

Cuspair Clàir- ghnothaich	7
Àir. Aithisge	G/7/20

COMHAIRLE NA Gàidhealtachd

Comataidh: Comataidh na Gàidhlig

Ceann-latha: 5 Samhain 2020

Tìotal Aithisge: Plana-obrach Chomataidh na Gàidhlig

Aithisg Le: Àrd-Oifigear Gnìomhach Coileanaidh agus Riaghlachais

1. Adhbhar/Geàrr-chunntas Gnìomhach

1.1 'S e adhbhar na h-aithisg seo:

- i) fiosrachadh a thoirt do Bhuill Chomataidh na Gàidhlig mu na cuspairean cumanta a thàinig am bàrr bho na bùithtean-obrach a chumadh le Buill Thaghte air 27 Sultain; agus
- ii) clàr-gnothaich de dh'aithisgean a mholadh airson an taisbeanadh aig Comataidhean Gàidhlig san àm ri teachd, stèidhichte air beachdan is molaidhean a rinneadh le Buill Comataidh rè nam bùithtean-obrach.

2. Molaidhean

2.1 Thathar ag iarraidh air Buill:

- a) Beachdachadh air na cuspairean cumanta a thàinig am bàrr às na bùithtean-obrach; agus
- b) Aithisgean a thathar a' moladh aontachadh airson coinneamhan Comataidh na Gàidhlig san àm ri teachd.

3. Seaghan

3.1 Goireas

Tha na dh'fhaodadh seo ciallachadh an-ceartuir a thaobh goireasan a' buntainn ris na prìomh bhuidseatan, a tha a' gabhail a-steach Maoin Tabhartas Sònraichte na Gàidhlig, Maoin Taic Covid (Bòrd na Gàidhlig), agus Maoin Buileachaidh Achd na Gàidhlig (Bòrd na Gàidhlig).

3.2 Laghail

Tha e mar riatanas air Comhairle na Gàidhealtachd a Plana Gàidhlig a chur an gnìomh fo Achd na Gàidhlig (Alba) 2005.

- 3.3 Coimhearsnachd (Co-ionannachd, Bochdainn, Dùthchail agus Eilean)
A rèir poileasaidhean na Comhairle.
- 3.4 Atharrachadh Gnàth-shìde/Carbon Ciallach
Tha coinneamhan uile a' gabhail àite gu bhìortail agus tha gnìomhan uile air-loidhne.
- 3.5 Cunnart
Gun Plana na Gàidhlig a chur an gnìomh.
- 3.6 Gàidhlig
Fìor dheagh bhuaidh air a' Ghàidhlig fhad 's a tha Sgioba na Gàidhlig a' leantainn air adhart a' cur nan targaidean a tha air am mìneachadh ann am Plana na Gàidhlig an gnìomh.

4. Bùithtean-obrach

- 4.1 Air 27 Sultain chumadh sreath bhùithtean-obrach do Bhuill Chomataidh na Gàidhlig. B' e prìomh amas nam bùithtean-obrach:

- Conaltradh le Buill Chomataidh na Gàidhlig gus slighe air adhart a dhealbh a thaobh mar a bheir Comhairle na Gàidhealtachd prìomhachas do na prìomh ghnìomhan ann am Plana na Gàidhlig 3 agus mar a thèid an cur an gnìomh, thar seirbheisean na Comhairle uile, mu choinneamh 'A' Cleachdadh na Gàidhlig, Ag Ionnsachadh na Gàidhlig agus A' Brosnachadh na Gàidhlig'

Chaidh na bùithtean-obrach a chumail tro Microsoft Teams agus an stiùireadh le Sgioba na Gàidhlig.

- 4.2 B' e cinn nam bùithtean-obrach:

1. Dòigh-obrach Chorporra agus Ro-innleachd Conaltraidh
2. Plana na Gàidhlig 3
3. Obrachadh Com-pàirteach
4. Foghlam

Tha notaichean bho na puingean deasbaid anns gach bùth-obrach air an toirt còmhla ann an **EÀRR-RÀDH 1**.

