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| Agenda Item | 4 |
| Report No | G/5/21 |

THE HIGHLAND COUNCIL

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| Committee: | Gaelic Committee |
| Date: | 18 May 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 The purpose of the report is to inform 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 progress made in both monitoring and implementing GLP3 on a quarterly basis utilising the Performance & Risk Management System (PRMS) which is the Council's corporate performance management system in order to support delivery of GLP3.
 - ii) note the progress and challenges regarding the implementation of some enabling actions in the Plan. Challenges are largely due to the pandemic, which has impacted some projected project implementation and completion dates.

3. Implications

- 3.1 Resource
In addition to Highland Council funding, grant funding is also provided by the Scottish Government and the various Bòrd na Gàidhlig funding streams 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 Highland 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 implemented.

3.3 Community (Equality, Poverty, Rural and Island)

The implementation of GLP has a strong community focus across the Highlands and Islands due to the activities and the support that is provided in communities where Gaelic education and community support and development 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 in some cases stalled project development and implementation, however, maximising the use of online 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.

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 **January 2021 to March 2021** within the PRMS System. **Appendix 1** summarises the current position regarding the progress made in implementing GLP3 within the timeframe set above. There are 126 enabling actions in GLP3 which span the 6 themes, most of which are subject to the following:

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

5.2 A summary of the indicators for Quarter 3 and 4 is outlined in the table below.

These indicators are set out in summary dashboard format and in detail at **Appendix 2**.

| PRMS Quarter 3 | PRMS Quarter 4 |
|------------------------------------|-----------------------------------|
| 77 indicators were on track | 87 indicators are on track |
| 39 were experiencing some slippage | 30 are experiencing some slippage |
| 4 had not progressed | 0 have not progressed |
| 5 were completed | 9 are completed |

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 and adaptations to deliver against GLP3 targets.

5.3 The following flagship events are linked to the targets in GLP3:

- A partnership event with Sabhal Mòr Ostaig to deliver a live online Gaelic Day for Parents of Early Years. This event included Professor Antonella Sorace who is a lead academic in Bilingualism Matters and Professor of Developmental Linguistics at the University of Edinburgh. Presentation link here: <https://vimeo.com/529996585/74c1a22911>

The event included a pre-recorded Family Cèilidh which was delivered in partnership with Fèis Rois: <https://youtu.be/kEIB7zeL384> and an opportunity to engage with Education Officers to ask questions around provision of Gaelic Medium Education. This event was opened nationally to all Local Authorities with GME provision and was shared widely on social media by leading Gaelic partnership agencies. Families from across Scotland attended.

- A Gaelic awareness information event took place in March which was aimed at new parents in the Nairn area. The theme of the meeting was “Growing up Bilingual is Good for You” and Professor Antonella Sorace gave a presentation at the event. The Headteacher, Early Years staff, class teacher, Comann nam Pàrant and various parents participated, whose feedback indicated that this was a successful event.
- Criomagan Gàidhlig – First step into Gaelic for new parents. A planned series of classes in the form of a slow-paced bite-sized introduction to Gaelic language class for parents to encourage and build confidence in using Gaelic with babies/toddlers in the home. This is provided as a six-week block, with the option of two one-hour sessions per week (morning and evening).
- In partnership with FC Sonas worked to produce a new Health and Wellbeing resource “Sonas Slàinte” which is available for schools with Gaelic medium provision across the Highland area. This resource is designed to provide young people with the opportunity to learn and try different ways to support their mental, technical and nutritional development, combining football and day-to-day activities without stipulating how each challenge/task should be completed. This is an opportunity for our young people to be creative, problem solve and keep healthy and active along the way. The ‘Sonas Slàinte’ resource is now available on the Highland Digital School Hub and was also shared nationally to all schools.

