

Agenda Item	<b>6</b>
Report No	<b>G/1/21</b>

## THE HIGHLAND COUNCIL

**Committee:** Gaelic Committee

**Date:** 23 February 2021

**Report Title:** Progress against Gaelic Language Plan 3, quarterly report, monitoring and scrutiny process

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

### 1. Purpose/Executive Summary

- 1.1 This report informs Members how the Gaelic Language Plan 3 (GLP3) is being monitored and scrutinised.
- 1.2 The Highland Council uses Performance and Risk Management System (PRMS) for the monitoring and scrutiny of corporate plans.
- 1.3 GLP3 is a corporate plan therefore it has been incorporated into the PRMS System, which allows for a more streamlined and focussed reporting system on the implementation of the Plan.

### 2. Recommendations

- 2.1 Members are asked to:
  - i. consider the quarterly report against GLP3 and note the positive on-going developments;
  - ii. Note the challenges regarding the implementation of the enabling actions in the Plan, largely due to the pandemic, which has resulted in some slippage.

### 3. Implications

- 3.1 Resource  
In addition to Council funding, grant funding is also provided by the Scottish Government and Bòrd na Gàidhlig to assist in the delivery of the Plan. Some of the Council's Gaelic budget is used to provide discretionary grants to external bodies to deliver services that assist with the delivery of GLP3 outcomes.
- 3.2 Legal

The Council is required to have an approved Gaelic Language Plan in accordance with the Gaelic Language (Scotland) Act 2005. There are likewise obligations in ensuring that the plan commitments are delivered.

3.3 Community (Equality, Poverty, Rural and Island)

The implementation of GLP has a strong community focus due to the activities and the support that is provided in communities where Gaelic education is provided.

3.4 Climate Change / Carbon Clever

All meetings are held using the various virtual platforms approved by the Highland Council.

3.5 Risk

Restrictions and lockdowns have curtailed, limited and some cases halted project development and implementation, however, maximising the use of the technologies has generated new and innovative approaches to several development projects.

3.6 Gaelic

Very positive implications regarding the preservation and development of Gaelic language and culture across all the sectors and age groups to the social and economic value of the language.

#### 4. The Gaelic Language Plan 3 (GLP3)

4.1 GLP3 2018-2023 was prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig (BnaG) in June 2019.

[http://www.highland.gov.uk/downloads/file/21507/plana\\_g%C3%A0idhlig\\_chomhairle\\_na\\_g%C3%A0idhealtachd\\_2018-2023](http://www.highland.gov.uk/downloads/file/21507/plana_g%C3%A0idhlig_chomhairle_na_g%C3%A0idhealtachd_2018-2023)

[http://www.highland.gov.uk/downloads/file/21508/the\\_highland\\_council\\_gaelic\\_language\\_plan\\_2018-2023](http://www.highland.gov.uk/downloads/file/21508/the_highland_council_gaelic_language_plan_2018-2023)

4.2 GLP3 has the following Themes

- Gaelic in the Home, Early Learning and Child Care
- Gaelic in the Community
- Gaelic in Education
- Gaelic in the Arts, Culture, and Heritage
- Gaelic in the Workplace
- The Social, Economic and Cultural Value of Gaelic

#### 5. PRMS Performance and Governance

5.1 The GLP3 has been 'ragged' from the final quarter of 2020 (October, November and December) within the PRMS System. **Appendix 1**, summarises the current position regarding the progress made in implementing GLP3 within the timeframe set above.

There are 125 enabling actions in GLP3 which span the 6 themes, most of which are subject to the following:

- national position regarding the pandemic
- resources available
- support from the Scottish Government
- support from BnaG
- positive key stakeholder engagement and partnership working
- engagement with schools and community groups

5.2 77 indicators are on track/working well; 39 are experiencing some slippage; 4 have not progressed and 5 are completed. These indicators are set out in summary dashboard format and also in detail at **Appendix 1**. The primary cause of slippage has been the restrictions and pressures imposed by the national pandemic. Wherever possible the Gaelic Team has identified alternative approaches to deliver as much against GLP3 as

possible. These include: in partnership with SDS an online SIUTHAD Gaelic careers event, working with FC Sonas a series of interactive online football family friendly games, in partnership with Feis Rois - Ceilidh Comhairle (Mod), in partnership with Sabhal Mor Ostaig an online family learning event.

- 5.3 Information on GLP3 progress analysis will be included in the Performance and Governance Service Plan. Service Plans are key strategic documents which set out how each Service is contributing to the Council's corporate priorities and details the key strategic improvement priorities for the Service. The Plans underpin the Council's statutory duties in respect to public performance reporting and Best Value. These plans will use analysis of Service performance data, identified risks and the key strategic priorities for the Service in order to plan performance improvement. Service Plans are reviewed annually.

## **6. Bòrd na Gàidhlig Annual Return**

- 6.1 The Council has been reporting annually to Bòrd na Gàidhlig (BnaG) on the implementation of GLP3 as the Bòrd issues an Annual Return which the Council is required to complete by the end of June each year. The Return also allows BnaG to collect data and the track targets in GLP3. The Annual Return is a generic monitoring process which BnaG has set up for all public sector organisations which are currently implementing Gaelic Language Plans. **Appendix 2**






Designation: Gaelic Development Officer






Date: 3 February 2021






Author: Morag Anna MacLeod Mitchell






Background Papers: Appendices 1 & 2






# Gaelic Language Plan – Status of Actions Q3 2020-21

<b>Theme 1 - Gaelic in the Home, Early Learning and Childcare Q3 20/21</b>		
 completed to date		0
		6
		0
		0
		0

<b>Theme 2 - Gaelic in the Community Q3 20/21</b>		
 completed to date		1
		8
		7
		0
		0

<b>Theme 3 - Gaelic in Education Q3 20/21</b>		
 completed to date		2
		26
		23
		1
		0