- 4.3 Tha na cuspairean cumanta a thàinig am bàrr bho na bùithtean-obrach air an toirt seachad gu h-ìosal:

Bùth-obrach 1

- Bu chòir dhan Chomhairle a bhith gu cunbhalach a' togail aire mu obair Sgioba na Gàidhlig
- Leasaich Ro-innleachd Conaltraidh agus Com-pàirteachais
- Tha e cudromach conaltradh gu h-èifeachdach air an taobh a-staigh, thar Seirbheisean na Comhairle air fad, agus air an taobh a-muigh dhan phoball choitcheann
- Tha e cudromach luchd-èisteachd a chomharrachadh agus an teachdaireachd a ghleusadh a rèir sin
- Bu chòir ceòl, cultar is dualchas a chleachdadh gus ùidh sa Ghàidhlig a tharraing
- Bu chòir na meadhanan traidiseanta, Teicneòlas Fiosrachaidh is Conaltraidh, agus na meadhanan sòisealta a chur gu feum cho math 's a ghabhas
- Bu chòir follaiseachd na Gàidhlig àrdachadh air làrach-lìn na Comhairle

- Tha ceòl traidiseanta, dualchas, eachdraidh, àrainneachd is cumadh-tìre, spòrs (camanachd is ball-coise) fìor chudromach ann a bhith a' toirt taic dhan Ghàidhlig
- Tha obrachadh com-pàirteach le prìomh luchd-ùidh riatanach a thaobh leasachadh Gàidhlig
- Ath-sgrùd agus comharraich prìomh luchd-ùidh
- Tha feum air aonta aig ìre chorporra thar Seirbheisean na Comhairle uile
- Bu chòir follaiseachd na Gàidhlig àrdachadh san fharsaingeachd

Bùth-obrach 2

- Builich targaidean Plana na Gàidhlig 3
- Dèan sgrùdadh is aithris a thaobh Plana na Gàidhlig 3 na phàirt àbhaisteach de dh'obair na Comhairle
- Bu chòir aithris is sgrùdadh cunbhalach a thaobh Plana na Gàidhlig 3 a dhèanamh do Chomataidh na Gàidhlig
- Thoir cunntas bliadhnail dhan Làn Chomhairle a thaobh buileachadh Plana na Gàidhlig 3
- A thaobh planadh ro-innleachdail, dèan cinnteach gu bheil na prìomhachasan againn a' co-thaobhadh ri BnaG agus dèan am feum as fheàrr de na goireasan ionmhasail a tha rim faotainn
- Thoir a-steach sgèile phrìomhachasan do Sgioba na Gàidhlig, stèidhichte air na ghabhas dèanamh le goireasan agus ùine
- Stèidhich targaidean a ghabhas tomhas is coileanadh, agus a dh'fhaodas a bhith air an sgrùdadh is air am measadh ann am fìor-àm
- Cuir a' Ghàidhlig air adhart barrachd taobh a-staigh na Comhairle
- Bu chòir do Chomhairle na Gàidhealtachd a bhith ag amas air Plana Gàidhlig a tha nas fheàrr na gin eile ann an Alba, agus a tha ag obair gu h-èifeachdach agus a tha a' cur prìomhachasan an cèill
- Bu chòir do Chomhairle na Gàidhealtachd coimhead ris an t-saoghal a-muigh airson deagh chleachdadh ann am planadh cànan

Bùth-obrach 3

- Chaidh Ceala-deug Brosnachaidh Gàidhlig a mholadh mar dhòigh gus aire a thogail mu chànan, dualchas is cultar na Gàidhlig – gu h-àraid ann an sgìrean far nach eilear gu traidiseanta a' bruidhinn na Gàidhlig
- Cudromach slighean conaltraidh cunbhalach is fosgailte a chur air dòigh le Pàrlamaid na h-Alba agus Riaghaltas na h-Alba
- Bu chòir cothroman a bharrachd a sgrùdadh airson lionraidhean a thogail
- Bu chòir dhan Chomhairle a bhith nas ro-ghnìomhaiche ann a bhith ag obair le buidhnean-gnìomha eile
- Cudromach àrainneachd a chruthachadh far an urrainn do dhaoine tighinn chun na Gàidhlig aig ìre sam bith, chan ann a-mhàin tro FtG
- Ceangal a thogail le rannsachadh Riaghaltas na h-Alba/Oilthigh na Gàidhealtachd is na Eilean mun chrìonadh sa Ghàidhlig anns a' choimhearsnachd dhùthchail

