

Agenda Item	<b>6</b>
Report No	<b>G/7/21</b>

## THE HIGHLAND COUNCIL

**Committee:** Gaelic Committee

**Date:** 18 May 2021

**Report Title:** Scottish Government Gaelic Specific Grant Report

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

### 1. Purpose/Executive Summary

- 1.1 i) The main purpose of this report is to present Committee Members with an overview of outcomes and processes of Gaelic Specific Grant award made by the Scottish Government to the Highland Council for 2021/22 and summarises the projects supported by the Grant.
- ii) Appendix 1 includes the detailed application which sought £1,076,669 funding and was successful in attracting an award of £910,000, which represents a small increase on the amount awarded to the Council in 2020/21.

### 2. Recommendations

2.1 Members are asked to:

- i. Consider the 3 projects outlined in the Gaelic Specific Grant;
- ii. Note the application and the commitment to delivering the conditions of the Grant;
- iii. Note the commitment of the Gaelic Team to delivering the outcomes and promotion of the outcomes in the grant application.

### 3. Implications

3.1 Resource

The Gaelic Specific Grant (GSG) represents only one aspect of the funding used by the Council to deliver its commitments under the Gaelic Language Act and Gaelic Language Plan. By far the biggest share of funding comes from the Council's own core revenue budget for the delivery of Gaelic education and learning at all levels and also for the Gaelic Development Team. In addition, the Gaelic Development Team applies for funding from Bòrd na Gàidhlig's Gaelic Language Act Implementation Fund (GLAIF) and the COVID support fund for specific projects.

- 3.2 Legal: The Highland Council has a requirement to implement its Gaelic Language Plan under the Gaelic Language (Scotland) Act of 2005.
- 3.3 Community (Equality, Poverty, Rural and Island): Climate Change/Carbon Clever; Risk: – there are no specific implications arising from this report.
- 3.4 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. Background to the purpose of the Gaelic Specific Grant**

- 4.1 The primary purpose of the Gaelic Specific Grant (GSG) is to assist in meeting the targets as set by Bòrd na Gàidhlig's National Gaelic Language Plan and the Highland Council's Gaelic Language Plan. The Gaelic Language (Scotland) Act 2005 (the Act) secured the status of Gaelic as an official language of Scotland commanding equal respect to the English language. The GSG provides support to new and current projects that can, or will, demonstrate their value in supporting growth in Gaelic Education. All Local Authorities have duties under the Education (Scotland) Act 2016 to support and promote Gaelic and this is reflected in the Highland Council's application for Gaelic Specific Grant.
- 4.2 Under the Grants for Gaelic Education (Scotland) Regulations 1986 (Annex B), bids are welcomed in respect of expenditure to be incurred for purposes approved by the Scottish Ministers in, or in connection with, the teaching of the Gaelic language or the teaching in that language of other subjects. The Scottish Government takes the view that for Gaelic Specific Grant, the term "teaching" includes teaching all age groups in formal and informal settings.
- 4.3 The **scope** of the scheme encompasses the context and costs included for projects from early years, the development of Gaelic Education and Learning in primary and secondary schools as well as professional learning and adult learning opportunities.
- 4.4 Within the national framework for Gaelic language, Bòrd na Gàidhlig's National Plan for Gaelic (<http://www.gaidhlig.scot/bord/the-national-gaelic-language-plan/>) Gaelic (Scotland) Act 2005 aims to provide a strategic framework for the development of growth of Gaelic across 3 key, inter-related sectors;
- Increasing the use of Gaelic
  - Increasing the learning of Gaelic
  - Promoting a positive image of Gaelic

#### **5. Gaelic Education Projects**

- 5.1 There are three overarching Project headings related to Gaelic Education in Highland Council's grant award:

*Project 1 – Gaelic Planning, Policy Implementation and Resources*

*Project 2 – Gaelic in the Home and in Communities - Learning & Development Projects including 0-3*

*Project 3 – Gaelic in Early Learning and Childcare, Primary and Secondary Education*  
*Description:*

- 5.2 For context, The Highland Council is the largest provider of Gaelic Medium Education in Scotland. The Council has 203 schools in total, covering a geographical area nearly the size of Belgium. The area is a mix of urban, semi urban and rural areas and we have ambition to provide opportunities for Gaelic across the whole region. Over the last year, the Council has increased the profile of Gaelic, invested in the team, established a Gaelic Committee and Gaelic is embedded in the Council's Executive Leadership Team, led by an Executive Chief Officer. This reflects that the Council is committed to growing and developing the GM and GL Education sector; Gaelic learning and curriculum development; and Gaelic culture and communities.
- 5.3 The Council's application highlighted the key priorities within 3 projects. This emphasised the need to focus on growth in ELC and 0-3; language use at community level for both children and fragile communities; and to ensure Gaelic has a sustained and strong presence.
- 5.4 Significant challenges include geography and demographics with a declining population underpinning the need to find ways to protect fragile Gaelic communities. The growth of Gaelic Medium Education (GME) is impacted by a shortage of probationer teacher allocation; challenges in recruiting Gaelic teachers/succession planning and a narrowing of curriculum choice and SQA pathway availability in GME at the senior phase. These issues are not unique to Highland, but they are particularly acute. An understanding of these challenges helps to direct resources as effectively as possible and the re-invigoration of our ambition for Gaelic provides an opportunity to make a positive lasting impact.
- 5.5 COVID Context: As previously reported to Committee, despite the challenges of COVID, the Council was able to demonstrate flexibility and sustained commitment to Gaelic through the provision of a comprehensive programme of adjusted delivery. There is now a need to focus on how support can be provided where it is needed following the interruption to the total immersion phase and the likely confidence gap which may have impacted on pupils in GME at every level and this requirement was consequently reflected in the Council's GSG submission for 2021/22.

## **6. Project Outcomes**

### **6.1 *Project 1 – Gaelic Planning, Policy Implementation and Resources***

- Provide a strategic direction for Gaelic within the Education specific priority areas of GLP3.
- Ensure a pan-Highland approach for an equitable provision of resourcing and project delivery.
- Ensure Gaelic in Highlands is promoted, reviewed and quality assured within a framework of performance and governance and is adaptive to the needs of all our communities.

### **6.2 *Project 2 – Gaelic in the Home and in Communities - Learning & Development Projects including 0-3***

- Support the growth of GME, by increasing the 'Benefits of Bilingualism' awareness events in areas where GME is available, enabling parents to make informed choices.
- Increase the opportunities for parents to become more informed about Gaelic Medium Education.

- Further develop Gaelic Parent Classes in communities to enable parents to be more confident in supporting their children in GME.
- Support Gaelic Community groups with the delivery of their activities to increase Gaelic usage and visibility in the community.
- Develop new online resources which support Gaelic in the Home and community.
- Continue to expand and develop family learning opportunities and events which encourage parents and children to engage together.
- Through the Gaelic Learning and Development Group (GLAD) increase and develop new projects aimed at supporting the Gaelic Adult Learning sector and Gaelic Medium Education families.

#### Gaelic community in ELC & Childcare.

- Increase support to the partnership between BnG, HC and the Care and Learning Alliance to enable the delivery of a strong and effective bounce-back for the Gaelic 0 to 3 sector from COVID 19 lockdown.
- Expand the 0 to 3 Gaelic sector in a targeted, and planned way.
- Improve opportunities for training in the 0 to 3 sector.
- Develop online resources for ELC Gaelic pupils.

#### Gaelic community in Primary.

- Work in collaboration with partners and community groups to increase the opportunities available to GME pupils to use Gaelic in their local community.
- Increase Gaelic usage for GM pupils outwith formal education through GM after school clubs and activities.

#### Gaelic community in Secondary.

- Increase Gaelic language usage within Gaelic Education Secondary schools, work with key partners to further develop a programme of events to support and provide opportunities for Gaelic fluent and learner pupils.
- Continue to raise awareness of the opportunities available to young people with Gaelic skills and to encourage young people to continue with their Gaelic learning journey.
- Increase liaison with secondary learners and fluent speakers in order to provide opportunities for young people to input into provision.