<b>Theme 4 - Gaelic in the Arts, Culture and Heritage Q3 20/21</b>		
 completed to date		1
		11
		4
		2
		0

<b>Theme 5 - Gaelic in the Workplace Q3 20/21</b>		
 completed to date		1
		13
		4
		1
		0

<b>Theme 6 - The Social, Economic and Cultural Value of Gaelic Q3 20/21</b>		
 completed to date		0
		13
		1
		0
		0

## Theme 1: Gaelic in the Home, Early Learning and Childcare

### 1.1 Encourage and support parents or guardians in using Gaelic in the home

Enabling Action	RAG	Comment	Latest Update
Undertake a survey of parents/guardians of children accessing Gaelic education to create a linguistic Gaelic skills-based audit for future planning of services to support learning in the home. Autumn 2018, Autumn 2020, Autumn 2022	Q3 20/21 ●	Survey to be distributed to parents next academic year	Q3 20/21 ●
Organise and deliver language classes for parents around The Highland Council's ASGs where GME is provided. Classes include: beginners' classes for parents held during the day, beginners family learning classes, beginners and intermediate community-based adult learning classes. Annually.	Q3 20/21 ●		Q3 20/21 ●
Deliver sessions related to Gaelic education, to advise and inform parents on a range of issues e.g., the benefits of bilingualism, available resources, and how to support their children in the home. November of each school session.	Q3 20/21 ●		Q3 20/21 ●
Work with partners to organise and expand initiatives such as the Gaelic Family Learning Week. Annually.	Q3 20/21 ●		Q3 20/21 ●
Deliver a varied programme of GME promotional events aimed at families of pre-school children. In February of each school session .	Q3 20/21 ●	Online GME promotional events planned	Q3 20/21 ●
Be aware of the needs of young people with Gaelic skills who are under the care of The Highland Council, and provide them with Gaelic services as part of The Highland Council's Corporate Parenting responsibilities. Annually.	Q3 20/21 ●	No young people at present	Q3 20/21 ●

## Theme 2: Gaelic in the Community

### 2.1 Provide opportunities to encourage and increase the use of Gaelic in the community

Enabling Action	RAG	Comment	Latest Update
Create language support activities around the Council's Associated School Groups where Gaelic education is provided. October of each school session.	Q3 20/21 ●	Due to covid19 language support activities have gone online	Q3 20/21 ●
In partnership with High Life Highland, organise coaching events for Gaelic education secondary school pupils to enable them to deliver activities in Gaelic. Annually.	Q3 20/21 ●	Gaelic sports leadership coaching residential event postponed due to covid 19 restrictions	Q3 20/21 ●
Support existing and expand on future extra-curricular activities such as after-school clubs which are delivered through Gaelic. October of each school session.	Q3 20/21 ●		Q3 20/21 ●
Continue with and support a programme of community-based adult learning classes. Annually.	Q3 20/21 ●		Q3 20/21 ●
Further develop the Adult Literacy Initiative through a programme of classes aimed at speakers whose first language is Gaelic. Annually.	Q3 20/21 ●	Due to covid adult literacy classes have been on hold	Q3 20/21 ●
Establish a programme of training for Gaelic tutors. Annually.	Q3 20/21 ●		Q3 20/21 ●
Provide opportunities for inter-generational Gaelic usage, particularly between senior citizens and young people. May of each school session.	Q3 20/21 ●	Restricted due to covid, planning for 2021 ongoing	Q3 20/21 ●

Organise and deliver Seachdain nan Deugairean for fluent and learner secondary pupils each year at SMO. Annually.	Q3 20/21 ●	This event had been postponed due to covid 19 restrictions	Q3 20/21 ●
Enhance community learning and development liaison within stand-alone Gaelic education provision. September of each school session.	Q3 20/21 ●		Q3 20/21 ●
Work with partners to deliver a programme of Arts and Sporting activities around GM stand-alone schools. September of each school session.	Q3 20/21 ●	Activities restricted due to covid 19 guidelines	Q3 20/21 ●
Create opportunities through Provincial Mòd organisers that allow inter-generational exchange of skills and ideas, leading to greater confidence in language usage by young people. Annually.	Q3 20/21 ●		Q3 20/21 ●
Continue to support sporting events, such as the football competition 'Cuach na Cloinne' and the national shinty competition 'Cupa Iomain na h-Òige' for primary GE pupils (a pilot project hoped to become an annual event based in the Highlands but open to schools across Scotland). September of each calendar year. September of each calendar year.	Q3 20/21 ●		Q3 20/21 ●
Liaise with High Life Highland to include Gaelic in their activity programmes as per the terms of The Highland Council Gaelic Language Plan. Annually.	Q3 20/21 ●	Due to covid 19 HLH activity programme are on hold	Q3 20/21 ●
Work with partners to provide opportunities to develop transferable skills through events such as GM Primary Schools debating and heritage activities. September of each school session.	Q3 20/21 ●	Postponed until Sept 2021	Q3 20/21 ●
<b>2.2 Contribute to and support Community Partnership Development Plans</b>			
<b>Enabling Action</b>	<b>RAG</b>	<b>Comment</b>	<b>Latest Update</b>
Develop marketing and awareness events and material, promoting the many benefits of bilingualism through Gaelic, including use in the home. Target Date May 2019	Q3 20/21		Q1 19/20 ●
Produce pre-school enrolment information that promotes the benefits of bilingualism through Gaelic education. February each school session.	Q3 20/21 ●		Q3 20/21 ●