Bùth-obrach 4

- Meòraich air buntainneas dualchas na Gàidhlig do gach coimhearsnachd ionadail agus mar a dh'fhaodas sinn ìomhaigh na Gàidhlig a thogail ann an coimhearsnachdan

- Beachdaich air mar as urrainn dhuinn mar a tha a' Ghàidhlig air a libhrigeadh eadar ghinealaichean a bhrosnachadh
- Taic agus leasachadh a thoirt air Roinn an Tràth-ionnsachaidh is a' Chùraim-chloinne
- Taic agus leasachadh a thoirt air FtG
- Planadh nas fheàrr a dhìth a thaobh leantainneachd
- Tha seasmhachd riatanach gus stad a chur air mar a bhios sgoilearan buailteach fàgail aig prìomh chlachan-mìle
- Tha feum aig Gàidhlig ann am foghlam àrd-sgoile air fòcas agus taic sònraichte
- Tha feum air barrachd chothroman cleachdadh cànanain am measg luchd-fàgail sgoile taobh a-staigh choimhearsnachdan gus am misneachd a thogail
- Taic agus leasachadh a thoirt air Ionnsachadh Inbheach – cleachdadh cànanain

5. Cuspairean Clàir-gnothaich san Àm ri Teachd

5.1 Tha na h-aithisgean a thathar a' moladh airson clàir-gnothaich Comataidh na Gàidhlig san àm ri teachd air am mìneachadh gu h-ìosal. Bidh cothroman ann cur ri clàir-gnothaich san àm ri teachd mar a bhios iomchaidh agus math dh'fhaodte gum bi seo a' gabhail a-steach taisbeanaidhean bho Sgioba na Gàidhlig agus solaraichean com-pàirteach a thaobh iomairtean Gàidhlig:-

Gearran 2021

- Cùmhnantan Libhrigeadh Seirbheis le prìomh chom-pàirtichean ag amas gu sònraichte air an dòigh sa bheil am maoinachadh a tha air a thoirt seachad do na buidhnean air a chleachdadh gus cuideachadh ann a bhith a' buileachadh prìomh thargaidean Plana Gàidhlig 3 na Comhairle
- Aithisg 1+2 Chànan a bhios a' coimhead air mar a thathar a' libhrigeadh prògram reachdail 1+2 Chànan (Gàidhlig) ann an sgoiltean thar sgìre na Gàidhealtachd.
- Aithisg Ràitheil mu phròiseas sgrùdaidh Plana na Gàidhlig 3, a' gabhail a-steach PRMS.
- Aithisg Eadar-theangachaidh Gàidhlig a shoillsicheas obair eadar-theangachaidh agus na leasachaidhean corporra Gàidhlig a tha Sgioba na Gàidhlig agus an Sgioba Didseatach a' gabhail os làimh.
- Cunntas às Ùr mu Bhlas
- Ro-innleachd agus Plana Conaltraidh Chorporra

5.2 Cèitean 2021

- Aithisg Eadar-theangachaidh Gàidhlig a chomharraicheas obair na seirbheis eadar-theangachaidh Gàidhlig
- Aithisg Tabhartas Sònraichte Gàidhlig Riaghaltas na h-Alba
- Cunntas às ùr mun phrògram taic airson iomairtean Foghlam Gàidhlig taobh a-staigh cuspairean Plana na Gàidhlig 3: A' Ghàidhlig san Dachaigh, ann an Tràth-ionnsachadh is Cùram-chloinne agus A' Ghàidhlig sa Choimhearsnachd
- Dreachd phrògram de phròiseactan a thèid a chur a-steach gu sruth maoinachaidh GLAIF aig Bòrd na Gàidhlig
- Aithisg Sgrùdaidh Plana na Gàidhlig