### 6.3 *Project 3 – Gaelic in Early Learning and Childcare, Primary and Secondary Education Description:*

- Plan and implement with stakeholders and partners, opportunities for continued professional development, working with our school communities and GME provision senior managers within schools to ensure we are responsive to their needs, working in partnership with other authorities when required.
- Review our secondary planning and reporting within the quality frameworks for improvement planning to map out how to expand and support opportunities for wider Gaelic achievement, a Gaelic empowerment agenda for schools encompassing curricular, extra-curricular and accreditation pathways, working with senior GME leadership within schools and commit to exploring and providing Virtual Education options for mitigation, sustainability and to improve our provision and experiences for all our pupils.
- Establish an Empowering Gaelic Education working group to support outcomes, strategic accounting for GME / GLE planning and impact assessments.
- Review and update our promotional activity for GME enrolment, engaging with

both policy personnel and corporate communications team to map out a new plan for media, website and publications.

- Use pedagogical approaches to improve the quality of our GME learning experience, through supporting practitioners with professional development, enquiry opportunities and resourcing as well as improve children's access to opportunities to use their language skills out with the classroom to ensure they become confident social users of the language within their own communities.
- Continue to build on our success and increase the numbers of pupils in GME to support National targets.
- Plan and implement a resource that focuses Early Years Total Immersion Phase on the importance of children's confidence in social use of the language, founded on pedagogical research into language acquisition and Education Scotland's Realising the Ambition.
- Introduce a tracking document for all Highland Early Years that records language interactions, social language use, build intrinsic usage of Gaelic to ensure our young children in Early Years have the best possible start in Gaelic language learning to ensure they can become confident lifelong users of Gaelic within their communities.

## **7. Processes**

- 7.1 The grant offers support for Gaelic and GME via Gaelic Community Learning and Development Officers, translation and resources, and education support remits within the Gaelic Team. Programmes and initiatives are provided to Gaelic education (as identified within the scope of the scheme) utilising local authority services, voluntary sectors, youth workers and other sector partnerships, building and strengthening the community within which the language can be used for the purposes of each education setting.
- 7.2 Partnership working between education, external agencies and the Gaelic Community Learning and Development Officers in turn maximises the impact on our Gaelic Education, from 0.3, GME and Gaelic learner's progress and achievement and adult learning provision. The refreshed narrative for schools within the curriculum for excellence, labours on the importance of community context for curriculum planning and the officers have a fundamental role in supporting the Gaelic element of this.
- 7.3 The Gaelic Team provides joint working on project development, supporting the promotion of projects which are part funded by Gaelic Specific Grant. Gaelic Team Officers also work with stakeholders/external agencies and key organisations in Highland to lead projects several of which receive financial support from the Council and Bòrd na Gàidhlig. The impact of this is to promote and achieve the outcomes as set out within the grant for Gaelic Education within Highland Council.
- 7.4 The Gaelic Team also provide an in-house Gaelic Translation Service for all parts of Highland Council. Workforce Planning, Allied Health Professionals and Education Practitioners are supported through working groups, reference groups and promotion and provision of professional learning opportunities as well as support officer remits for the strategic leadership team with Education Service.

## **8. Resource**

- 8.1 The Council has received £910,000 in GSG from the Scottish Government in 2021/22. This is less than the £1,076,669 requested, but still represents a small increase on last year's award of £5,000. As set out in a separate report on the Committee agenda, the

Council has also applied for £175,363.09 from the Gaelic Language Act Implementation Fund (GLAIF) from Bòrd na Gàidhlig for the current year for a range of projects.

- 8.2 The total resources that are available to the Council for the provision of Gaelic are set out in the attached appendix which shows that in the current year, the Council has allocated £5.34M across the 3 project headings, with the majority set against Gaelic in Early Learning and Childcare, Primary and Secondary Education. This represents an increase of almost £400,000 on the amount allocated last year. The figures do not include ancillary overheads such as those relating to school transport, property, utilities and materials or the revenue costs of capital borrowing.

## 9. Targets

- 9.1 The outcomes and promotion activity in this application will support The Highland Council towards our GLP3 aim of an increase to 10% in our pupil numbers.

*“Increase the percentage of the pupil population who are being educated through the medium of Gaelic in primary school to 10% by the end of the Plan.”*

### 9.2 Expansion

The increase in the number of young people seeking to access GME provision continues to be very positive, and is supported by the schools expansion programme. The following are due to be delivered in the coming months:

- BSGLA expansion programme: 2 classroom extension for August 2021 with planning approval for a further 2 classroom extension for the future.
- Opening GME Sgoil-araich as part of GME provision in Glenurquhart Primary School;
- Opening increased access to Gaelic experiences within the ELC provision to support GME provision in Lochcarron Primary School;

Gaelic Medium enrolment at Kilmuir, Plockton, Staffin, and Acharacle Primary Schools are now majority Gaelic Medium provision within their respective school role. There is a projection that this will also be the case for Dunvegan and Ullapool primaries which have larger numbers of GME provision within their ELC settings. This is a positive direction of travel in terms of the increase in numbers and consideration should be given to engaging with parents and staff about the potential to designate these schools as Gaelic schools. It should be stressed that this does not mean that there would be any intention to remove English Medium provision but rather to follow Education Scotland Guidance which provides for schools being designated as Gaelic schools where the take up of GME is greater than the numbers choosing to access English Medium.

Designation: Kate Lackie, Executive Chief Officer, Performance and Governance

Date: 27 April 2021

Author: Lena Walker

Background Papers:

**APPLICATION FOR THE SCHEME OF GAELIC SPECIFIC GRANT FOR GAELIC EDUCATION 2021/22**

Name of Authority: The Highland Council	
Authority Contact: Kate Lackie	
Name of Project: <b>The Highland Council Specific Grants Projects for 2021-22</b>	
Status (New/Ongoing/Cross Border)	
Commencement Date: April 2021	
Description (including, staff and pupil numbers, breakdown of costs, National Plan Priorities and Gaelic Language Plan commitments)  Which shows	<p><b><u>Outlined in this application are three overarching Project headings related to Gaelic Education:</u></b></p> <p><b>Project 1 – Gaelic Planning, Policy Implementation and Resources</b>  <b>Project 2 – Gaelic in the Home and in Communities - Learning &amp; Development Projects including 0-3</b>  <b>Project 3 – Gaelic in Early Learning and Childcare, Primary and Secondary Education</b></p> <p><b>Description:</b> The application is split into areas within the 3 project sections. The first description is relevant to all 3 projects and provides the strategic context and the following areas break down descriptions and costs under each of the project headings.</p> <p><b>Highland Council is the largest provider of Gaelic Medium Education in Scotland. Our Education service has 203 schools in total, covering a geographical area nearly the size of Belgium. The area is a mix of urban, semi urban and rural areas and we have ambition to provide opportunities for Gaelic across the whole region. Over the last year, the Council has increased the profile of Gaelic, invested in the team, established a Gaelic Committee and Gaelic is embedded in the Council’s Executive Leadership Team, led by an Executive Chief Officer. This reflects that the Council is committed to growing and developing the GM and GL Education sector; Gaelic learning and curriculum development; and Gaelic culture and communities.</b></p> <p><b>We need to focus on our growth in ELC and 0-3, curriculum development, support to ASN, and focus on language use within our communities for both our children and our fragile communities to ensure Gaelic has a sustained and strong presence. These are our key priorities within our projects over the next year and beyond.</b></p> <p><b>Our challenges include our geography, demographics with a declining population and the protection of our</b></p>

fragile Gaelic communities. Our growth in GME is impacted by a lack of probationer allocation teachers, difficulty in recruiting Gaelic teachers and a narrowing of curriculum choice at the senior phase. An understanding of our challenges helps us direct our resources and this re-invigoration of our ambition for Gaelic means that we feel with additional resource, we have a good opportunity to make a positive lasting impact.