- A return to lockdown during the beginning of the year initiated a programme by the Gaelic Team to provide live interaction services on Google Classroom. FC Sonas were commissioned to produce a weekly 20-minute live fitness football session. This was aired live on Wednesday mornings and made available for Gaelic Medium pupils in 22 schools with Gaelic medium provision throughout the Highland Council area during the January to Easter term. Calum Ferguson (FC Sonas) led the sessions which focused on fun fitness sessions with live interaction as well as interaction on social media to celebrate pupil engagement and achievement.

5.4 During the period January to March 2021, many projects were progressed through cross service collaboration between the Gaelic Team and other parts of the Council. The following demonstrate innovative project work and have delivered progress against our GLP commitments.

- **Education**

Educational resources produced and developed during this period included: Highland Numeracy & Literacy Project, including diagnostic assessment materials and problem cards for use with pupils; Science Skills Academy Build Back Better resources including PowerPoint presentations about viruses and coronaviruses, and activities which demonstrated the importance of hygiene and social distancing through practical experiments; illustrated Gaelic phrase cards relating to daily routines for use in the home; information and resources for Measadh Coitcheann Nàiseanta airson Foghlam tron Ghàidhlig (National Gaelic Standardised Assessment for GME); and Sgoil nan Goireasan Gàidhlig, a digital hub for Gaelic resources established as part of the Highland Virtual Schools project.

Educational administrative and support projects included: translation for training sessions for Early Years staff in Gaelic Education; support with staff training presentations on 'Immersion', 'Bilingualism' and 'Learning a New Language in ELC'; Pupil Participation and Empowerment survey; Parental Engagement survey; Curriculum Levels for Curriculum for Excellence; enrolment adverts and materials; Bun-Sgoil Ghàidhlig Inbhir Nis newsletters; spring/summer 2021 primary and secondary dinner menus; and Just Ask posters with helpline advice aimed at helping vulnerable children and young people.

- **Community Learning and Development**

Community Learning and Development projects included: FC Sonas health & wellbeing resources, including live football workshops; Cluich Còmhla materials involving messy play for young children; Còmhradh Spòrsail after-school online sessions with a tutor and small groups of pupils; production of gardening seed sticks for children with Gaelic phrases relating to growth; Gaelic farmyard animal stickers; Bookbug Speaks Gaelic reading project; and CALA newsletters.

- **Public Relations and Publicity**

Several press releases were published bilingually on the Council's website and included: Ardnamurchan High School's success at the FilmG Awards; news reports following the February meeting of the Gaelic Committee including praise of online Blas 2020, good news regarding various Gaelic projects and updates

regarding Gaelic Education; publicity regarding the online Latha Gàidhlig held to promote the benefits of bilingualism to parents; and construction of a new nursery building at Bun-Sgoil Shlèite.

- **Corporate and Marketing**

Bilingual reports were produced for the February meeting of the Gaelic Committee, and headings and sub-headings were provided for the agendas of all other committees across the Council.

Gaelic was incorporated into Corporate and Marketing materials for various projects, including: Covid-related guidance and leaflets; Torvean Gateway; Inner Moray Firth Local Development Plan; Biodiversity Duty Report; Highland Coastal Communities Fund; Highland Integrated Children's Service Plan 2021–2024; Recovery, Improvement and Transformation Plan 2021/22; Ambitious Highland Health and Prosperity Strategy 2021–22; Visitor Management Plan; Top Tips for Reopening; and election materials such as Your Voting Journey.

- **Signage**

In consultation with Ainmean-Àite na h-Alba, 81 street and road directional signs were provided for Alness, Ardersier, Ardnamurchan, Caol, Dingwall, Evanton, Fort William, Inverness (Inshes, Westerbraigs, Torvean), Kingussie, Kirkhill, Lochaber Wayfinding Strategy, and Portree. Collaborative work was also undertaken with AÀA on their website and new online maps.

25 signs were provided for Auldearn ELC Centre; Duncan Forbes Primary ELC Centre; and Alness Leisure Centre.

Work was undertaken on the Highland Pictish Trail website and includes trail markers and interpretation.