5.3 Sultain 2021

- Cunntas às Ùr mu Bhuileachadh Foghlaim
- Coinneamh Plana na Gàidhlig
- Ullachadh airson Plana na Gàidhlig 4
- Aithisg Sgrùdaidh Plana na Gàidhlig

Ainmeachadh: Sgioba na Gàidhlig – Oifigear Leasachaidh Gàidhlig

Ceann-latha: 29/10/2020

Ùghdar: Morag Anna NicLeòid Mitchell

Eàrr-ràdhan: Eàrr-ràdh 1 – Puingean Deasbaid na Bùth-obrach

Appendix 1 – Workshop Discussion Points

Bùth-obrach 1

An làthair / In attendance:

Cllr Gordon Adam; Cllr Isabelle Campbell; Cllr Alex MacInnes; Cllr Graham MacKenzie; Cllr Dennis Rixson.

Morag Anna MacLeod Mitchell; Kate Lackie; Lena Walker; Kirsty Rodger; Dolina Grant; Jo MacDonald.

Ciod is e adhbhar na Ro-innleachd Conaltraidh againn?

What is the purpose of our Communications Strategy?

It is very important to create a positive image and perception of the work of the Gaelic Team.

The Communications Strategy should highlight our key objectives and how we engage with our stakeholders – the organisations we financially support and organisations with whom we work regularly.

It is important to establish who we are primarily communicating with and to identify our audience. Is it the Highland area or the outside world? This might temper our choice of strategy. Therefore, a question of who we are aiming at.

It is important to ensure we are communicating effectively across all Council Services and that all Services take on board that we have a very important GLP. Education is hugely important but also other strands such as community, arts, media and heritage. It is important to consider how we implement the key performance indicators within the Plan.

It is important that both internally and externally, people know what the Gaelic Team does.

Importance of Key Performance Indicators and how they are communicated and assessed.

Important to establish what the purpose of the communication is. Communicating with key stakeholders is the easy bit as they are already aware of your values and where you want to go.

Important to also engage with people who are only slightly interested or aren't interested at all. Therefore, a key purpose of the Communications Strategy is to engage with people who aren't already interested – particularly sceptics and naysayers.

Important to develop different strategies and link strategies for different groups.

Important to be clear on what the purpose of the Communication Strategy is. In terms of purpose it's about communicating the overall objectives of the GLP – engaging with our stakeholders, demonstrating success and ensuring people understand what we do. Changing behaviours and perceptions where necessary. Who are the people we are trying to engage with? Who are our stakeholders? The sceptics and naysayers are probably a group we want to look at.

We seem to be thinking internally but the general public is a valued group. The communication strategy for the public would be very different from what might be suitable for an internal strategy.

Dè an dòigh as fheàrr anns an urrainn dhuinn stiùir a thoirt seachad ann a bhith a' brosnachadh is a' cur taic ri cànan, dualchas is cultar Gàidhlig na Gàidhealtachd?
How can we best lead our promotion and support of Gaelic language, heritage and culture of the Highlands?

One approach is through Gaelic music and heritage. There has been a great revival in the last 30-40 years to the extent that this is mainstream in our area and that must be of enormous benefit.

Music has attracted a lot of young people who see the benefit of learning traditional music and then move on to learn Gaelic. Examples of students attending UHI or SMO and the door was opened through traditional music.

Pupils attend the School of Excellence in Music in Plockton from all over Scotland.

There's huge value within our music and culture, ceilidhs, storytelling, shinty and sport in general.

The legacy of Runrig has brought all these elements together globally.

Another appeal to the general public is to take advantage of heritage and history. There's a real market of interest in the Clans and re-evaluation by historians in recent years as to the importance and significance culturally and historically of the Clans and those who speak Gaelic. The Council has the possibility of supporting greater understanding and knowledge of local history and the contributions of different Gaelic-speaking personalities and Gaels of the past have contributed to the history of the region. Interest in heritage could make the history of the language come alive.

Shinty events in the Highlands have been a great success among the younger generation. Gaelic has been promoted via signs with Gaelic words at games. 200-300 people in attendance.

Place-names are hugely important. Every visitor to the Highlands encounters Gaelic through place-names, via maps and signage.

Many people come to the Highlands to climb Munros and other hills. This generates a huge interest in Gaelic place-names.