### Theme 3: Gaelic in Education

#### 3.1 Contribute to national strategic partnership initiatives and policy formulation across Gaelic education

Enabling Action	RAG	Comment	Latest Update
Through membership of the National Gaelic Education Strategy Steering Group and other forums, contribute to and engage with initiatives which inform and influence national policy and guidance. Each Academic year.	Q3 20/21 ●		Q3 20/21 ●
Work with Bòrd na Gàidhlig on a national Gaelic Education Workforce Planning Strategy. Each Academic year.	Q3 20/21 ●	Quarterly meets with B na G Director of Education	Q3 20/21 ●
In response to robust self-evaluation processes, establish working groups and workstreams to respond to areas for development as highlighted within a Local Authority Gaelic Education Operational Improvement Plan, contributing to national development priorities. Each Academic year.	Q3 20/21 ●		Q3 20/21 ●
Work with Partners on a national Gaelic Education Additional Support Needs Strategy, taking account of resource priorities for learning and teaching. Target date June 2019.	Q3 20/21 ●		Q3 20/21 ●

Review and update existing Highland Council Additional Support Needs policy and guidance for Gaelic Medium Education. Target date June 2019.	Q3 20/21 ●		Q3 20/21 ●
Ensure engagement and involvement with academic sources, research bodies, conferences, studies and reports which may inform and influence national policy, guidance and resources for our schools. Each academic year.	Q3 20/21 ●		Q3 20/21 ●
Ensure that teachers engage in ongoing self-evaluation processes to support and inform developments associated with the creation and distribution of resources. Each academic year.	Q3 20/21 ●		Q3 20/21 ●
Continue to work in collaboration with partners in the production of generic Gaelic education marketing material in order to establish a national strategy for student teacher placements. Each academic year.	Q3 20/21 ●		Q3 20/21 ●
Work in collaboration with partners to establish a baseline of linguistic competency and confidence for staff working across Gaelic education. June 2019, June 2021, June 2023.	Q3 20/21 ●		Q3 20/21 ●
In collaboration with partners, develop and enhance linguistic competency as part of Career Long Professional Learning, through promotion and access to both Highland Council and external training opportunities. Each academic year.	Q3 20/21 ●		Q3 20/21 ●
Work with partners to deliver the annual Gaelic careers event 'Siuthad!' for secondary fluent and learner pupils. Each academic year.	Q3 20/21 ●		Q3 20/21 ●
Increase the percentage of the pupil population who are being educated through the medium of Gaelic in primary school to 10%. June 2019, June 2021, June 2023.	Q3 20/21 ●		Q3 20/21 ●
Continue the ongoing development of Gaelic Primary Language Learning (PLL) planning materials and associated high-quality teaching resources. June 2019, June 2021, June 2023.	Q3 20/21 ●		Q3 20/21 ●

### 3.2 Gaelic education embedded in The Highland Council's Strategic Education Improvement Planning

Enabling Action	RAG	Comment	Latest Update
Ensure that Gaelic education is considered as an important component within The Highland Council's estates and associated management meetings. Each academic year.	Q3 20/21 ●		Q3 20/21 ●
Ensure a lead officer for Gaelic education will support strategic education reviews, assessments and developments. Each academic year.	Q3 20/21 ●		Q3 20/21 ●
Encourage and support career development opportunities within Gaelic education. Each academic year.	Q3 20/21 ●		Q3 20/21 ●
Ensure that all Highland School Improvement Plans will demonstrate measures that support the implementation and embedding of meaningful learning about Gaelic language, culture and heritage as part of entitlements to learn about Scotland through Curriculum for Excellence Social Studies delivery. Each academic year.	Q3 20/21 ●		Q3 20/21 ●
Work closely with Education Scotland and Storrann to develop a Gaelic Grammar Progression Framework that enhances Gaelic learning and teaching. June 2019	Q3 20/21 ●		Q3 20/21 ●
Ensure that Care and Learning Officers deliver ongoing, high-quality support for school staff, relevant to the unique context of our Highland schools. Each academic year.	Q3 20/21 ●		Q3 20/21 ●
Update Gaelic Medium Additional Support Needs Policy and Guidance; consider and respond to implications e.g. training or resources. June 2019	Q3 20/21 ●		Q3 20/21 ●

Develop and share Highland Council policy and guidance regarding entitlements to Gaelic Medium Primary Education with schools and parents. November each year.	Q3 20/21 ●		Q3 20/21 ●
Work with schools to support accessibility to software and applications specific to Gaelic education on ICT devices. Each academic year.	Q3 20/21 ●		Q3 20/21 ●
Enable staff delivering L2 and L3 Gaelic to have increased confidence in their level of Gaelic and use planners, online activities and other teaching resources. June 2019, June 2021, June 2023.	Q3 20/21 ●		Q3 20/21 ●
<b>3.3 Support the 0–3 Early Learning and Childcare sector</b>			
<b>Enabling Action</b>	<b>RAG</b>	<b>Comment</b>	<b>Latest Update</b>
Agree a financial package in collaboration with Bòrd na Gàidhlig to ensure the continuation of working partnerships with the Third Sector. Annually	Q3 20/21 ●		Q3 20/21 ●
In conjunction with the Third Sector, create an online training module, introducing Gaelic language to parents and babies/toddlers. June 2019.	Q3 20/21		Q1 19/20 ●
In conjunction with partners, ensure input to HNC Course in Early Learning and Childcare. June 2019	Q3 20/21		Q1 19/20 ●
Continue, in conjunction with Bòrd na Gàidhlig and Third Sector, to promote Gaelic education to pre-school children and families. 2018 to 2023.	Q3 20/21 ●		Q3 20/21 ●
Work with Partners to develop a training programme for Early Years staff engaged in Gaelic Language Learning to assist with all areas of Gaelic education. April 2019 and ongoing.	Q3 20/21 ●		Q3 20/21 ●
<b>3.4 Develop 3-18 Gaelic Education</b>			
<b>Enabling Action</b>	<b>RAG</b>	<b>Comment</b>	<b>Latest Update</b>
Continue Scottish Government partnerships to deliver new stand-alone Gaelic schools. Ongoing	Q3 20/21 ●		Q3 20/21 ●
Agree a sustainable funding package with Bòrd na Gàidhlig for new developments and additional provision to support growth. Annually	Q3 20/21 ●		Q3 20/21 ●
In collaboration with Bòrd na Gàidhlig and the Gaelic National Strategy Group, explore a core suite of subjects for secondary Gàidhlig education. June 2020.	Q3 20/21 ●		Q3 20/21 ●
Support ongoing professional development through a training programme to deliver 1+2. Ongoing.	Q3 20/21 ●		Q3 20/21 ●
Audit Gaelic medium capacity in existing provision in order to target and promote expansion. June 2020.	Q3 20/21 ●	No audit due to school closures	Q3 20/21 ●
Identify and support 3–5 pre-school provision in targeted locations, taking account of the increase in hours of Early Learning provision, to improve the transitions to primary Gaelic education and in the longer term, secondary schools. 2020-2021 onwards.	Q3 20/21 ●		Q3 20/21 ●
Identify Gaelic community development activities within Associated School Groups, to complement and link with formal Gaelic education provision. Annually.	Q3 20/21 ●		Q3 20/21 ●
Respond to demand for full Gaelic wraparound care provision. As required	Q3 20/21 ●		Q3 20/21 ●