- 5.5 Information on GLP3 progress analysis will be included in the Performance and Governance Service Plan and considered at the Corporate Resources Committee on 26 May 2021. Service Plans are key strategic documents which set out how each Service is contributing to the Highland 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 Highland Council reports annually to Bòrd na Gàidhlig (BnaG) on the implementation of GLP3 through the process of an 'Annual Return'. The Annual Return also allows BnaG to collect data and track identified targets and areas that require attention within GLP3. Representatives from the Gaelic Team have met twice with BnaG Language Plans Officer. The following points have been agreed:

- Links to the GLP3-PRMS Reports which are standing items submitted to the Gaelic Committee each quarter will be included as part of the Annual Return monitoring process.
- New initiatives and developments in e.g. the proposed Gaelic Vision and progress on Gaelic within the Performance and Governance Service Plan can be included.

- Strategic leadership with a remit for Gaelic and members of the Gaelic Team will continue to meet with BnaG to discuss the data and detail required for the Annual GLP Return which the Highland Council is required to complete and submit by early June this year.






Designation:

Date: April 26th 2021






Authors: Morag Anna MacLeod Mitchell, Lena Walker

Background Papers:

Gaelic Language Plan – Status of Actions Q4 2020-21

| Theme 1 - Gaelic in the Home, Early Learning and Childcare Q4 20/21 | |
|---|---|
|  completed to date | 0 |
|  | 5 |
|  | 1 |
|  | 0 |
|  | 0 |

| Theme 2 - Gaelic in the Community Q4 20/21 | |
|---|---|
|  completed to date | 1 |
|  | 8 |
|  | 7 |
|  | 0 |
|  | 0 |

| Theme 3 - Gaelic in Education Q4 20/21 | |
|---|----|
|  completed to date | 5 |
|  | 36 |
|  | 11 |
|  | 0 |
|  | 0 |

| Theme 4 - Gaelic in the Arts, Culture and Heritage Q4 20/21 | |
|--|----|
|  completed to date | 2 |
|  | 12 |
|  | 4 |
|  | 0 |
|  | 0 |

| Theme 5 - Gaelic in the Workplace Q4 20/21 | |
|--|----|
|  completed to date | 1 |
|  | 13 |
|  | 6 |
|  | 0 |
|  | 0 |

| Theme 6 - The Social, Economic and Cultural Value of Gaelic Q4 20/21 | |
|--|----|
|  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. | Q4 20/21 ● | Survey will be issued to parents in the new academic year 21/22. | Q4 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. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | Ongoing | Q4 20/21 ● |
| Work with partners to organise and expand initiatives such as the Gaelic Family Learning Week. Annually. | Q4 20/21 ● | | Q4 20/21 ● |
| Deliver a varied programme of GME promotional events aimed at families of pre-school children. In February of each school session. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | Most classes are now running online, where tutors are available. Some classes have been on hold due to tutor recruitment. | Q4 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. | Q4 20/21 ● | Funding secured to deliver project, postponed. Planned to take place by October, pending restrictions. | Q4 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. | Q4 20/21 ● | Online videos commissioned. | Q4 20/21 ● |
| Continue with and support a programme of community-based adult learning classes. Annually. | Q4 20/21 ● | | Q4 20/21 ● |

