness). The Gaelic Team submit both interim and final reports on the specific projects for which the funding was approved. The outcomes from the projects are linked to the targets in GLP3.

#### External Funding 2020/21 – GSG, GLAIF, BnaG Covid-19 Funding

5.2

Project	Source	Grant request	Offer	Application date	Project Details
Gaelic Specific Grant	The Scottish Government	£988,113	£905,000	Dec-19	Supports Gaelic Team, Projects and GME staffing for Early Years, Primary and Secondary.
GLAIF Gàidhlig airson Inbhich	Bòrd na Gàidhlig GLAIF	£42,437	£30,000	Apr-20	Gaelic learning classes across the Highland Council area.
GLAIF Birth to Three Strategic Partnership	Bòrd na Gàidhlig GLAIF	£54,122	£45,000	Apr-20	To continue growth of GME by supporting 0 to 3 sectors in collaboration with the Care and Learning Alliance.

GLAIF Prògram Taic BSGPR	Bòrd na Gàidhlig GLAIF	£9,675	£6,000	Apr-20	Focus on supporting and developing the language acquisition skills of pupils in Bun-Sgoil Gàidhlig Phort Rìgh.
GLAIF Ball-coise Gàidhlig	Bòrd na Gàidhlig GLAIF	£3,055	£3,000	Apr-20	Gaelic football coaching workshops/videos.
GLAIF Èideadh na Sgeòil	Bòrd na Gàidhlig GLAIF	£6,601	£5,000	Apr-20	Schools Creative Writing Project.
Ath-shlànachadh Cànan na Gàidhlig	Bòrd na Gàidhlig Covid Funding	£12,000	£4,500	Jun-20	Additional support towards the language acquisition skills of GME pupils.
<b>TOTALS</b>		<b>£1,116,003</b>	<b>£998,500</b>		

## 6. Gaelic Specific Grant Funding (GSG) – The Scottish Government (SG)

6.1 The Highland Council is invited to apply for GSG funding, usually in October each year. Application requires to be submitted to the Scottish Government in early December. The funding is vitally important as it supports the Gaelic Team and their specific projects (the formula is 75% GSG funding, 25% Highland Council funding) and Gaelic Medium Education staffing in Early Learning and Childcare, Primary and Secondary Education (in 2019/20, 12.5% GSG funded, 87.5% HC funded).

6.2 The table below highlights over the last 3 years, a graduated reduction in funding from the Scottish Government, although occasionally, small grants and various schemes can become available e.g., BnaG COVID-19 Language Recovery Fund.

Year	Grant request	Offer	Deficit
2018/19	£944,000	£939,000	£5,000
2019/20	£944,000	£905,000	£39,000
2020/21	£988,113	£905,000	£83,113

6.3 It is proposed that the Chair of the Gaelic Committee and Senior Officers meet Scottish Government Executive Officers to discuss GSG future funding for the authority, and establish a bi-annual meeting thereafter.

## 7. Highland Council Gaelic Language Plan Statutory Funding

7.1	Statutory Gaelic Plan Support	£182,650	Grant support to external agencies
	Gaelic Adult Education (GAE)	£10,457	GAE support projects

Staff funding and expenses - Gaelic Development Officer (GDO)

The External agencies supported are:

### **An Comunn Gàidhealach:**

Support the organising and running of the Royal National Mod when it is based in the Highlands.

### **Blas:**

Support the organising and running of the Blas Festival which take place annually in various locations across the Highlands. The festival is run by Fèisean nan Gàidheal in conjunction with the Highland Council (Gaelic Team).

**Fèisean nan Gàidheal:**

Core funding to support the Fèisean and the running of the organisation.

**Fèis Rois:**

Core funding to support Fèis Rois and the running of the organisation.

**Ainmean Àite na h-Alba:**

To provide a place-names research service for the Gaelic Team, specifically for street, road and place-names within the Highland Council area.

**UHI – SMO Gaelic Bursary Scheme:**

Funding awarded to SMO which is allocated to six students studying Gaelic courses at SMO.