Support staff in accessing a progressive and coherent curriculum for Gaelic Language Learning as part of the 1+2 approach in English medium settings. Encourage all schools which have GM provision to include Gaelic as an L2 for GM classes. Annually.	Q3 20/21 ●		Q3 20/21 ●
Work collaboratively with Comhairle nan Eilean Siar and e-Sgoil to expand access to secondary Gaelic subject delivery. Ongoing.	Q3 20/21 ●		Q3 20/21 ●
Engage with stakeholders to identify an action plan to support and encourage transition at key stages, in order to maintain and develop pupil numbers. June 2020.	Q3 20/21 ●		Q3 20/21 ●
Develop links between Gaelic medium primary and Gaelic medium secondary schools, where Gaelic teaching provision for S1–S3 might usefully be supported by primary teachers. As required.	Q3 20/21 ●		Q3 20/21 ●
Support ongoing promotion and marketing material, highlighting the benefits of Gaelic education and bilingualism. Annually.	Q3 20/21 ●		Q3 20/21 ●
Provide guidance and support for relevant Council staff, including in schools, to encourage parents to choose the Gaelic education route to bilingualism. Annually.	Q3 20/21 ●		Q3 20/21 ●
Collaborate with partners to develop the range and availability of Gaelic language learning opportunities for teachers delivering Gaelic as L2 or L3. Ongoing.	Q3 20/21 ●		Q3 20/21 ●
Engage with neighbouring local authorities to examine where joint working and shared services might benefit the sustainability and expansion of Gaelic education. As required.	Q3 20/21 ●	Northern Alliance partnerships are ongoing	Q3 20/21 ●
Encourage schools to promote GME on their websites. Ongoing.	Q3 20/21 ●		Q3 20/21 ●

### 3.5 Review the learning materials and learning resources provided to support Gaelic education

Enabling Action	RAG	Comment	Latest Update
Work in collaboration with Education Scotland to deliver standardised assessments suitable for Gaelic Medium Education's model of delivery. December 2019.	Q3 20/21 ●		Q3 20/21 ●
Support Highland staff in sharing resources within a digital platform. June 2019	Q3 20/21 ●		Q3 20/21 ●
Work with partners to develop resources for Gàidhlig and Gaelic (Learners), for example, reading schemes. Ongoing.	Q3 20/21 ●		Q3 20/21 ●
Enable teachers to have confidence to engage with Gaelic Primary Language Learning materials and provide subsequent feedback relative to their use. Ongoing.	Q3 20/21 ●		Q3 20/21 ●
Highland Council Grammar Working Group, in collaboration with Education Scotland and Stòrlann, create a grammar teaching framework and supporting resources. June 2019.	Q3 20/21 ●		Q3 20/21 ●
Highland Council Additional Support Needs Working Group work towards the development of policy and resource materials to support pupils with Additional Support Needs. June 2019.	Q3 20/21 ●		Q3 20/21 ●
Work with Bòrd na Gàidhlig and Partners on a National Gaelic Education Additional Support Needs Strategy and associated resources. Ongoing.	Q3 20/21 ●		Q3 20/21 ●

## Theme 4: Gaelic in the Arts, Culture and Heritage

### 4.1 Contribute to national initiatives/policy for Gaelic in the arts/culture/heritage sectors

Enabling Action	RAG	Comment	Latest Update
Participate in the work of the National Gaelic Arts Strategy. Autumn 2017 - Autumn 2023	Q3 20/21 ●	The approach requires to be reviewed	Q3 20/21 ●
Work with Sabhal Mòr Ostaig to support and maximise the impact and the outcomes of the Residency Programme, further developing links with schools and communities. Each acadmic year.	Q3 20/21 ●		Q3 20/21 ●

### 4.2 Increase profile/usage of Gaelic across the Highlands

Enabling Action	RAG	Comment	Latest Update
Work with An Comunn Gàidhealach to deliver a Royal National Mòd in Inverness in 2020, building on the success of Lochaber 2017. Autumn 2018 and 2021	Q3 20/21 ●		Q3 20/21 ●
Work with An Comunn Gàidhealach and other stakeholders to increase the number of young people and adults participating at Royal National Mòds, through the Mòd Academy. Autumn 2018 and 2021	Q3 20/21 ●		Q3 20/21 ●
Through Gaelic language classes, encourage adult learners to participate in Provincial and National Mòds. Annually.	Q3 20/21 ●		Q3 20/21 ●
Work with An Comunn Gàidhealach to ensure the number of young people participating in Provincial Mòds remains stable and, when opportunities allow, that the numbers increase. Support Mòd Academy and Mòd Roadshow initiatives when it is appropriate. October 2020	Q3 20/21 ●	due to covid19 behind schedule	Q3 20/21 ●
Work with Fèisean nan Gàidheal and Fèis Rois through our Service Delivery Contracts, to support Fèisean based in the Highlands in promoting and increasing Gaelic in their outputs. Annually.	Q3 20/21 ●		Q3 20/21 ●
Work with High Life Highland and partners to raise the profile and increase the usage and visibility of Gaelic throughout visitor attractions, leisure facilities, museums, archive centres and at events. Annually	Q3 20/21 ●		Q3 20/21 ●
Work in collaboration with Comunn na Gàidhlig to organise and support sporting activities through the medium of Gaelic. September each year.	Q3 20/21 ●	due to covid19 behind schedule	Q3 20/21 ●
Support and promote arts events. September each year.	Q3 20/21 ●		Q3 20/21 ●