There is a huge volume of literature connected with the Clearances and the Jacobites. There is great interest in the history and culture of the Highlands. There is a ready-made format in the place-names and castles etc. Use things that are already interesting to people to attract them on that basis.

The Clan Donald Centre – now called Museum of the Isles – in Armadale attracts a stream of overseas visitors researching their roots. We can utilise that to our advantage.

It is important to play to our strengths. If you make a topic interesting, people will engage with it.

The Am Baile project was mentioned as a valuable resource.

Ulpan classes were mentioned and it was explained that Bòrd na Gàidhlig had moved on to promoting other forms of language learning. There was some discussion about HC Gaelic classes and concession rates for staff and parents.

Cò an luchd-ùidh a th' againn?

Who are our stakeholders?

Sabhal Mòr Ostaig and Bòrd na Gàidhlig were mentioned.

Dè na prìomh theachdaireachdan a th' againn?

What are our key messages?

We must be positive in our strategic approach in relation to Gaelic across the Council as well as the external agencies.

Dè na tachartasan is iomairtean cudromach air am bu chòir dhuinn solas a chur?

What significant events and initiatives should be spotlighted?

The National Mòd, Pan Celtic Festival and shinty finals were mentioned.

Dè na dòighean conaltraidh a bu chòir dhuinn a chleachdadh?

What communications methods should be used?

Social media such as Facebook – also cost effective.

Press releases circulated to local and national media via Communications Team.

Publicity on BBC Alba mentioned as previously successful promotion for shinty events.

Important to identify your audiences and you get different messages to different audiences.

When addressing the Gaelic Medium world there may be no difficulties. When addressing the wider populace – particularly if looking for resources – we must speak in simple, concise terms. We modify our speech according to the audience we're addressing and that's a critical point.

Nuair a thathar a’ dèanamh na Gàidhlig nas follaisiche thar na Comhairle, dè na raointean libhrigeadh seirbheis air am bu chòir dhuinn a bhith ag amas?

When making Gaelic more visible across the Council, what areas of service delivery should we focus on?

Mention was made of the Council’s website and the possibility of creating a Gaelic page.

Important that other services within the Council such as Planning take cognisance of the GLP.

One Member queried whether that was a priority and felt it was much more important to reach out to the general public. He queried whether it was necessary to have Gaelic represented in documents where it wasn’t required and felt that this must be very time-consuming for officers and that resources could be better focussed. Effort should be made to communicate what’s going on in the Highlands in terms of Gaelic history and culture.

Ciamar a thomhaiseas sinn soirbheas na Ro-innleachd Conaltraidh?

How will we measure success of the Communications Strategy?

Input from Corporate Communications & Engagement Officer:

It is important to differentiate between a communication strategy and an engagement strategy. With the communication strategy you consider who your audience and stakeholders are. Important to establish target audience – whether we are looking at a local community or national audience, or a particular group such as young people. Once these questions are answered, the best way to engage with the audience can be considered – e.g. if targeting young people then could perhaps engage via Facebook, videos or schools. Therefore, the communication strategy informs the engagement strategy.

Aontaich na h-Ath Cheumannan

Agree Next Steps

Leasaich Plana Conaltraidh

Develop a Communications Plan

2 Plana na Gàidhlig 3 air a stiùireadh le Shona NicPhàdraig

Gaelic Language Plan 3 facilitated by Shona Paterson

Thèid Plana na Gàidhlig 3 a chuirteachadh air post-d ron bhùth-obrach.

GLP 3 will be circulated by email prior to the workshop.

Taobh a-staigh Plana na Gàidhlig 3 / Within the Gaelic Language Plan 3:

- Ciamar a bhios sinn a' cumail sùil air na prìomhachasan?

How do we monitor the priorities?

Current GLP3 doesn't have a recognised audit and scrutiny schedule, recommend that the Gaelic Team have an internal HC audit process for GLP3 prior to reporting to BnaG annually.

Suggested that the Gaelic team use the THC PRMS system as a monitoring and reporting tool for GLP3.

Noted that there is no prioritising within the annual GLP3 monitoring return for BnaG.