| | | | |
|---|---------------|--|----------------------|
| Further develop the Adult Literacy Initiative through a programme of classes aimed at speakers whose first language is Gaelic. Annually. | Q4 20/21 ● | CLD officer communicating with SMO to confirm adapted offering. | Q4 20/21 ● |
| Establish a programme of training for Gaelic tutors. Annually. | Q4 20/21 ● | Tutor Training day in planning – May. | Q4 20/21 ● |
| Provide opportunities for inter-generational Gaelic usage, particularly between senior citizens and young people. May of each school session. | Q4 20/21 ● | This is planned for May 2022 with an action plan required due to Covid Restrictions in schools. | Q4 20/21 ● |
| Organise and deliver Seachdain nan Deugairean for fluent and learner secondary pupils each year at SMO. Annually. | Q4 20/21 ● | Funding secured to deliver project, postponed to February 22 due to COVID 19 restrictions. | Q4 20/21 ● |
| Enhance community learning and development liaison within stand-alone Gaelic education provision. September of each school session. | Q4 20/21 ● | | Q4 20/21 ● |
| Work with partners to deliver a programme of Arts and Sporting activities around GM stand-alone schools. September of each school session. | Q4 20/21 ● | CLD officers will re-establish when school lets allow. | Q4 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. | Q4 20/21 ● | GDO will continue to work with Mòd Academy to progress the adapted offering which is currently ongoing in schools. | Q4 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. | Q4 20/21 ● | Ongoing | Q4 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. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | Events will take place in the new academic year 21/22. | Q4 20/21 ● |
| 2.2 Contribute to and support Community Partnership Development Plans | | | |
| Enabling Action | RAG | Comment | Latest Update |
| Develop marketing and awareness events and material, promoting the many benefits of bilingualism through Gaelic, including use in the home. Target Date May 2019. | Q4 20/21 | | Q1 19/20 ● |
| Produce pre-school enrolment information that promotes the benefits of bilingualism through Gaelic education. February each school session. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 20/21 ● |
| Work with Bòrd na Gàidhlig on a national Gaelic Education Workforce Planning Strategy. Each academic year. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | Reading ASL pilot with schools. | Q4 20/21 ● |
| Review and update existing Highland Council Additional Support Needs policy and guidance for Gaelic Medium Education. Target date June 2019. | Q4 20/21 ● | Draft Policy added to Gaelic padlet on HL return to schools. | Q4 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. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 20/21 ● |
| Work with partners to deliver the annual Gaelic careers event 'Siuthad!' for secondary fluent and learner pupils. Each academic year. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | Annual data gathering for reporting to BnaG and SG indicates a cumulative increase since 2018. | Q4 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. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 20/21 ● |
| Ensure a lead officer for Gaelic education will support strategic education reviews, assessments and developments. Each academic year. | Q4 20/21 ● | | Q4 20/21 ● |
| Encourage and support career development opportunities within Gaelic education. Each academic year. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 20/21 ● |
| Work closely with Education Scotland and Stòrlann to develop a Gaelic Grammar Progression Framework that enhances Gaelic learning and teaching. June 2019. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 20/21 ● |
| Update Gaelic Medium Additional Support Needs Policy and Guidance; consider and respond to implications e.g. training or resources. June 2019. | Q4 20/21 ● | Online training offered to all schools. | Q4 20/21 ● |
| Develop and share Highland Council policy and guidance regarding entitlements to Gaelic Medium Primary Education with schools and parents. November each year. | Q4 20/21 ● | | Q4 20/21 ● |
| Work with schools to support accessibility to software and applications specific to Gaelic education on ICT devices. Each academic year. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 20/21 ● |
| 3.3 Support the 0–3 Early Learning and Childcare sector | | | |
| Enabling Action | RAG | Comment | Latest Update |
| Agree a financial package in collaboration with Bòrd na Gàidhlig to ensure the continuation of working partnerships with the Third Sector. Annually. | Q4 20/21 ● | | Q4 20/21 ● |
| In conjunction with the Third Sector, create an online introducing Gaelic language training module, to parents and babies/toddlers. June 2019. | Q4 20/21 | | Q1 19/20 ● |
| In conjunction with partners, ensure input to HNC Course in Early Learning and Childcare. June 2019. | Q4 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. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 20/21 ● |
| 3.4 Develop 3–18 Gaelic Education | | | |