### 4.3 Opportunities for people to engage with Gaelic through the arts and creative industries

Enabling Action	RAG	Comment	Latest Update
Work with Sabhal Mòr Ostaig to implement the broad range of projects agreed between both organisations under the Memorandum of Understanding. Each academic year.	Q3 20/21 ●	due to covid19 behind schedule	Q3 20/21 ●
Work with media specialists, such as FilmG to support Gaelic Medium and Learner pupils to create short films through the medium of Gaelic. Annually	Q3 20/21 ●		Q3 20/21 ●
Continue to work with media and film-making professionals to support the annual Gaelic FilmG Awards. March each year.	Q3 20/21 ●		Q3 20/21 ●

Continue to work with partners to develop a programme of creative writing workshops in schools. March each year.	Q3 20/21 ●		Q3 20/21 ●
Continue to develop links with the broader linguistic and cultural diaspora, for example Nova Scotia and other countries with lesser-used languages such as Ireland and Wales. October 2019.	Q3 20/21 ●	Due to restricted funding and current covid situation	Q3 20/21 ●
Engage with MG ALBA in relation to national issues which may affect Gaelic broadcasting. October 2019.	Q3 20/21		Q3 19/20 ●
In collaboration with Sabhal Mòr Ostaig and the Provincial Government of Nova Scotia, develop a programme to celebrate educational, cultural and economic links. Annual review.	Q3 20/21 ●	Due to restricted funding and current covid situation	Q3 20/21 ●
Over the lifetime of the Plan, organise and support exchange visits for young people and adults. October 2019/2021/2023.	Q3 20/21 ●		Q3 20/21 ●

## Theme 5: Gaelic in the Workplace

### 5.1 Increase the status, profile, awareness and usage of Gaelic across all Council services

Enabling Action	RAG	Comment	Latest Update
Ensure that Highland Council Senior Management Team will continue to ensure that when Council policies and initiatives are being scoped, account is taken of the potential impact on Gaelic. Quarterly.	Q3 20/21 ●	Gaelic implications are assessed as part of the policy developments process and prior to bringing reports to committee	Q3 20/21 ●
Work with contractors (third party sector) who provide services and work for The Highland Council to engage with and increase the use of Gaelic within their companies, encouraging them to support Gaelic and cultural events in the Highlands. Annually.	Q3 20/21 ●	engagement is ongoing with key partners and providers	Q3 20/21 ●
Reinforce the message that customers who write to The Highland Council in Gaelic are guaranteed a written response in Gaelic. Autumn 2018	Q3 20/21 ●		Q3 20/21 ●
Update and refresh the Gaelic Toolkit which is currently available on the intranet. Summer 2019	Q3 20/21 ●	Slippage due to reviewing the general social media approach to various platforms relating to gaelic development	Q3 20/21 ●
Provide training for front-line staff to use the standard bilingual welcome phrases. Summer 2019.	Q3 20/21		Q2 19/20 ●
Update the online Bilingual Toolkit for Members and The Highland Council staff. Autumn 2019	Q3 20/21 ●	To be followed up in the next quarter	Q3 20/21 ●
Continue the requirement for all Services to use the internal Gaelic Translation Service for quality and consistency. Ongoing	Q3 20/21 ●		Q3 20/21 ●
Ensure that press releases relating to Gaelic matters will appear in Gaelic first on the Council's website, with a bilingual heading and a 'Read in English' option. Summer 2019	Q3 20/21 ●		Q3 20/21 ●
Create a prominent Gaelic portal on the The Highland Council website which will include information on Gaelic education, bilingualism, the learning toolkit, Gaelic developments across the Council and links with partners. Autumn 2019.	Q3 20/21 ●	Considering further development	Q3 20/21 ●

Ensure that bilingual door signs, e-mail signatures and out-of-office messages will be actively offered and promoted to staff across The Highland Council services. Autumn 2018 - Autumn 2023	Q3 20/21 ●	Work to be continued	Q3 20/21 ●
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## 5.2 Opportunities for elected members and officer to learn Gaelic

Enabling Action	RAG	Comment	Latest Update
Establish up-to-date baseline data, by conducting a Gaelic language skills audit, which will include Gaelic usage within the Council. Autumn 2020	Q3 20/21 ●	Delay due to reprioritisation of staff and resources to pandemic	Q3 20/21 ●
Provide workplace Gaelic Awareness sessions for Elected Members and Council Staff. Autumn 2020	Q3 20/21 ●		Q3 20/21 ●
Explore the potential for using external funding to support Gaelic learning in the workplace. Autumn 2020	Q3 20/21 ●	Extension for funding package approved to complete project.	Q3 20/21 ●