Quarterly monitoring report to be written up in a report for the Gaelic Committee to update members on progress of GLP3.

A report to go to full Council Committee on the progress of the GLP3 on an annual basis.

Gaelic Committee to feed into GLP3 and future Gaelic Language Plans.

GLP3 very linear 3-D view functional to what team are doing – stunts vision within an organisation.

Introduce a scale of priorities for the Gaelic Team and Priorities could be determined by resource/time implications; Monitor delivery against resources.

Recognise the need that priorities can change and evolve e.g. Recovery Programme in response to COVID 19.

- Ciamar a bhios sinn a' sgrùdadh nam prìomhachasan?

How do we scrutinise the priorities?

We agreed to combine the answers for this question with the above statement.

- Ciamar a bhios sinn a' cur nam prìomhachasan air adhart?

How do we promote the priorities?

The Gaelic Language has not got the promotion within the Council that it should have.

A need to have a Corporate approach to Gaelic to ensure that there is a value placed on Gaelic within the Wider Council and Gaelic should be led from the top.

The Gaelic committee will ensure that the GLP will be promoted through reporting to full Council on the progress of GLP3.

Gaelic to be incorporated in all Committees within The Highland Council, linking with Senior Translation service in the Gaelic Team to enable Members wishing to make a statement in Gaelic can do so via translation service prior to committees taking place. Currently an issue with simultaneous translation technology within The Highland Council and this needs to be addressed.

The Highland Council Website needs to increase the visibility of Gaelic and feature Gaelic throughout website. (VisitScotland increase hits with more Gaelic content on website)

- Ciamar a bu chòir dhuinn libhrigeadh nan amasan againn a thomhas?
How should we measure the delivery of our objectives?
This goes back to our priorities being measurable and achievable and the PRMS system we discussed could help with this.
If our targets are prioritised and resources/time allocated to measurable outcomes then we will have the evidence, whatever that may be.
- Dè an seòrsa planadh ro-innleachdail a bhios againn le Bòrd na Gàidhlig a thaobh leasachadh ro-innleachdail ann am planadh cànanain Gàidhlig?
What does our strategic planning in liaison with Bòrd na Gàidhlig on the strategic development of Gaelic language planning look like?
Making sure our priorities fit with BnaG and maximise financial resources available.
Linking with every other agency to get the most for Gaelic development we possibly can, no matter who/how it is delivered.
Not being afraid to make sure we put the strongest case possible for THC's own strategic planning priorities in developing our Gaelic plan.
Ensuring we deliver good practice.
- Plana na Gàidhlig 4 – Ar slighe agus ar lèirsinn airson nan ath cheumannan againn.
GLP 4 – Our direction and vision for our next steps.
We should aspire to the best GLP in Scotland, which is completely functional and prioritised.
One which identifies our ambitions and needs and then gives a path and method to reach these ambitions.
Measurable, achievable targets which can be scrutinised and assessed in real-time and in which all the Gaelic Committee, THC as a whole and the Gaelic Team feel they have a stake in it.
We should look worldwide for good practice in language planning, and once again THC has a great chance to produce something which everyone else looks at and says – I wish our GLP was like that!

- Ciamar a dh'obraicheas sinn le buidhnean leasachaidh Gàidhlig agus com-pàirtichean Gàidhlig ann a bhith a' brosnachadh, a' leasachadh agus a' cumail suas cànan, dualchas agus cultar na Gàidhlig anns a' Ghàidhealtachd?

How will we work with Gaelic development agencies and Gaelic partners in promoting, developing and sustaining the Gaelic language, heritage and culture in the Highlands?

The Highland Council Historic Environment Team run the annual Highland Archaeology Fortnight which normally takes place in October with events taking place throughout the Highland Council area. This well organised project is an excellent example of good practice and is produced on a relatively small budget. The Festival provides opportunities in encouraging people to learn about, record and participate in celebrating and increasing their knowledge of their local heritage.