Despite the challenges of COVID, the Council was able to demonstrate flexibility and sustained commitment to Gaelic through the provision of a program of adjusted delivery. We were able to maintain a good level of engagement and developed tools and approaches adopted as best practice elsewhere. We now need to focus on how we can provide the support where it is needed following the interruption to the total immersion phase and the likely confidence gap which may have impacted on our pupils in GME.

In our bid, we have set out how much is GSG resource and how much is Council resource. From this it is apparent how much the Council is investing in Gaelic and how this has reflected the higher priority and the strategic commitment the organisation is giving to the language and culture.

**Summary Breakdown of Costs**

Proposed Projects 2021-22	Gaelic Specific Grant contribution	Highland Council contribution	Total cost of project
1.Gaelic Planning, Policy Implementation and Resources	175,269	105,865	281,134
2. Gaelic in the Home and in Communities - Learning & Development Projects including 0-3	125,494	41,832	167,326
3. Gaelic in Early Learning and Childcare, Primary and Secondary Education	775,906	5,192,610	5,968,516
<b>TOTAL</b>	<b>1,076,669</b>	<b>5,340,307</b>	<b>6,416,976</b>

**National Plan Priorities and Gaelic Language Plan commitments**

The Highland Council's third generation Gaelic Language Plan 2018-2023 was submitted to Bòrd na Gàidhlig on September 18<sup>th</sup>, 2017. The Plan has been developed under the Gaelic Language (Scotland) Act 2005. The Highland Council has received statutory approval from Bòrd na Gàidhlig.



**The Plan has 6 priority areas which are as follows:**

1. Gaelic in the Home, Early Learning and Childcare
2. Gaelic in the Community
3. Gaelic in Education
4. Gaelic in the Arts, Culture and Heritage
5. Gaelic in the Workplace
6. The Social, Economic and Cultural Value of Gaelic

The specific Strategic Commitments within each Priority Areas are bulleted below.

Further details on outcomes and promotion of Priority Area 1, 2 and 3 outlined under Outcomes and Promotion section below.

**Priority Area 1. Gaelic in the Home, Early Learning and Childcare**

- Continue to support Highland partnerships to create resources to encourage and support parents or guardians in using Gaelic in the home and early learning and childcare provision.

**Priority Area 2. Gaelic in the Community**

- Provide opportunities to encourage and increase the use of Gaelic in the community.
- Contribute to and support Community Partnership Development Plans and link with existing groups to promote and support an inclusive approach to Gaelic, within Locality Plans.
- Continue to support and advise community groups in relation to Gaelic development and usage.

**Priority Area 3. Gaelic in Education**

- Contribute to national strategic partnership initiatives and policy formulation across Gaelic education.
- Ensure that Gaelic education is embedded in The Highland Council's Strategic Education Improvement Planning.
- Build on established partnerships to continue to grow a professionally organised and trained staff to support the 0–3 Early Learning and Childcare sector.
- Develop 3–18 Gaelic Education through a systematic and sustainable approach to increase the percentage of Gaelic Learners in establishments.
- Work with partners to review the learning materials and learning resources provided to support Gaelic Education.

**Priority Area 4. Gaelic Arts, Culture and Heritage**

- Engage with partners and contribute to national strategic initiatives and policy formulation for Gaelic in the arts, culture and heritage sectors.
- Increase the profile and usage of Gaelic within Council-funded organisations and events across the Highlands.
- Develop opportunities for people to engage with Gaelic through the arts and creative industries.

The Council will:

- i. Participate in the work of the National Gaelic Arts Strategy.

- ii. 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.
- iii. 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.

**Priority Area 5. Gaelic in the Workplace**

- Continue to increase the status, profile, awareness and usage of Gaelic across all Council services.
- Identify and provide opportunities for Elected Members and Officers to learn Gaelic and improve their linguistic competence, to increase Gaelic usage.
- Increase opportunities to raise the profile and use of Gaelic when working with external partners and relevant stakeholders.

The Council will:

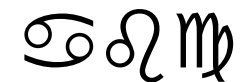
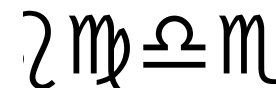
- i. Update and refresh the Gaelic Toolkit which is currently available on the intranet.
- ii. Provide training for front-line staff to use the standard bilingual welcome phrases.
- iii. Update the online Bilingual Toolkit for Members and The Highland Council staff.
- iv. Create a prominent Gaelic portal 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.
- v. Provide workplace Gaelic Awareness sessions for Elected Members and Council Staff.
- vi. Continue to work in collaboration with and support Ainmean-Àite na h Alba as the national experts on Gaelic place-names.
- vii. Continue to ensure that Gaelic headings and sub-headings are included in standard contracts, service delivery agreements and associated schedules.
- viii. Maximise the use of digital technology and social media.

**Priority Area 6. The Social, Economic and Cultural Value of Gaelic**

- Create and support initiatives which strengthen the use and profile of Gaelic within general economic development and cultural tourism in the Highlands.
- Work with partners to develop strategies for the Gaelic jobs' markets, including careers advice.

The Council will:

- i. Work collaboratively with VisitScotland to maximise the commercial benefits of Gaelic and cultural tourism to the Highland economy.
- ii. Work in collaboration with key partners to increase the visibility and use of the language in high-profile national events.
- iii. Increase the visibility of Gaelic in retail, commercial development and small businesses signage at the formal planning stage.
- iv. Collaborate with local groups and Ainmean-Àite na h-Alba to promote Gaelic place-names in housing and commercial developments.
- v. Help to increase the number of participants at, and sponsorship engagement with, Gaelic-related events in the



Highlands.

- vi. 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.
- vii. Collaborate with internal services to secure a higher profile and visibility for Gaelic in the development of links with the film and media industry.

**Highland Council Priority Themes**

The priorities in the Gaelic Language Plan will form part of the Highland Council Programme; the GLP aims to encompass a wider Gaelic agenda and form part of the Council's high-level priority themes which are as follows: • A Council that champions the Highlands

- A place to live
- A place to thrive
- A place to prosper
- A welcoming place
- Your Highland Council

**Scottish Government Strategic Objectives**

The Highland Council's GLP 3 links with The Scottish Government's strategic objectives:

- A Scotland that is: Wealthier and Fairer, Smarter, Healthier, Safer and Stronger, and Greener.

The Highland Council is building on, and continues to strengthen, the work undertaken in its previous Gaelic Language Plans, and is committed to achieving the Scottish Government's five strategic objectives.

This suite of priority areas has been formulated to fulfil commitments associated with the National Performance Outcomes, and the targets in the Council's Partners' Single Outcome Agreement with the Government. The projects will contribute to closing the attainment gap, which is recognised as a national priority.

In addition, the role, prominence and value of bilingualism will be strengthened through effective learning and teaching across Gaelic Education and associated support mechanisms and promotion activities. The Highland Council will continue to work collaboratively with Gaelic based organisations to move forward the Community Empowerment agenda within the local areas.

The National Gaelic Language Plan (GLP) 2018-23 and the Council's Gaelic Language Plan 2018-23 are complementary and inter-dependent strategies which have been prepared with the clear aim of delivering the Government's National Performance Outcomes.

All 3 projects provide the implementation support elements required to achieve the Strategic Aims, Key

Performance Results and Enabling Actions in The Highland Council GLP 2018-23; and to assist the Scottish Government and Bòrd na Gàidhlig in implementing the Outcomes, Rationales and Strategic Priorities in the National GLP 2018-23. The Council has long standing collaborative and partnership links with the Scottish Government, Bòrd na Gàidhlig, other Local Authorities and public bodies (GLAN, GLAD, GMòr). The Council also has Memoranda of Understanding with the Provincial Government of Nova Scotia and with Sabhal Mòr Ostaig, and maintains positive relations, in furtherance of Gaelic, with Gaelic and non-Gaelic related organisations across Highland and Scottish public life.

**Project 1 – Gaelic Planning, Policy Implementation and Resources  
Breakdown of Costs including staffing**

This table exemplifies the strategic vision, elected member committee engagement, communications strategy, corporate commitment and how this grows the profile of Gaelic within the Council itself and support toward the community engagement around both education settings and the wider community within Highland.