## 5.3 Raise profile and use of Gaelic with external partners/relevant stakeholders

Enabling Action	RAG	Comment	Latest Update
As part of the Community Partnership, continue to liaise with other Local Authorities, public sector organisations such as University of the Highlands and Islands, NHS Highland, Police Scotland, Highlands & Islands Fire & Rescue Service, and Highlands and Islands Enterprise, especially in relation to the development of Gaelic language plans. Annually.	Q3 20/21 ●	early preparations are underway to review the GLP in readiness for GLP4 in 2023. All key stakeholders will be engaged in this process, including communities and partners	Q3 20/21 ●
Continue to liaise with organisations such as Forestry and Land Scotland, Scottish Natural Heritage and Crofting Commission, to signpost provision of Gaelic awareness or language learning courses across Highland. Quarterly.	Q3 20/21 ●		Q3 20/21 ●
Keep abreast of Gaelic corpus issues, including Gaelic orthographic developments and issues relating to translation and interpretation quality control and accreditation. 2018-2023	Q3 20/21 ●		Q3 20/21 ●
Continue to work in collaboration with and support Ainmean-Àite na h-Alba as the national experts on Gaelic place-names. 2018-2023	Q3 20/21 ●		Q3 20/21 ●
Continue to ensure that Gaelic headings and sub-headings are included in standard contracts, service delivery agreements and associated schedules. Autumn 2020	Q3 20/21 ●		Q3 20/21 ●
Maximise the use of digital technology and social media. Quarterly	Q3 20/21 ●		Q3 20/21 ●

## Theme 6: The Social, Economic and Cultural Value of Gaelic

### 6.1 Gaelic within general economic development and cultural tourism in Highlands

Enabling Action	RAG	Comment	Latest Update
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Collaborate with VisitScotland to secure a higher profile and visibility for Gaelic in the promotion and advertising campaigns of the Highland Council area relating to genealogy, language, music, topography, flora and fauna, food and drink, and the natural environment. Annually.	Q3 20/21 ●		Q3 20/21 ●
Contribute to, and engage with, the development of VisitScotland's Gaelic Tourism Strategy for Scotland. Ongoing.	Q3 20/21 ●		Q3 20/21 ●
Collaborate with internal services to secure a higher profile and visibility for Gaelic in the development of links with the film and media industry. Ongoing	Q3 20/21 ●		Q3 20/21 ●
Add 'Gaelic Impact' to internal Service process checklists and plans for cultural and sporting events, including the creative industries. Annually	Q3 20/21 ●		Q3 20/21 ●
Work in collaboration with key partners in order to increase the visibility and use of the language in high-profile national events. Annually	Q3 20/21 ●		Q3 20/21 ●
Increase the visibility of Gaelic in retail, commercial development and small businesses signage at the formal planning stage. Annually	Q3 20/21 ●		Q3 20/21 ●
Collaborate with local groups and Ainmean-Àite na h-Alba to promote Gaelic place-names in housing and commercial developments. Ongoing.	Q3 20/21 ●		Q3 20/21 ●
Help to increase the number of participants at, and sponsorship engagement with, Gaelic-related events in the Highlands. Ongoing	Q3 20/21 ●		Q3 20/21 ●
Work in collaboration with key partners to develop a Gaelic tourism strategy for the Highlands. Autumn 2021.	Q3 20/21 ●	Progress has been made on schedule	Q3 20/21 ●
Continue to work with An Comunn Gàidhealach to further develop the Economic Impact Assessment Study of the Royal National Mòd when it is held in the Highlands. December 2020.	Q3 20/21 ●		Q3 20/21 ●
<b>6.2 Work with partners to develop strategies for the Gaelic jobs' markets, including careers advice</b>			
<b>Enabling Action</b>	<b>RAG</b>	<b>Comment</b>	<b>Latest Update</b>
Contribute to targeted campaigns advising on Gaelic careers and skills, outlining the educational, economic and cultural benefits of bilingualism, and the breadth of careers options and opportunities that Gaelic provides. Assess the potential for developing our young workforce appropriately, seeking cross-sectoral development/pilots/case studies, and engaging with national initiatives and with potential employers. Annually.	Q3 20/21 ●		Q3 20/21 ●
Under the terms of the Memorandum of Understanding, work with Sabhal Mòr Ostaig to develop partnership projects, including increasing educational and economic opportunities for Gaelic, media training, project management, young people and adult learning collaboration. Quarterly.	Q3 20/21 ●		Q3 20/21 ●
Continue to work with Sabhal Mòr Ostaig to deliver and implement The Highland Council Gaelic Bursaries Scheme. Annually	Q3 20/21 ●		Q3 20/21 ●
Make Gaelic learning training available to Customer Service staff. Annually	Q3 20/21 ●		Q3 20/21 ●

# BÒRD NA GÀIDHLIG

## FOIRM DÀTA BLIADHNAIL 2018-19

### ANNUAL RETURN FORM 2018-19

<b>Ainm na buidhne</b> <b>Organisation's name</b>	
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### Prìomh Dhàta Measaidh

#### Primary Indicator Data

<b>Fios bhon Phoball</b> <b>Communications from the Public</b>	<p>Cia mheud brath sgrìobhte a fhuair am buidheann bhon phoball ann an Gàidhlig am-bliadhna? How many written communications have the organisation received from the public in Gaelic this year?</p>	
<b>A' sgaoileadh fiosrachaidh</b> <b>Dissemination of information</b>	<p>Cia mheud pìos a sgaoil am buidheann air na meadhanan sòisealta ann an Gàidhlig am-bliadhna? How many posts did the organisation distribute on social media in Gaelic this year?</p>	
	<p>Cia mheud fios-naidheachd a chaidh a sgaoileadh leis a' bhuidheann anns a' Ghàidhlig am-bliadhna? How many press releases did the organisation publish in Gaelic this year?</p>	
<b>Luchd-obrach</b> <b>Staff</b>	<p>Cia meud neach-obrach a fhuair cothrom trèanaidh ann an sgilean Gàidhlig am-bliadhna? How many staff received Gaelic skills training this year?</p>	
	<p>Cia mheud dreuchd a th' agaibh an-dràsta far a bheil Gàidhlig ann mar sgil riatanach? How many posts do you currently have where Gaelic is an essential skill?</p>	
	<p>Cia mheud neach-obrach a th' agaibh an-dràsta aig a bheil sgilean Gàidhlig? How many staff currently within the organisation have Gaelic skills?</p>	

<p><b>Foillseachaidhean</b> <b>Publications</b></p>	<p>Cia mheud foillseachadh a dh'fhoillsich am buidheann gu dà-chananach am-bliadhna? How many organisational publications have been published bilingually (Gaelic and English) this year?</p>	
<p><b>Inbhe</b> <b>Status</b></p>	<p>Cia mheud soidhne dà-chananach a chuir am buidheann an àirde am-bliadhna? How many bilingual signs has the organisation erected this year?</p>	

**Prìomhachasan a' Phlana Cànan Nàiseanta Gàidhlig**  
**National Gaelic Language Plan Priorities**

**Cleachdadh na Gàidhlig / Using Gaelic**

Ciamar a tha a' bhuidhinn a' toirt fàs air cleachdadh na Gàidhlig?  
How is the organisation increasing the use of Gaelic?