| Enabling Action | RAG | Comment | Latest Update |
|--|------------|---|---------------|
| Continue Scottish Government partnerships to deliver new stand-alone Gaelic schools. Ongoing. | Q4 20/21 ● | | Q4 20/21 ● |
| Agree a sustainable funding package with Bòrd na Gàidhlig for new developments and additional provision to support growth. Annually. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 20/21 ● |
| Support ongoing professional development through a training programme to deliver 1+2. Ongoing. | Q4 20/21 ● | | Q4 20/21 ● |
| Audit Gaelic medium capacity in existing provision in order to target and promote expansion. June 2020. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | ELC expansion on track, delays due to COVID and some adapted transitions due to COVID. | Q4 20/21 ● |
| Identify Gaelic community development activities within Associated School Groups, to complement and link with formal Gaelic education provision. Annually. | Q4 20/21 ● | | Q4 20/21 ● |
| Respond to demand for full Gaelic wraparound care provision. As required. | Q4 20/21 ● | Wraparound care provision has re-opened for schools that utilise commissioned partners. | Q4 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. | Q4 20/21 ● | | Q4 20/21 ● |
| Work collaboratively with Comhairle nan Eilean Siar and e-Sgoil to expand access to secondary Gaelic subject delivery. Ongoing. | Q4 20/21 ● | Secondary Strategic Lead undertaking an audit of secondary resourcing to expand access within Highland. | Q4 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. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | Secondary Strategic Lead undertaking an audit of secondary resourcing to expand access within Highland. | Q4 20/21 ● |
| Support ongoing promotion and marketing material, highlighting the benefits of Gaelic education and bilingualism. Annually. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | Northern Alliance partnerships are ongoing. | Q4 20/21 ● |

| Encourage schools to promote GME on their websites. Ongoing. | Q4 20/21 ● | This will be highlighted in the new School Improvement Planning template for session 21/22. | Q4 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. | Q4 20/21 ● | | Q4 20/21 ● |
| Support Highland staff in sharing resources within a digital platform. June 2019. | Q4 20/21 ● | | Q4 20/21 ● |
| Work with partners to develop resources for Gàidhlig and Gaelic (Learners), for example, reading schemes. Ongoing. | Q4 20/21 ● | | Q4 20/21 ● |
| Enable teachers to have confidence to engage with Gaelic Primary Language Learning materials and provide subsequent feedback relative to their use. Ongoing. | Q4 20/21 ● | | Q4 20/21 ● |
| Highland Council Grammar Working Group, in collaboration with Education Scotland and Stòrlann, create a grammar teaching framework and supporting resources. June 2019. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | Policy in draft form and requires AHP scrutiny before finalising. | Q4 20/21 ● |
| Work with Bòrd na Gàidhlig and Partners on a National Gaelic Education Additional Support Needs Strategy and associated resources. Ongoing. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | GDO engages with lead officer in BnaG when requested to contribute. | Q4 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 academic year. | Q4 20/21 ● | The Residency Programme was impacted by the pandemic. | Q4 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. | Q4 20/21 ● | Working on delivering a hybrid National Mod in Inverness which will take place in October 2021. | Q4 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. | Q4 20/21 ● | Participation was limited to virtual in 2020 which impacted on the ability to increase numbers of participants. However, there were over 500 online entries to the RNM 2020. | Q4 20/21 ● |
| Through Gaelic language classes, encourage adult learners to participate in Provincial and National Mòds. Annually. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 20/21 ● |
| Work in collaboration with Comunn na Gàidhlig to organise and support sporting activities through the medium of Gaelic. September each year. | Q4 20/21 ● | | Q4 20/21 ● |
| Support and promote arts events. September each year. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | Officers in Gaelic Team continue to work in partnership to deliver agreed projects adapted to Virtual offerings. | Q4 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. | Q4 20/21 ● | | Q4 20/21 ● |
| Continue to work with media and film-making professionals to support the annual Gaelic FilmG Awards. March each year. | Q4 20/21 ● | | Q4 20/21 ● |
| Continue to work with partners to develop a programme of creative writing workshops in schools. March each year. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 20/21 ● |
| Engage with MG ALBA in relation to national issues which may affect Gaelic broadcasting. October 2019. | Q4 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. | Q4 20/21 ● | Partnership agreement with SMO to deliver CLPL for teachers, SMO supported with a Virtual Family Ceilidh with Fèis Rois. | Q4 20/21 ● |
| Over the lifetime of the Plan, organise and support exchange visits for young people and adults. October 2019/2021/2023. | Q4 20/21 ● | Funding application for school trip to Ireland successful. | Q4 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. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 20/21 ● |
| Reinforce the message that customers who write to The Highland Council in Gaelic are guaranteed a written response in Gaelic. Autumn 2018. | Q4 20/21 ● | | Q4 20/21 ● |
| Update and refresh the Gaelic Toolkit which is currently available on the intranet. Summer 2019. | Q4 20/21 ● | This is being developed during 2021. | Q4 20/21 ● |
| Provide training for front-line staff to use the standard bilingual welcome phrases. Summer 2019. | Q4 20/21 | | Q2 19/20 ● |
| Provide training for front-line staff to use the standard bilingual welcomes phrases. Ongoing. | Q4 20/21 ● | This is being developed during 2021. | Q4 20/21 ● |
| Update the online Bilingual Toolkit for Members and The Highland Council staff. Autumn 2019. | Q4 20/21 ● | Some discussion has taken place but yet to be implemented. | Q4 20/21 ● |
| Continue the requirement for all Services to use the internal Gaelic Translation Service for quality and consistency. Ongoing. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 20/21 ● |
| Create a prominent Gaelic portal on 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. | Q4 20/21 ● | Project Planning is taking place for a corporate version of the portal. | Q4 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. | Q4 20/21 ● | Service currently provided in response to requests received. However, not yet actively offered across services due to current workload and finalisation of other projects taking priority. | Q4 20/21 ● |