<b>Gaelic Development Staffing, Projects and Resources 2021-22</b>	
Corporate Strategic Lead for Gaelic	
Highland Council Gaelic Development Officer	
Gaelic Development Manager	
Senior Translation Officer	
Gaelic Admin Assistant	
Gaelic Graduate Intern– focusing on community engagement, Covid mitigation planning	
Gaelic Resources and online resource development Gaelic Recovery mitigation	
Inter-authority projects - contribution to projects that benefit cross border projects for example through GLAD	
Gaelic Secondary Schools National Debating project contribution administered by Comhairle nan Eilean Siar	
Residential event, school trips and exchanges support for schools for Colmcille, National Mòd support for families	
Training Courses An t-Alltan 2021 Pan Highland Gaelic Inservice/twilight program for GME teachers Pan Highland GLE program for 1 plus 2 training	
Corporate Communications promotion and support to increase Gaelic Medium numbers	
<b>Total Estimate</b>	<b>281,134</b>

Allowed for 3% pay award in line with prior years  
 \* Highland Council Gaelic Development Officer fully funded by Highland Council

Cost of Project – £281,134  
 Specific Grant Contribution – £175,269  
 Highland Council Contribution – £105,865

**Project 2 – Gaelic in the Home and in Communities – Learning & Development Projects including 0-3  
 Breakdown of cost including staffing**

<b>Gaelic Community Projects 2021-22</b>	
1 FTE Gaelic CLD Officer (South)	
1 FTE Gaelic CLD Officer (North)	
1 FTE Gaelic CLD Officer (West)	
Community Development Projects	
<b>Total</b>	<b>167,326</b>

Allowed for 3% pay award in line with prior years

Cost of Project – £167,326  
 Specific Grant Contribution – £125,494  
 Highland Council Contribution – £41,832

**Project 3 – Gaelic in Early Learning and Childcare, Primary and Secondary Education  
 Breakdown of costs, including staffing**

**Early Learning and Childcare**

Gaelic Nursery – estimate for academic year 2021/22 – 33.92 FTE Gaelic Early Years Practitioners.

**Primary**

Gaelic Primary Teachers – estimate for academic year 2021/22 – 61.5 FTE

**Secondary**

Gaelic Secondary Teachers – estimate for academic year 2021/22 – 22.1 FTE

<b>Gaelic Education - Early Learning and Childcare, Primary, Secondary 2021-22</b>	<b>Total</b>
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Gaelic Early Learning and Childcare (Nursery) staffing (incl. on costs)	1,127,232
GM primary staffing (incl. on costs)	3,578,010
GM secondary staffing (incl. on costs)	1,263,274
<b>Total Estimate</b>	<b>5,968,516</b>

Estimate based on current staffing + provision for 3% pay award  
Does not include any non-staffing overheads for GME (i.e. School transport, FM, cleaning, utilities etc)

Cost of Project – £5,968,516  
Specific Grant Contribution – £775,906 (13%)  
Highland Council Contribution – £5,192,610

**Pupil numbers**

The first table indicates that there is a total number of 283 pupils in GME nurseries and partner centres at the beginning of academic year 2020/21.

Pupils in publicly funded nurseries/partner centres						
	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
Total Highland	4,152	4,212	4,052	4,025	3,996	3,952
GM Pupils	256	264	287	307	320	283
% GM Pupils	6.17%	6.27%	7.08%	7.63%	8.01%	7.16%
% change		0.1%	0.81%	0.55%	0.38%	-0.85%

The decrease in the current year appears, in part, to be due to rural communities having a lower number of pupils in this age group. A new Gaelic nursery is due to open in Glenurquhart Primary in April 2021 and Lochcarron Primary as part of the 1140hrs provision. The Gaelic team will work with the provision to ensure that parents are confident in committing to GME and numbers are strong, within their rural context, to ensure a positive start.

The following table exemplifies pupil numbers across Highland in Primary. Primary 1 enrolment for August 2020/21 indicates that 7.87% of Highland pupils are in GME following a percentage increase of 0.36% on last year's total.

Pupils in P1	2020/21
Total Highland P1	2161
GM P1	170
% GM P1	7.87%
% Increase	0.36%

Pupils in publicly funded primary schools						
	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
Total Highland	17,263	17,381	17,422	17,351	17,316	16,843
GM Pupils	881	896	923	963	1034	1058
% GM Pupils	5.10%	5.16%	5.30%	5.55%	5.97%	6.28%
% change		0.06%	0.14%	0.25%	0.42%	0.31%

### Secondary Pupil Numbers

The percentage of fluent GME and GLE has increased for the year 2020/21. Our next steps are to build on this through work with Education officers and secondary schools to expand the experiences and pathways open to pupils following the BGE phase.

Pupils in publicly funded secondary schools						
	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
Total Highland	13,390	13,337	13,228	13,229	13,458	13,841
Fluent Gaelic	328	343	341	373	388	414
% Fluent Gaelic	2.45%	2.57%	2.58%	2.82%	2.88%	2.99%
% change		0.12%	0.01%	0.24%	0.06%	0.11%
GME Subjects	255	265	259	282	261	286
% GME Subjects	1.90%	1.99%	1.96%	2.13%	1.94%	2.07%
% change		0.09%	-0.03%	0.17%	-0.19%	0.13%
Gaelic Learners	1,474	1829	2012	1887	2131	2208
% Gaelic Learners	11.01%	13.71%	15.21%	14.26%	15.83%	15.95%
% change		2.7%	1.5%	-0.95%	1.57%	0.12%

The trend is for increasing percentages year on year. In order to maximise on this trend, we will require further investment to ensure continued and faster rate of growth, particularly within our secondary GME provision. Highland is currently the largest provider of secondary GME provision in Scotland. Moreover, Highland also has the highest number of primary schools accessing Gaelic as 1 plus 2, 15.2% L2 and 20.5% L3 in Scotland. We would like to build on this significant contribution, already reflected in our secondary GLE numbers, as this is fundamental to the continued faster rate of growth for GLE in secondary. Highland has also achieved this growth, in a context of difficulties with recruitment and probationer allocations and this demonstrates our ambitions growth in Gaelic within our schools. Our challenges, as mentioned above, reflect the national picture, are our GME options beyond S3. There will also be significant challenges in maintaining current performance in the light of Covid and the interruption the learning this has caused, let alone delivering improvement. However, the Highland Council

	<p>is looking at how this can be addressed and remains ambitious to see improved performance despite the difficulties this may present. Over the next session, we will work with our secondary schools' senior managers to explore how this can be done.</p> <p><b>Partnerships</b> Highland Council has well established service delivery arrangements with local partnerships such as Fèis Rois and Fèisean nan Gàidheal, who work on projects with our Gaelic Medium community stakeholders. The grant funding from Highland Council awarded to these partnerships supports the delivery and augments aspects for all 3 project areas within our application. With additional funding through the Scottish Government's Gaelic Specific it would be possible to further augment these partnerships to deliver with more impact on building Gaelic community opportunities. A key focus of this would be on the relevance for Gaelic within school communities for all stakeholders and maximise how we deliver and impact on our key priority areas through work and collaboration in order to benefit from the experience and skills of these organisations. The Highland Council would welcome the opportunity to work with the Scottish Government to see what opportunities there might be to develop this partnership approach further – particularly in the light of post-Covid recovery.</p>
<p>Outcomes (Please describe the expected outcomes of this activity or project)</p>	<p><b>Project 1 – Gaelic Planning, Policy Implementation and Resources</b>  <b>Project 2 – Gaelic in the Home and in Communities - Learning &amp; Development Projects including 0-3</b>  <b>Project 3 – Gaelic in Early Learning and Childcare, Primary and Secondary Education</b></p> <p><b>Project 1 – Outcomes</b>  <b>We will...</b></p> <ul style="list-style-type: none"> <li>• <b>Provide a strategic direction for Gaelic within the Education specific priority areas of GLP3</b></li> <li>• <b>Ensure a pan Highland approach for an equitable provision of resourcing and project delivery</b></li> <li>• <b>Ensure Gaelic in Highlands is promoted, reviewed and quality assured within a framework of performance and governance and is adaptive to the needs of all our communities</b></li> </ul> <p><b>Process</b>  The Highland Council has a corporate commitment and remit for the preservation and development of Gaelic language and culture. The remit is set against the National Plan which aims to achieve a faster rate of growth for Gaelic in Scotland. A formal Gaelic Committee has been established to promote and support the usage of the Gaelic language, heritage and culture of the Highlands and to oversee the implementation of the Council's <b>Corporate</b> third generation Gaelic Language Plan and provide public accountability. The Committee also has a remit for monitoring expenditure and providing governance and scrutiny of performance and delivering on statutory reporting requirements. The Gaelic Committee has a workplan which forms part of the Gaelic language and cultural planning for the Council and this includes reports which are submitted by the Gaelic Team and Senior Executive Officers on a quarterly basis. The reports generated include recommendations which relate to the 6 Themes within the current Gaelic Language Plan and focus on the implementation of targets within the Plan. The Highland Council</p>



Gaelic Development Officer is part of the Gaelic Team within the Authority and has a pan Highland remit.