**Ionnsachadh na Gàidhlig / Learning Gaelic**

Ciamar a tha a' bhuidhinn a' toirt fàs air ionnsachadh na Gàidhlig?  
How is the organisation increasing the learning of Gaelic?

**A'cur air adhart na Gàidhlig / Promoting Gaelic**

Ciamar a tha a' buidhinn a' cur deagh iomhaigh air adhart airson na Gàidhlig?  
How is the organisation promoting a positive image of Gaelic?

**Fiosrachadh dearcnachaidh eile**  
**Other monitoring information**

**A' brosnachadh Foghlam Gàidhlig**  
**Promotion of Gaelic Education**

Chan fheum ach Ùghdarrasan Ionadail seo a lìonadh a-steach  
For Local Authorities only to complete

Fo Earrainn 15 de dh'Àchd an Fhoghlaim (Alba) 2016, feumaidh ùghdarrasan ionadail aig a bheil foghlam Gàidhlig anns an sgìre aca seo a shanasachd ann an dòigh iomchaidh. Feumaidh gach ùghdarras ionadail sanasachd a dhèanamh air na còraichean a th' aig pàrantan gus tagradh a dhèanamh airson foghlam Gàidhlig aig ìre na bun-sgoile agus foghlam luchd-ionnsachaidh na Gàidhlig a stèidheachadh. Ciamar a tha sibh a' coileanadh an dleastanais seo?

Under Section 15 of the Education (Scotland) Act 2016, local authorities which already provide Gaelic education in their area must take reasonable steps to promote this. All local authorities must take reasonable steps to promote the rights which parents have under the Act to make a request for Gaelic Medium Primary Education and the potential provision of Gaelic Learner Education. Could you tell us how you are undertaking this?

**Pàrantan Corporra**  
**Corporate Parenting**

Chan fheum ach Ùghdarrasan Ionadail seo a lìonadh a-steach  
For Local Authorities only to complete

Am b' urrainn dhuibh dàta a thoirt dhuinn air an àireimh de dhaoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.

Please provide data on the number of Gaelic-speaking care experienced young people registered with the Authority.



Am b' urrainn dhuibh fiosrachadh a thoirt dhuinn air tachartasan no cothroman a tha sibh a' cur air dòigh airson daoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.  
Please provide information on activities or opportunities you provide for Gaelic-speaking care experienced young people.

**Co-ionannachd Equalities**

Bu chòir don a h-uile buidheann seo a lìonadh a-steach

For all organisations to complete

An do chomharraich an t-ùghdarras poblach agaibh cùisean sònraichte sam bith co-cheangailte ri co-ionannachd chothroman a thaobh leasachadh na Gàidhlig?  
Has your public authority identified any particular issues relating to equality of opportunity with regard to the development of Gaelic language?

A bheil poileasaidhean, modhan-obrach no dòighean-obrach sam bith co-cheangailte ri co-ionannachd a chaidh a chur an gnìomh leis an ùghdarras phoblach agaibh, no a tha gan cur an gnìomh an-dràsta, a bhuineas ri bhith a' cur co-ionannachd chothroman air adhart an lùib leasachadh na Gàidhlig? An inns sibh dhuinn mun deidhinn?

Are there any equalities policies, procedures or measures that have been implemented by your public authority, or are in the process of being implemented, that are relevant to advancing the equality of opportunity in the development of Gaelic language? Can you tell us about them?

A bheil eisimpleirean ann de cheumannan sònraichte a ghabh sibh gus piseach a thoirt air in-ghabhail agus com-pàirteachas a tha air obrachadh gu sònraichte math a thaobh leasachadh na Gàidhlig taobh a-staigh an ùghdarrais phoblaich agaibh? An inns sibh dhuinn nam biodh sibh toilichte nan sgaoileadh Bòrd na Gàidhlig na h-eisimpleirean agaibh agus nan dèanamaid sanasachd orra.

Are there examples of implementing specific measures to improve inclusivity or engagement that have worked particularly well regarding Gaelic language development for your public authority? Please indicate if you would be happy for Bòrd na Gàidhlig to share and promote the examples provided.

<b>Amasan airson Seirbhisean Corporra</b>	<b>Corporate Service Aims</b>			
Àrd Phrionnsabalan	Overarching Principles			
<p><b>Spèis Cho-ionann</b> A h-uile gealladh anns a’ phlana Ghàidhlig air a lìbhrigeadh dhan aon ìre anns a’ Ghàidhlig agus anns a’ Bheurla.</p>	<p><b>Equal Respect</b> Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.</p>			
<p><b>Cothroman Follaiseach</b> Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonna air na cothroman a th’ ann agus Gàidhlig a chleachdadh leis an ùghdarras phoblach.</p>	<p><b>Active Offer</b> Practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic in relation to the work of the public authority.</p>			
<p><b>Treas Phàrtaidhean</b> A’ dearbhadh gum bi ALEOs agus cunnadairean eile ag obair gus plana Gàidhlig an ùghdarrais phoblaich a chur an gnìomh.</p>	<p><b>Third Parties</b> Ensure that Arm’s Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.</p>			
<p><b>Gàidhlig na nì àbhaisteach</b> Geallaidhean bhon phlana Ghàidhlig air an gabhail a- steach ann an structaran an ùghdarrais phoblaich tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart.</p>	<p><b>Normalisation</b> Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed.</p>			
<p><b>Pàrantan Corporra</b> Gu bheillear mothachail air na dleastanasan a th’ ann mar Pàrant Corporra gum bi a h-uile pàiste is neach òg fo chùram no a b’ àbhaist a bhith fo chùram le Gàidhlig a’ faighinn na h-aon cothroman ‘s a tha clann le cànan eile.</p>	<p><b>Corporate Parenting</b> That the authority is aware of the duties of a Corporate Parent to ensure that looked after children and young people and care leavers with Gaelic receive the same opportunities as those with other languages.</p>			