5.2 Opportunities for elected members and officers 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. | Q4 20/21 ● | Gaelic Team will engage with BnaG to devise a plan, creating the audit by the end of 2021 and liaise with council | Q4 20/21 ● |

| | | training service to plan when to conduct. | |
|---|------------|---|---------------|
| Provide workplace Gaelic Awareness sessions for Elected Members and Council Staff. Autumn 2020. | Q4 20/21 ● | | Q4 20/21 ● |
| Explore the potential for using external funding to support Gaelic learning in the workplace. Autumn 2020. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 20/21 ● |
| Continue to ensure that Gaelic headings and sub-headings are included in standard contracts, service delivery agreements and associated schedules. Autumn 2020. | Q4 20/21 ● | | Q4 20/21 ● |
| Maximise the use of digital technology and social media. Quarterly. | Q4 20/21 ● | | Q4 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 |
|---|------------|---------|---------------|
| 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. | Q4 20/21 ● | | Q4 20/21 ● |
| Contribute to, and engage with, the development of VisitScotland's Gaelic Tourism Strategy for Scotland. Ongoing. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 20/21 ● |
| Add 'Gaelic Impact' to internal Service process checklists and plans for cultural and sporting events, including the creative industries. Annually. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 20/21 ● |
| Increase the visibility of Gaelic in retail, commercial development and small businesses signage at the formal planning stage. Annually. | Q4 20/21 ● | | Q4 20/21 ● |
| Collaborate with local groups and Ainmean-Àite na h-Alba to promote Gaelic place-names in housing and commercial developments. Ongoing. | Q4 20/21 ● | | Q4 20/21 ● |
| Help to increase the number of participants at, and sponsorship engagement with, Gaelic-related events in the Highlands. Ongoing. | Q4 20/21 ● | Impacted by Covid. | Q4 20/21 ● |
| Work in collaboration with key partners to develop a Gaelic tourism strategy for the Highlands. Autumn 2021. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 20/21 ● |
| 6.2 Work with partners to develop strategies for the Gaelic jobs' markets, including careers advice | | | |
| Enabling Action | RAG | Comment | Latest Update |
| 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. | Q4 20/21 ● | | Q4 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. | Q4 20/21 ● | | Q4 20/21 ● |
| Continue to work with Sabhal Mòr Ostaig to deliver and implement The Highland Council Gaelic Bursaries Scheme. Annually. | Q4 20/21 ● | | Q4 20/21 ● |
| Make Gaelic learning training available to Customer Service staff. Annually. | Q4 20/21 ● | | Q4 20/21 ● |