#### Gaelic Recovery

With additional resource the intention would be to provide a Gaelic graduate intern opportunity to work with the existing Gaelic Development team to do the following:

- Survey to understand impacts of Covid on Gaelic within our communities
- Identify mitigation
- Develop strategies and resources to address the negative impacts
- Develop more online content to build on the success of adapted resources during lockdown
- Step up community engagement once allowed
- Strengthen effective collaboration across Highland and beyond by harnessing the new platforms and agile ways of working to build connections
- Work collaboratively with SMO, SDS and Bòrd na Gàidhlig on policy development as a result of the research

Sabhal Mor Ostaig, the national Gaelic College, is located within our Local Authority. Whilst we have a memorandum of understanding with the college, and the Highland Council contributes support to students with bursary awards, we aim to build on this relationship following discussions with the Director and Depute Director of Studies with a collaborative approach to this post and projects that will follow.

This initiative will also help to inform the development of the 2<sup>nd</sup> project in this bid.

The Gaelic Development Officer works with the Community Learning and Development Officers and the Senior Translation Officer regarding the regular reporting to the Gaelic Committee and where appropriate joint working on project development, supporting the Gaelic Team in the promotion of projects which are part funded by Gaelic Specific Grant. This is achieved by producing regular press releases and using both traditional and social media to further the promotion of the events, projects and activities.

The remit of the Gaelic Development Officer also includes working with stakeholders/ external agencies and key organisations in Highland, several of which receive financial support from the Council. As part of the Council's governance the organisations who receive support are required to demonstrate where reasonable and appropriate how the support assists the Council in implementing specific targets with GLP3, that includes targets within the **priority areas** Gaelic in the Home, Early Learning and Childcare, Gaelic in the Community and Gaelic in Education. A collaborative and strategic approach between the Development Officer and the Community Learning Officers is crucial to the overall impact of this work for Highland for our GLP3 progress.

Our bid has requested support for the following projects. The following adds further detail around each of the areas

on the table.

**Project 2 – Outcomes**

**A - Gaelic in the Home and Communities. We will:**

- Support the growth of GME, by increasing the ‘Benefits of Bilingualism’ awareness events in areas where GME is available, enabling parents to make informed choices.
- Increase the opportunities for parents to become more informed about Gaelic Medium Education.
- Further develop Gaelic Parent Classes in communities to enable parents to be more confident in supporting their children in GME.
- Support Gaelic Community groups with the delivery of their activities to increase Gaelic usage and visibility in the community.
- Develop new online resources which support Gaelic in the Home and community.
- Continue to expand and develop family learning opportunities and events which encourage parents and children to engage together.
- Through the Gaelic Learning and Development Group (GLAD) increase and develop new projects aimed at supporting the Gaelic Adult Learning sector and Gaelic Medium Education families.

**B – Gaelic community in ELC & Childcare. We will:**

- Increase support to the partnership between BnG, HC and the Care and Learning Alliance to enable the delivery of a strong and effective bounce-back for the Gaelic 0 to 3 sector from COVID 19 lockdown.
- Expand the 0 to 3 Gaelic sector in a targeted, and planned way.
- Improve opportunities for training in the 0 to 3 sector.
- Develop online resources for ELC Gaelic pupils.

**C – Gaelic community in Primary. We will:**

- Work in collaboration with partners and community groups to increase the opportunities available to GME pupils to use Gaelic in their local Community.
- Increase Gaelic usage for GM pupils out with formal education through GM after school clubs and activities.

**D – Gaelic community in Secondary.**

- Increase Gaelic language usage within Gaelic Education Secondary schools, work with key partners to further develop a programme of events to support and provide opportunities for Gaelic fluent and learner pupils.
- Continue to raise awareness of the opportunities available to young people with Gaelic skills and to encourage young people to continue with their Gaelic learning journey.
- Increase liaison with secondary learners and fluent speakers in order to provide opportunities for young people to input into provision.

**Process**

Gaelic and GME is supported by the work of the Gaelic Community Learning and Development Officers and Gaelic Team and Education Development officers. For context, the Gaelic Community Learning and Development Officers deliver programmes to education settings utilising local authority services, voluntary sectors, youth workers and other sector partnerships, building and strengthening the community within which the language can be used for each education setting. They play a vital role in promoting the value of Gaelic and GME and opportunities for lifelong learning or Developing the Young force as part of the skills for life, learning and work agenda for 3-18.

Through their work, they contribute directly to the purposes of Curriculum for Excellence. Often, many of the pupils who benefit from the projects and innovative initiatives, including extra-curricular activities have opportunities to learn and use Gaelic that would otherwise not have been available to them. The partnership working between education, external agencies and the Gaelic Community Learning and Development Officers in turn maximises the impact on our GME and Gaelic learner's progress and achievement. The refreshed narrative for schools within the curriculum for excellence, labours on the importance of community context for curriculum planning and the officers have a fundamental role in supporting the Gaelic element of this.

**Project 3 – Outcomes**

**We will...**

- **Continue to build for the future on the progress of GME and GLE within Highland, which is the largest provider of Gaelic Education in Scotland, building strong partnerships with our schools and the Gaelic Team, delivering the outlined education priorities within our GLP3.**
- **Plan and implement with stakeholders and partners, opportunities for continued professional development, working with our school communities and GME provision senior managers within schools to ensure we are responsive to their needs, working in partnership with other authorities when required.**
- **Review our secondary planning and reporting within the quality frameworks for improvement planning to map out how to expand and support opportunities for wider Gaelic achievement, a Gaelic empowerment agenda for schools encompassing curricular, extra-curricular and accreditation pathways, working with senior GME leadership within schools and commit to exploring and providing Virtual Education options for mitigation, sustainability and to improve our provision and experiences for all our pupils**
- **Establish an Empowering Gaelic Education working group to support outcomes, strategic accounting for GME / GLE planning and impact assessments.**
- **Review and update our promotional activity for GME enrolment, engaging with both policy personnel and corporate communications team to map out a new plan for media, website and publications.**
- **Use pedagogical approaches to improve the quality of our GME learning experience, through**

supporting practitioners with professional development, enquiry opportunities and resourcing as well as improve children's access to opportunities to use their language skills out with the classroom to ensure they become confident social users of the language within their own communities.

- Continue to build on our success and increase the numbers of pupils in GME to support National targets
- Plan and implement a resource that focuses Early Years Total Immersion Phase on the importance of children's confidence in social use of the language, founded on pedagogical research into language acquisition and Education Scotland's Realising the Ambition.
- Introduce a tracking document for all Highland Early Years that records language interactions, social language use, build intrinsic usage of Gaelic to ensure our young children in Early Years have the best possible start in Gaelic language learning to ensure they can become confident life-long users of Gaelic within their communities.

### Process

#### 0-3

Continue to develop and promote Gaelic with parents and children in the 0 to 3-year-old sector, in partnership with BnG and CALA, by providing supporting and sustaining Gaelic Toddler groups across the Highlands. Engagement with Gaelic Toddler groups will ensure support is provided to build confidence and a community relationship with new parents at the start of their children's Gaelic learning journey.