Inbhe	Status			
<p><b>Suaicheantas</b> Ag amas air suaicheantas corporra anns a' Ghàidhlig agus anns a' Bheurla a chruthachadh nuair a thig a' chiad chothrom agus mar phàirt den phròiseas ùrachaidh.</p>	<p><b>Logo</b> Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.</p>			
<p><b>Soidhnichean</b> Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.</p>	<p><b>Signage</b> Prominent signage will include Gaelic and English as part of any renewal process.</p>			
Conaltradh leis a' phoball	Communicating with the public			
<p><b>Brosnachadh</b> Teachdaireachdan gu bheil fàilte air conaltradh sa Ghàidhlig bhon poball daonnan.</p>	<p><b>Promotion</b> Positive message that communication from the public in Gaelic is always welcome.</p>			
<p><b>Conaltradh sgrìobhte</b> Fàilte ga cur air conaltradh sgrìobhte sa Ghàidhlig (post, post-d agus meadhanan sòisealta) daonnan agus bidh freagairt ann sa Ghàidhlig, a rèir clàr-ama conaltraidh àbhaisteach na buidhne.</p>	<p><b>Written Communication</b> Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.</p>			
<p><b>Ionad-fàilte agus am fòn</b> Far a bheil luchd-obrach le Gàidhlig ann airson seo a thoirt seachad, gheibh iad taic airson seo a dhèanamh agus thèid sanasachd a dhèanamh air t-seirbheis dhan phoball.</p>	<p><b>Reception and phone</b> Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.</p>			
<p><b>Coinneamhan</b> Cothroman airson coinneamhan dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh.</p>	<p><b>Public meetings</b> Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p>			

Fiosrachadh	Information			
<p><b>Fiosan-naidheachd</b> Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.</p>	<p><b>News releases</b> High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.</p>			
<p><b>Meadhanan sòisealta</b> Stuth Gàidhlig ga sgaoileadh tro na meadhanan sòisealta gu cunbhalach, le stiùir bho ìre cleachdaidh no cleachdadh a dh'fhaodadh a bhith ann.</p>	<p><b>Social Media</b> Gaelic content distributed regularly through social media, guided by the level of actual and potential users</p>			
<p><b>Làrach-lìn</b> Stuth Gàidhlig air làrach-lìn an ùghdarrais phoblaich, le prìomhachas air na duilleagan le faicsinneachd mhòr.</p>	<p><b>Website</b> Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.</p>			
<p><b>Irisean Corporra</b> Irisean corporra sa Ghàidhlig agus Beurla le prìomhachas air sgrìobhainnean le faicsinneachd mhòr.</p>	<p><b>Corporate Publications</b> Produced in Gaelic and English, with priority given to those with the highest potential reach.</p>			
<p><b>Taisbeanaidhean</b> Cothroman airson taisbeanaidhean dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh, le prìomhachas air an fheadhainn aig a bheil a' bhuaidh as motha.</p>	<p><b>Exhibitions</b> Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.</p>			
Corpas na Gàidhlig	Gaelic Language Corpus			
<p><b>Gnàthachas Litreachaidh na Gàidhlig</b> Leanaidh an t-ùghdarras Poblach Gnàthachas Litreachaidh na Gàidhlig as ùire mar stiùir airson a h-uile rud sgrìobhte aca.</p>	<p><b>Gaelic Orthographic Conventions</b> The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p>			

Luchd-obrach	Staff			
<p><b>Sgrùdadh Luchd-obrach</b> Sgrùdadh cunbhalach air sgilean Gàidhlig agus iarrtasan airson trèanadh Gàidhlig tro bheatha gach plana.</p>	<p><b>Internal audit</b> Conduct an internal audit of Gaelic skills and training needs through the life of each plan.</p>			
<p><b>Inntrigeadh</b> Èòlas air a' phlana Gàidhlig mar phàirt den phròiseas inntrigidh.</p>	<p><b>Induction</b> Knowledge of the public authority's Gaelic language plan included in new staff inductions</p>			
<p><b>Trèanadh cànan</b> Trèanadh ann an sgilean Gàidhlig ga thabhann agus ga bhrosnachadh, gu sònraichte a thaobh a bhith a' cur plana Gàidhlig na buidhne an gnìomh.</p>	<p><b>Language training</b> Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.</p>			
<p><b>Trèanadh le Fiosrachadh mun Gàidhlig</b> Trèanadh le fiosrachadh mun Gàidhlig, le prìomhachas air stiùirichean, buill bùird, comhairlichean agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.</p>	<p><b>Awareness training</b> Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.</p>			
<p><b>Fastadh</b> A' toirt aithne is spèis do sgilean Gàidhlig mar phàirt den phròiseas fhastaidh.</p>	<p><b>Recruitment</b> Recognising and respecting Gaelic skills within the recruitment process.</p>			
<p>Gàidhlig ainmichte mar sgil a tha na buannachd agus/no a tha riatanach gus seirbheisean Gàidhlig a lìbhrigeadh agus a rèir na comhairle laghail aig Bòrd na Gàidhlig.</p>	<p>Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.</p>			
<p>Sanasan-obrach dà-chànanach no sa Gàidhlig airson dreuchdan far a bheil Gàidhlig ainmichte mar sgil riatanach.</p>	<p>Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p>			