**FilmG:**

To sponsor Best Film, submitted by Adults, the event will take place virtually.

**Comunn na Gàidhlig – Cuach na Cloinne:**

To support the organising of a national Gaelic Medium (primary schools) football competition.

## 8. Way Forward

- 8.1 Whilst GLP3 reports annually to BnaG and submits monitoring reports to the Scottish Government it is proposed that the Gaelic Team has an internal audit and performance process for GLP3. It is recommended that a quarterly monitoring report be submitted to the Gaelic Committee to track progress and highlight any concerns which could then be addressed accordingly. Furthermore, the report will highlight the real successes and update elected Members on the continual progress made in the implementation of GLP3.

## 9. Programme for the Council and the Council's Corporate Plan

- 9.1 The Programme for the Highland Council and the Corporate Plan include a key priority on Gaelic.  
On page 11 of the Programme for the Council: *“recognise the substantial social, cultural and economic benefits of Gaelic language and culture in the Highlands and continue to promote and support it through the third generation Gaelic Language Plan.”*  
[http://www.highland.gov.uk/download/downloads/id/4611/programme\\_of\\_the\\_highland\\_council.pdf](http://www.highland.gov.uk/download/downloads/id/4611/programme_of_the_highland_council.pdf)
- 9.2 This is reflected in page 13 of The Highland Council's Corporate Plan which sets out how the Council will achieve the Programme:  
[https://www.highland.gov.uk/downloads/file/4620/corporate\\_plan](https://www.highland.gov.uk/downloads/file/4620/corporate_plan).  
*“recognise the substantial social, cultural and economic benefits of Gaelic language and culture in the Highlands and continue to promote and support it through the third generation Gaelic Language Plan.”*

## 10 Corporate Monitoring

- 10.1 The Council uses PRMS as a corporate monitoring system and the Gaelic Team have in the past used the PRMS system as a tool for monitoring GLP3. Monitoring reports from the system were used to inform high level reporting on the GLP as a corporate commitment in the Council's Annual Performance Report (covering the Council Programme and Corporate Plan) to Council each autumn.

10.2 It is therefore proposed that GLP3 key performance indicators/targets are included in the PRMS system and system reports are used to support regular quarterly reporting to the Gaelic Committee. Monitoring in PRMS will also (as outlined above) support high level reporting of overall progress delivering GLP3 within the Council's Annual Performance Report with the commitment to GLP3 sitting in both the Council Programme and Corporate Plan.

## 11. **Targets GLP3**

11.1 The targets are set in GLP3 and within the Gaelic Team Workplans. It is proposed that a scale of priorities is set out for the Gaelic Team, linked to the resources available to assist the Gaelic Team in focussing their outputs and monitoring delivery against resources.

## 12. **Review of GLP3 and the Next Steps for GLP4**

12.1 The Third Generation GLP was approved by BnaG on June 6th, 2017, therefore BnaG will expect to approve GLP4 in June 2023. It is customary for BnaG to invite the Highland Council to commence the process of drafting the next generation GLP 18 months prior to its approval by BnaG. It is expected that the Chief Executive will receive notification from BnaG in December 2021 to formally commence the process of drafting GLP4. The review process for GLP3 should commence in November 2021. The Gaelic Team will commence the drafting of GLP4 in January 2023, for discussion and approval by the Gaelic Committee in May 2023, and approval by full Highland Council in June 2023.

12.2 It is proposed to hold a number of workshops for Gaelic Committee members and key external partners to inform the content of GLP4. The current National Plan also draws to a close in 2023. It will be important to take cognisance of this, as the focus on specific priorities may change and this will impact on the drafting of Council's fourth generation plan.

12.3 It will be an essential part of the development process to have effective community engagement to inform the content of the Plan, especially in communities where GME and Gaelic Education is currently delivered. GLP4 will also require cross-service support and engagement, which will be assisted by the Council's Gaelic engagement strategy.

Designation: Gaelic Development Officer, Gaelic Resources Assistant

Date: 29/10/2020

Author: Morag Anna MacLeod Mitchell, Margaret McConnell and Jo MacDonald

Background Papers: GLP3