Could such a project e.g. Gaelic Promotional Fortnight using music, books, song and Highland mythology achieve similar objectives in promoting and raising awareness of Gaelic language, heritage and culture? Music, place names and Gaelic song are currently well publicized and promoted already through several local organisations such as Fèis nan Gaidheal, Fèis Rois and An Comunn Gàidhealach but more creative, practical ways could also be employed to engage interest such as teaching skills in dry-stane dyking, hand-spinning, arts & crafts, the use of old equipment and what life was like in the "old days" etc. Other areas which could be explored in this way include books and Highland mythology.

Popular topics such as the Highland Clearances, Clans and the Vikings could be used as "coat hooks" to draw people in which could then be built on and developed further by introducing people to other topics and areas of Gaelic culture and heritage. The Royal National Mòd showcases a range of Gaelic cultural activities which includes fringe events, but this does not happen in the Highland Council area annually. A Gaelic Promotional Fortnight could take place each year and reach local areas which might not traditionally be considered as Gaelic speaking.

Fèis Rois have shown innovation in building in a social element to their work through including those with care needs.

Communications such as social media e.g. Face Book, Twitter, Instagram, Highland Council website, local press, should all be used as ways to promote and highlight Gaelic heritage or cultural events as well as inviting local council members.

The Royal National Mod, Pan Celtic Festival, Celtic Connections and Camanachd Shinty finals are some of the events which present opportunities to further promote awareness of Gaelic culture.

- Ciamar a dh'obraicheas sinn le Riaghaltas na h-Alba agus Pàrlamaid na h-Alba a thaobh reachdas a' buntainn ri cànan na Gàidhlig?

How will we work with the Scottish Government and Parliament in relation to legislation relating to Gaelic language?

Setting up regular, open avenues of communication with those working in the Scottish Government and Parliament; this doesn't have to be done solely at a high level but can also be on an informal basis.

Additional opportunities for networking should be made available or see where the opportunities are currently and take advantage of them.

Promoting and increasing Highland Council participation can raise the profile of the Gaelic language resulting in less marginalization.

Highland Council should be proactive in working with other agencies e.g. Woodland Trusts, this can take the form of e.g. moral support it doesn't always have to be financial or of using the Highland Council logo.

There should be an awareness of knowing what's going on with other agencies and organisations.

- Dè na prìomhachasan a th' againn airson nam planaichean-obrach libhrigeadh seirbheis leis na com-pàirtichean againn?

What are our key priorities for our service delivery work plans with our partners?

The key priorities for our service delivery work plans with our partners should support a joined-up approach. It should involve supporting schools and Gaelic medium schools.

Keeping up to date and working alongside our partners to make the most of collaborative work.

It's important to create an environment where people can come into the language at any stage and not only through Gaelic Medium Education.

Gaelic should be a strategic Committee.

- Rannsachadh agus leasachaidhean Riaghaltas na h-Alba – dè na h-ath cheumannan a th' againn?

Research & Scottish Government developments – what are our next steps?

Regional Gaelic has died out in some areas but there is a body of research already out there that could be used to inform future work.

It would be a huge task to break that down into smaller subsidiaries but perhaps it could be done by involving the Archive Centre and inviting the public to take part?

Could the material be digitized, and encourage people to participate e.g. in stating how a word, phrase is said?

Gaelic should not be purely academic.

- Coimhearsnachdan mar chom-pàirtichean – dè an dòigh as fheàrr gus diofar cho-theacsaichean nan coimhearsnachdan againn a riochdachadh?

Communities as partners – how do we best represent the different contexts of our communities?

This ties in with the previous question and the Scottish Government/UHI research into the decline of vernacular Gaelic in communities.

Engage with different stakeholders such as University of the Highlands and Islands (UHI), Comhairle Nan Eilean Siar (CNES).

Consider Communities as our partners e.g. Staffin, Sleat and how we can best interact and encourage them.

Reflect on the relevance of Gaelic heritage to each local community and how we can elevate the profile of Gaelic in communities.

- A' planadh airson na bùth-obrach com-pàirtich, dè na prìomhachasan clàr-gnothaich a th' againn?

Planning for the partnership workshop, what are the agenda priorities?

Ask those we are working in partnership with to tell us what they are up to and to keep us up to date with what is going on.

What are you doing, what potential can you see, where could resources be better employed and what resources could you use more of?