This year we will build on the training and upskilling the 4 part-time Gaelic Toddler Development Workers, with recruitment ongoing for a fifth member. When required, we support expansion in new areas responding with the organisation of promotion events or support to parent to enable smooth transitions to ELC. We will also ensure toddler groups have access to GME School Enrolment Material and help develop relationships with their GME schools to build a partnership approach. To encourage growth in the 0-3 sector we aim to grow the number of Gaelic 0 to 3 groups feeding into schools where capacity exists in Gaelic Medium Education through planned and targeted initiatives such as using Book Bug and Play at Home sessions.

#### Sgoil-àraich and Primary 1 enrolment Support

A letter is shared with parents signposting them to promotional videos on the benefits of GME encouraging parents to consider GME provision. Primary Schools providing Gaelic Medium Education have been provided with an information pack on Gaelic Medium Education produced by Bòrd na Gàidhlig - Fios is Freagairt. This includes a raft of information and advisory CDs/DVDs. A promotional film, 'Fàs Foghlaim', which is aimed at parents of young children, to encourage them to place their child/children into GME and explains the benefits of bilingualism, is also available. A review of this process will take place with a refreshed approach to using media and corporate communication to raise the profile of GME provisions within each catchment area.

#### Identifying Education Priorities Audit

In 2021, (delayed due to school closures) an impact evaluation and review of the 2016 Gaelic Education Audit will be completed. This will re-visit key questions in addition to examining and measuring the success of the resultant

Improvement Projects within Gaelic Education Operational Improvement Planning. This process will also support engagement with stakeholders on the identification of future and ongoing improvement priorities. The Gaelic Development Manager will also be engaging with Northern Alliance Leadership who would like to develop the strategic provision for GME within their workstreams. 1 plus 2 is already strongly represented within Northern Alliance, the intention is to now grow the community collaboration of GME with the support of the Northern Alliance network.

**Catchment Consultation** Online Map of the Council's Gaelic Education Provision

The Council's website features an online map to show Highland parents the locations where the Council provides Nursery, Primary and Secondary Gaelic Education:

- All Gaelic Nursery School provision (Council and partner centres) and the number of children attending
- All Gaelic Primary School provision, the number of pupils, and the associated Secondary School
- All Gaelic Secondary provision, including the number of pupils studying subjects through the medium of Gaelic, those studying Gàidhlig as fluent speakers, and those studying Gaelic as Learners
- A contact email for those who wish to know about Gaelic classes or Gaelic activities in communities
- Future development for the resource includes community activities and the mapping of 0-3 provision
- Figures will be updated in January 2021 with details from the 2019-20 school census data

The Highland Council is presently undertaking a rolling programme of consultations across Associated School Groups (ASGs) in relation to the Transport Policy for Gaelic Medium Education.

- An additional online map presents the Gaelic Medium Catchment areas that have been created and is updated in line with ongoing Statutory Consultations for the consolidation and formal delineation of existing Gaelic Medium catchments.

The Gaelic team will support Education Officers with this process across all catchment areas under consultation with an aim of ensuring GLP and national priority targets are given a high profile at all engagements.

**Provision of Support Services**

The Council also provides a dedicated Gaelic education resources support service for schools. Education resources support ensures that schools and teachers are kept updated of new resources being produced at national level. The service enables Highland pupils to receive the most up to date Gaelic education materials at the earliest opportunity. The Highland Council continues to manage one of the largest independent collections of educational resources, some of which are the only copy of original support material. This resource is used by many other organisations to assist with the re-launch/reprinting of resources. Partner agencies also engage with the Resources officer to distribute information on Gaelic community events within Highland for both pupils and families to ensure the profile of activities in place is raised and awareness promoted with school communities.

**Gaelic Translation Service**

The Council's Gaelic Translation Service provides translation and proofreading across all its services and to elected members. Assistance is also provided to High Life Highland and occasionally to external organisations who wish to incorporate Gaelic into their signage and marketing texts. There is a high demand for Gaelic translation and a high turnaround of work is administered to fulfil the requirements of The Highland Council's Gaelic Language Plan 2018-

2023, and to enable Gaelic development across the whole Highland area.

All translation and proofreading work is undertaken in-house and relates to a wide range of texts and materials – mainly educational resources, corporate documents, marketing and publicity texts, press releases, official correspondence, and street and building signage.

Educational resources are translated for the Early Years, Primary and Secondary sectors, for both Gaelic Medium Education and Gaelic Learners. As well as teaching materials, support is provided for newsletters and school menus etc. In 2020, due to Covid-19, there has been a greater emphasis on online educational resources such as interactive PowerPoint files which promote language acquisition and pronunciation. These resources have been very well-received, and it is anticipated that collaborative work will continue between the Gaelic Team and Education officers to build on the resources available.

Support is provided to Community Learning and Development (CLAD) staff in relation to Gaelic classes and events for all ages, and via CLAD to the Care and Learning Alliance to support its work in the Highland area. Similarly, there has been a shift to online delivery due to current circumstances and an increased demand for Gaelic texts for promotional videos and such like.

Fully bilingual agendas, reports and minutes are now provided for the Gaelic Committee and press releases and other texts which relate directly to Gaelic are also published fully bilingually. Council publications and corporate documents, not relating directly to Gaelic, require Gaelic headings and sub-headings. Presentations by Council officers are also required to include Gaelic.

Bilingual external and internal signage is provided for all Council-owned buildings and properties including schools, offices, libraries, museums, sports centres etc. Recently, bilingual lift commands were provided for the new Alness Academy and it is hoped this initiative can be replicated in other buildings in due course. In stand-alone Gaelic schools, monolingual Gaelic signage is provided to enhance the immersion ethos of GME.

Road directional, street and place-name signs are provided, in consultation with Ainmean-Àite na h-Alba. As the majority of place-names in the Highlands are anglicised names of Gaelic origin, the bilingual aspect serves to illuminate the meaning and reinforce the Gaelic heritage of the area. Ongoing work on street and building signage steadily increases the visibility of the language across the Highland area. Bilingual interpretation panels are also erected at sites of importance across the Highlands and help to celebrate the area's cultural heritage and raise the profile of the language. These add interest for residents and visitors alike.

The Council continues to liaise with Ainmean-Àite na h-Alba and other national agencies and contributes to consultation on place-names and linguistic or corpus issues, thereby contributing to Gaelic development both within the Highland area and nationally.

	<p><b>Workforce Planning</b> The Council recognises the need for long term workforce planning and development to facilitate growth and support the sustainability of Gaelic Education and will engage with National Partners to support strategic developments. The Council seeks to deliver percentage increases across early learning and childcare early years, primary and secondary Gaelic Education to support the overarching targets in the National Gaelic Language Plan 2018-23. The Council will seek to further develop access to Secondary education, in areas where at present we do not provide continuity from Primary GM to Secondary Gàidhlig and GM subjects. The Council's strategic leadership team along with the Gaelic team are supporting the teacher workforce. This is also demonstrated by the Council providing strategic Lead for ELC and Primary remit for Gaelic with the Education Senior management Team to reflect the commitment that the Council is making towards ensuring Gaelic is properly represented. Furthermore, this is also reflected in the working groups outlined below.</p> <p><b>Allied Health Professionals Collaborative Approach</b> We will continue to build on the relationships within Highland Council's allied health professionals to support the quality of our children's Gaelic immersion experiences. Speech and Language Therapist, Educational Psychologists, Early Years Education Officer and Education Officers and a teaching practitioner who is engaging in a PHD enquiry project will lead on professional development opportunities for all practitioners. Education officers will also collaborate with the Northern Alliance and provide Gaelic representation as part of their Highland membership. CLPL working groups, inservice training, pan Highland awareness events and resources will focus on Bòrd na Gàidhlig's national initiative 'Cleachd I' to raise the profile of using Gaelic, giving emphasis in schools to the importance of oral language development within social and community contexts as well as educational settings.</p> <p><b>Working Group and GME HT / PT reference Groups</b> Education officers with a Gaelic remit will engage with key senior management stakeholders to continue dialogue and ensure the Gaelic Team are responding to the needs of GME provisions. The Working Group will be led by senior lead officers within the Education team, raising the profile of the Gaelic Empowerment Agenda within planning and reporting in secondary schools.</p>
<p>Promotion (Please describe the promotion how this project/activity currently promote the project (if currently funded) and how you intend to promote the project to achieve growth in the area)</p>	<p><b>Project 1 – Gaelic Planning, Policy Implementation and Resources</b> <b>Project 2 – Gaelic in the Home and in Communities - Learning &amp; Development Projects including 0-3</b> <b>Project 3 – Gaelic in Early Learning and Childcare, Primary and Secondary Education</b></p> <p><b>Project 1 – Promotion &amp; Actions</b></p> <ul style="list-style-type: none"> <li>• Council Gaelic Committee of 14 elected members meets quarterly to oversee development, delivery and improvement of Gaelic Language and culture and reports to full Council on the delivery of GLP3.</li> <li>• Communications and Engagement strategy is being developed, overseen by the Committee.</li> <li>• Gaelic Team meets every 3 weeks to address strategic approach, discuss updates and decide next steps</li> <li>• Gaelic Team meets quarterly to review GLP3 progress and engages in discussion using a performance</li> </ul>

management reporting system.

- Gaelic Team engages with Corporate Communications for events and projects, ensuring visibility and promotion of Gaelic within press and social media.
- Gaelic Team communicates regularly with Chair and Vice Chair of the Gaelic Committee to share performance within the Gaelic priority areas, reporting formally to the committee and sharing information within the framework of the Council's public meetings to ensure communities have access to regular Gaelic updates and information as well as engaging with the Committee members in the decision-making process on local initiatives that support and promote Gaelic.
- Gaelic Team supports the Education Team with Gaelic specific requests, consultations and support for the expansion of GME in the early years and the promotion of GME within their identified geographical remit areas.
- Gaelic Team works with community and parent councils when required to support fundraising events, expansion of GME within the school, providing, creating, promoting resources through the use of the Highland Digital Schools hub and distribution list and working with partners.
- Engagement with key partners and delivery of joint initiatives ie Fèis Rois, Fèisean nan Gàidheal, Blas, An Comunn, AAA and SMO.

## **Project 2 – Promotion & Actions**

### **A – Gaelic in the Home and Communities**

- Develop opportunities for parent workshops in collaboration with schools and partner centres.
- Organise Gaelic awareness events to promote the benefits of bilingualism.
- Provide a Gaelic adult programme in those areas with GM Education through the provision of adult classes and other community-based learning activities.
- In partnership with Local Authorities through GLAD continue to develop national initiatives; Comhla, the adult learning conference and the National Family Learning Week.
- Work with key partners to organise and expand the National Gaelic Family Learning Week.
- Assist Gaelic community groups with their programmes of Gaelic development.
- Provide appropriate training for tutors working with adults.
- Provide committee support to Gaelic community based early years groups.
- Develop Gaelic based adult leisure activities in conjunction with adult community classes as appropriate e.g., visits to sites of cultural interest
- Online “open days” re. promotion of Gaelic Medium Education.

### **B – Gaelic community in ELC & Childcare**

- Link with GM schools and Gaelic parent organisations to support the GM Early Years 3-5 sector to increase the number of pupils transitioning to GME.
- Work with BnG to support the development and growth of the Gaelic 0 to 3 sector to improve transition into ELC.



- Resource support for GM parents and early years children in the home Gaelic Early years staff at Bun-Sgoil Ghàidhlig Phort Rìgh produced videos focusing on key words and phrases that were being taught in Sgoil Araich. This resource was used as far as Nova Scotia during lock down with many practitioners requesting that this resource continues and be built upon. In partnership with BSGP a further series of ten Cluichidh sinn còmhla videos are to be produced. The intention is to build upon and develop this resource further and grow its reach.

**C – Gaelic community in Primary**

- In collaboration with GM primary schools in the West area and Cullin FM radio station further develop the senior primary GM debate to take place in September 2021.
- Establish a programme of outdoor learning activities for GM pupils, in collaboration with Spòrs Gàidhlig.
- Work with Ainmean Àite na h-Alba and GM primary schools in the West area to develop a new project, 'Ainm 's Àite' which will primarily focus on Gaelic place-names within the local communities.
- Work in partnership with GM primary schools to increase pupil participation numbers attending the Gaelic Culture annual events.
- In collaboration with key partners establish a Gaelic Golf Club, targeting fluent GM pupils in the west area initially, with the option of developing the project further to Gaelic learners through the 1+2 initiative.
- Further develop the creative writing project to support GM schools across Highland.
- In collaboration with Fèisean nan Gàidheal establish a Mòd Academy to support the 1+2 initiative in the Inverness and surrounding ASG's.
- Organise the re-establishment of Club Spòrs at BSGLA to provide a Saturday Gaelic medium sports club for all pupils.
- Engage with pupils who will guide and suggest contexts for language development opportunities out with school linked to the interests of pupils.
- In association with Iomairt Cholm Cille run a primary schools' National Gaelic Shinty Competition to increase language usage and promote health and well-being.
- Organise a series of family orientated learning events for Gaelic medium pupils in the North area, including Gaelic classes, outdoor and cultural activities.
- Work with Comann Nam Pàrant Nàiseanta to facilitate residential trip for Gaelic medium pupils to participate in Seachdain Dun-Eideann.
- Further develop work with FC Sonas, online and off, concentrating on football skills, health and emotional well-being related' fun activities for the whole family to participate in.
- Continue to develop online interactive sessions with guest Gaelic speakers, notably young Gaelic speaking people in the media or public eye e.g. Calum MacLean who has produced videos for BBC Alba. This is currently being done on a local basis and linking with schools in Inverness and the North area. Pupils are invited to meet with the guest speakers online and this is hosted by the Gaelic CL&D staff.
- Establish a project for Intergenerational transmission in schools.
- An online after school club, with BSGI initially used in the pilot project. Gaelic CL&D staff are working collaboratively with staff from Inverness Royal Academy and BSGI, to engage secondary pupils taking part

in Duke of Edinburgh or apprenticeship schemes; the secondary pupils will work with staff in hosting a weekly online afterschool club for primary pupils.

- Support given to GM pupils with transition from primary school to secondary with summer outdoor education activity.
- Easter and summer Programme of extra-curricular activities including arts, crafts, drama and outdoor events.
- Outdoor football camp – open to schools throughout the area.
- Forward planning over the next number of months will include a blend of online and face to face activities moving towards re-opening afterschool clubs and homework clubs for primary and secondary pupils when it is safe to do so. Projects such as family learning weekends/workshops, parent workshops and residential trips for both primary and secondary pupils will be re-instated following Scottish government guidelines. Following on from online activities the initial focus will centre on outdoor play activities moving to indoor events in the later stages.
- A pilot project working with Comann Nam Pàrant Nàiseanta – produce a series of 3 on-line interactive workshops to enable parents to help their GM pupils with Gaelic language at home. A video will be produced to complement the workshops.

#### **D – Gaelic community in Secondary**

- In partnership with Highlife Highland and The Western Isles expand the Gaelic Sports Leadership project to enable an increase of GM young people from both Highland and The Western Isles to participate in Gaelic coaching events. The project will enable senior GM pupils the opportunity to run activities for their GM peers in primary school.
- The Highland Council will work with Sabhal Mòr Ostaig to organise the annual week-long youth residential event Seachdain nan Deugairean. The event is offered to both Fluent and learner secondary pupils.
- In partnership with local Gaelic groups organise a cultural residential trip to Ireland in celebration of Colmcille centennial year.
- Organise Siuthad, the annual Gaelic Careers event in conjunction with partners.
- Work in partnership with Eden Court Gaelic Project Officer and local Gaelic groups re. development of Drama group for young people in rural areas.
- Work in collaboration with local Fèis groups on youth activities e.g. filming, writing workshops.
- Liaising with school and Film G staff to produce work for participation in Film G event.
- Liaison with a partner agency such as Fèis Rois to in the development of accreditation with SQA to ensure that our secondary pupils are recognised for the work they have achieved through their participation on cultural and music events such as the Cèilidh Trail.