Visiting the UHI report on the degenerative decline of Gaelic in the Western Isles – how do we address and focus on the precarious state of Gaelic in communities?

How do we slow and arrest the decline of intergenerational Gaelic in the community?

BBC Alba has a long history of working to stop this decline through TV and radio, has it been effective in reversing this decline?

Universities should at the least table a notion of support for Celtic Studies and fringe studies. A crowded school curriculum in previous years has meant Gaelic has consequently suffered and been squeezed out.

There should be more support for the Gaelic language and culture in the academic world, universities should offer more courses which should then filter down to schools being able to do likewise.

4 Foghlam air a stiùireadh le Lena Walker

Education facilitated by Lena Walker

In attendance – Cllr Raymond Bremner, Cllr Alexander MacInnes, Lena Walker, Margaret Mulholland, ECO Kate Lackie

- Dè na prìomhachasan a th' againn airson Tràth-ionnsachadh is Cùram-chloinne, a' gabhail a-steach solaraichean 0-3 Chomhairle na Gàidhealtachd agus solaraichean com-pàirteach?

What are our priorities for ELC including 0-3 Highland Council and Partnership Providers?

Need to consider where we can expand, how that will be resourced and how we prepare for this resource.

Lochcarron – new CALA worker to be based in the Auchtertyre corridor but dependent on getting an applicant.

Cllrs need to be more aware of the kind of preparation and support mechanisms which are in place in areas where GM Education is taking place.

Planning for succession and sustainability essential from Birth to ELC/ Primary/secondary and beyond.

Time to develop more small area based Gaelic plans covering birth to 18 and beyond. This would enable better planning and resource management in each area. It was felt that this fitted in perfectly with Scottish Government Place based strategies.

CLDOS could do this as a SWOT analysis in prioritised areas. Could report to Area Committees.

Communities are so different and such plans would reflect this and would highlight possible challenges in advance. There needs to be assurances that there are support mechanisms in the community for the provision to work and ensure sustainability of the use of the language out with the ELC.

This would prevent missing links bringing down the whole provision.

Thurso situation cited where it took 7 years to move from Croileagan to GM Primary and then another 7 years before the secondary situation got looked at. These developments need to be properly planned.

Gaelic Committee have never seen a planning strategy. While the children are in ELC, we should be preparing the GME and secondary provision.

- Ciamar a chuireas sinn taic ri bhith a' leudachadh na thathar a' tabhann aig ìre àrd-sgoile ann am FtG agus Gàidhlig luchd-ionnsachaidh?

How can we support an expanded secondary offer in GME and Gaelic?

Need better succession planning that secondary provision and resourcing is ready for the ELC and primary children who will then have the choice to follow that pathway.

Subject choices need to fit into the plan.

Need a strategy for attracting young teachers back to Highland

Sustainability is the key – need to halt the fall off at key milestones.

- Dè na com-pàirteachasan a bhrosnaicheadh barantachadh FtG le buidhnean airson sgoilearan na h-Àrd Ìre agus thar sin?

What partnerships would promote GME accreditation for Senior Phase pupils and beyond?

Need to create wider pathways for senior pupils. Need to broaden the pathways beyond subject choices. Broaden out into the wider community. Work Experience models in secondary provisions need to include opportunities for placements in workplaces where Gaelic is essential.

Film G is a good example of getting the young people involved in activities through the medium of Gaelic but outwith the classroom.

Build on the the opportunities that are there.

- Ciamar a bhrosnaicheas sinn seasmhachd a thaobh cleachdadh na Gàidhlig – Foghlam seachad air 3–18?

How can we promote sustainability of Gaelic usage – Education beyond 3–18?

Need to broaden language usage and development beyond subject choices.

Opportunities needed for language usage within communities for school leavers.

Confidence gap – for those who are in secondary education and beyond. A framework needed to address the school leaver situation. Young ones are more confident using the language when they are with other Gaelic speaking young people. A sense of kinship helps build confidence.

Gaelic needs to be more than an academic subject.

Examples of players who became Gaelic Ambassadors during Shinty games was a great example of how to promote Gaelic within other areas.

Pan Celtic Model considerations.