#### **Project 3 – Promotion & Actions**

- The Council will be represented at national forums, Storlann board of directors, Faster Rate of Progress to engage, inform and influence Gaelic education and policy.

- Work closely with the Education team at Bòrd na Gàidhlig, arranging regular meeting with the Director and officers to communicate and work strategically on national priorities and workforce planning.
- Lead working groups and stakeholder reference groups with a focus on needs directed by the group e.g. addressing persistent literacy difficulties within GME secondary phase and removing this as a barrier to continuing with the language, improving the confidence gap for young learners and enabling them to have opportunities for social language acquisition as well as more formal educational language learning experiences. Work with the Northern Alliance to ensure cross-border working.
- Engage with Sabhal Mòr Ostaig and Higher Education Establishments and the Northern Alliance to work collaboratively on our professional development activities.
- Raise the profile of Gaelic within the agenda for 'Skills for learning, life and work', through the annual event 'Siuthad' that works with partners and Skills Development Scotland and extend this offer to upper primary with the utilising the new confidence in digital platforms.
- Work with corporate communications to ensure positive media coverage of growing GME provision within Highland and share good news from GME provisions at formal Committee meetings, through the medium of Gaelic and then English subsequently raising the corporate profile of Gaelic within formal setting.
- Report on 1 plus 2 Gaelic within Committee and work with schools and education officer to ensure that there is access to training and resources to deliver within schools as well as embed the delivery within existing schools.
- Work with the Strategic Lead Officer for schools on the role of Gaelic within the leadership and empowerment agenda for new school middle leadership to build capacity for future headship confidence.
- Quality assurance and partnership working with Care and Learning officers to ensure high quality provision in our Early Years and engaging with the Early Years Education Officers to ensure regular visits and support is available within GME ELC settings.
- Work with Education Scotland the Education officers' team at Highland to train a GME experienced practitioner associate assessor, who is GME experienced teacher, with a remit for GME provisions to support school improvement agendas to help ensure quality inspections within Highland GME provisions. In addition to this, use digital platforms to develop an attainment profile platform for pupils' literacy in writing to ensure there is an agreement pan Highland on the standards that are expected within each level.
- Plan events such as 'Seachdain nan Deugairean' for secondary pupils with partner provisions such as Sabhal Mòr Ostaig to build community relationships within GME and provide opportunities to use Gaelic outwith the school setting. This also provides an opportunity to see further education opportunities as a pathway for the continuation of their Gaelic language study.
- Work with Giglets and MCNG to deliver digital Highland training opportunities. We have also agreed to support Phase 2 of MCNG providing local authority representatives, creating content for the sector, and in supporting the quality assurance process that will be led by Education Scotland and the Scottish Government.
- Continue the development of a GME Reading Intervention resource, piloting the resource in Highland and working with Storrann and Education Scotland for national distribution.
- Continue to support all education practitioners who have identified their own confidence gaps in the

	language, working with partners to provide funding support towards professional development opportunities such as Sreap or SMO support.																								
Pupil Numbers (Please provide current numbers and targets for pupil numbers in your area)	<p><b>Pupil Numbers</b></p> <p><b>Early Learning and Childcare</b></p> <p>As at Autumn 2020, 16 Highland Council Primary Schools have a Gaelic Nursery – 260 pupils.</p> <p>In addition, there are two Gaelic Partner Centres (Dingwall and Nairn) providing Gaelic input for 23 pupils.</p> <p><b>Primary</b></p> <p>As at Autumn 2020, there are three Gaelic Medium primary schools, Bun-Sgoil Ghàidhlig Inbhir Nis, Bun-Sgoil Ghàidhlig Loch Abar and Bun-Sgoil Ghàidhlig Phort Rìgh.</p> <p>There are two Gaelic Medium schools with an English department and pupils in a further 15 primary schools with a Gaelic Medium department – total 1,058 pupils.</p> <p><b>Secondary</b></p> <p>As at Autumn 2020, there are thirteen secondary schools teaching Gàidhlig to fluent pupils (pupils who had done primary education through Gaelic) – 414 pupils. Thurso High School welcomed its first GME pupils into S1 this year.</p> <p>There are seventeen secondary schools teaching Gaelic (Learners) – 2208 pupils.</p> <p>As referenced in the pupil number tables in the first section, there is a cumulative increase in percentages below since 2018, the year GLP3 commenced.</p> <p>Looking specifically at the change in numbers within the various education settings we can calculate the percentage increase from school year 2017-18, when GLP3 started, to the current academic year 2020-21</p> <table border="1" data-bbox="674 1086 2038 1369"> <thead> <tr> <th>Year</th> <th>GME Nursery/Partner Centre Pupils</th> <th>GME Primary School Pupils</th> <th>Secondary School Pupils Fluent Gaelic</th> <th>Secondary School Pupils Subjects through Gaelic</th> <th>Secondary School Pupils Gaelic Learners</th> </tr> </thead> <tbody> <tr> <td>2016-17</td> <td>264</td> <td>896</td> <td>343</td> <td>265</td> <td>1829</td> </tr> <tr> <td>2017-18</td> <td>287 Up 8.01%</td> <td>923 Up 2.93%</td> <td>341 Down 0.59%</td> <td>259 Down 2.32%</td> <td>2012 Up 9.10%</td> </tr> <tr> <td>2018-19</td> <td>307</td> <td>963</td> <td>373</td> <td>282</td> <td>1887</td> </tr> </tbody> </table>	Year	GME Nursery/Partner Centre Pupils	GME Primary School Pupils	Secondary School Pupils Fluent Gaelic	Secondary School Pupils Subjects through Gaelic	Secondary School Pupils Gaelic Learners	2016-17	264	896	343	265	1829	2017-18	287 Up 8.01%	923 Up 2.93%	341 Down 0.59%	259 Down 2.32%	2012 Up 9.10%	2018-19	307	963	373	282	1887
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		Up 6.51%	Up 4.15%	Up 8.58%	Up 8.16%	Down 6.62%
2019-20	320 Up 4.06%	1034 Up 6.87%	388 Up 3.87%	261 Down 8.05%	2131 Up 11.45%	
2020-21	283 Down 13.07%	1058 Up 2.27%	414 Up 6.28%	286 Up 8.74%	2208 Up 3.49%	

Cumulative %s from 2017/18 to 2020/21  
 ELC – 5.51% increase  
 Primary – 16.22% increase  
 Secondary Gàidhlig Fluent – 18.14% increase  
 Secondary GME – 6.53% increase  
 Secondary GLE – 17.42% increase

The total number of the Highland primary pupils within GME provision as part of the total Highland primary numbers, shows there has been a steady year on year increase in these numbers with extensions to a number of GME schools and units planned.  
 This is currently 6.8%.

Targets (Please provide details of targets for increasing Gaelic Medium Education in your area)

The outcomes and promotion activity in this application will support The Highland Council towards our GLP3 aim of a 10% increase in our pupil numbers.  
 GLP3 - Increase the percentage of the pupil population who are being educated through the medium of Gaelic in primary school to 10% by the end of the Plan.

Increase investment in GME school estate in the following areas -

- BSGLA expansion programme - 2 extra classrooms with a view to 4 opening the following session
- Opening GME Sgoil-araich as part of GME provision in Glenurquhart Primary School
- Opening a GME Sgoil-araich as part of GME provision in Lochcarron Primary School

Increase number of Highland GME principal teachers in primary schools to reflect the growing numbers within the schools where there are GME departments  
 Support schools towards solutions to increase subject choice and pathways in secondary GME  
 Increase investment in middle management leadership in Gaelic education to invest in the future for GME headship.

Please return to:

Cidhe Bhictòria, Dùn Èideann, EH6 6QQ  
 Victoria Quay, Edinburgh EH6 6QQ  
 www.scotland.gov.uk

