

Agenda Item	4
Report No	G/13/21

THE HIGHLAND COUNCIL

Committee: Gaelic Committee

Date: 16th September 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 main purpose of the report is to inform Members how the Gaelic Language Plan 3 (GLP3) is being monitored and scrutinised.
- 1.2 As highlighted in previous reports the Highland Council uses Performance and Risk Management System (PRMS) for the monitoring and scrutiny of Service and Corporate plans.
- 1.3 It is important to recognise that GLP3 is a corporate plan, therefore it has been incorporated into the PRMS System, this 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 (PRMS) 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, however, the Gaelic Team have and continue to endeavour to adapt to an on-line or a bended approach to deliver the enabling actions.

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 (BnaG) funding streams to assist in the delivery of the Plan. Currently part of the Council's Statutory Gaelic Plan Grants Budget is used to provide financial support to key external organisations which assist to deliver services and key enabling actions with the GLP3.
- 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 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. The Gaelic Team have delivered on certain activities in the current quarter due to the easing of lockdown restrictions.
- 3.6 Gaelic - Positive implications regarding the preservation and development of Gaelic and culture across all the sectors and age groups and it also enhances the social and economic value of the Gaelic and its associated culture.

4. The Gaelic Language Plan 3 (GLP3)

- 4.1 GLP3 has the following Themes, these themes are in-line with BnaG's high level aims.
 - 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 period of this report covers Quarter 1 of the current year - April 1st, 2021 to June 30th, 2021 – see para 5.3. Progress is measured against Quarter 4 of the preceding year, which covered the period January 2021 to March 31st 2021, and was reported to the last meeting of the Gaelic Committee.
- 5.2 **Appendix 2** 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

5.3 A summary of the indicators for Quarter 1 to 4 is outlined in the table below. A significant improvement in the status of actions can be seen from the previous quarter:

Action Status	Q4 20/21	Q1 21/22
On Target	87	112
Slippage	30	5
No Significant Progress	0	0
Completed	9	9
TOTAL	126	126

There are 5 actions showing a degree of slippage.

- 3 were on target in the previous quarter, and
- 2 are continuing to show some slippage.

These indicators are set out in summary dashboard format and in detail in **Appendix 1**.

The primary cause of slippage has been the restrictions and pressures imposed by the national pandemic. Wherever possible the Gaelic Team has identified alternative approaches and adaptations to deliver against GLP3 targets. Although there is a degree of slippage processes are in place and development meetings take place to the initiatives forward.

6. Flagship Events

6.1 Gaelic Medium Summer Activity Programme – Summer of Hope Initiative

- The Summer of Hope Initiative ran in conjunction with Highland Council Gaelic Team and was funded by Youth Link Scotland
- Gaelic Team offered a comprehensive programme of various activities held through the medium of Gaelic and delivered through the Summer of Hope Initiative.

The project received support from The Highland Council, Bòrd na Gàidhlig and Youth Link Scotland. See the following link for further details: [Summer of Hope](#)

Sunny Summer of Hope Play Scheme – Summer of Hope Initiative

The Gaelic Team ran a week-long outdoor Gaelic medium playscheme in Fort William for 26 children who attend Bun-Sgoil Ghàidhlig Loch Abar (BSGL). The Gaelic Playscheme was part of the Scottish Government, Summer of Hope Initiative, play events which are taking place across Scotland and aimed to get children playing, socialising, and re-connecting after a challenging year.

The event was hosted by the ‘Stramash’ (outdoor nursery in Fort William) the playscheme is staffed by Gaelic speaking staff from the Gaelic school.

See the following links for further details: [Sunny Summer](#)

The Highland Council Gaelic Team, with financial support from Bòrd na Gàidhlig organised a fun packed Spòrs Samhraidh; a sporting event which was delivered through the medium of Gaelic.

The Gaelic sports sessions were offered to Bun-sgoil Ghàidhlig Phort Rìgh (BSGP) pupils who are in Sgoil Àraich and P1-P3. In excess 40 Gaelic medium pupils participated in a range of activities, which included athletics and footballing skills. The Spòrs Samhraidh sessions were organised and led by a Gaelic medium teacher at BSGP who is also an Early years' parent.

See the following link for further details: [Samhraidh](#)

6.2 Gaelic Tutor Training

Highland Council Gaelic team organised a tutor training day for tutors delivering Gaelic Adult Education classes. This was held in during late August in Inverness and was attended by 18 tutors. The day was led by the Adult Learning Manager who introduced SpeakGaelic, a new multi-pronged approach to learning Gaelic.

SpeakGaelic offers students a variety of ways in which they can learn Gaelic, this includes, face-to-face classes, self-guided online learning through the SpeakGaelic website, and media content through a variety of platforms such as BBC ALBA and BBC Radio nan Gàidheal supported by SpeakGaelic on social media.

The SpeakGaelic course is aimed at all levels of learners from complete beginners and those with more experience in their learning. The course is a nationally recognised structured pathway for learners. Highland Council Gaelic Adult Education classes will begin from the Autumn to coincide with the launch of the SpeakGaelic brand.

6.3 The Gaelic Team secured support to advertise 2 posts through the Council's Graduate Placement Internship Programme.

- Early Years Sector (Gaelic)
- Digital and Social Media (Gaelic)
-

The posts are currently being re-advertised.

6.4 The National Mòd 2021

The Gaelic Team set up a Mòd Liaison Group (MLG), the main function of the MLG, which is an Officer group, is to provide a platform to discuss key issues and key events to ensure that MLG supports An Comunn Gàidhealach (ACG) to deliver a highly successful Royal National Mòd in the City but also taking cognisance of how this can be achieved given the current situation regarding the pandemic.

The first meeting of MLG took place on August 20th and was chaired by Inverness Area City Manager. The MLG includes representatives from a number of Council Service Teams including Community Services, Education, Communications, Licencing, and Environmental Health. Representatives from HighlifeHighland, InvernessBID Team, VisitScotland(Inverness), Eden Court and PoliceScoland are also on the Group.

There is a separate report on the Committee agenda providing an update on the Mòd preparations.

7. High Life Highland (HLH)

7.1 Where appropriate The Gaelic Team collaborates with HLH to deliver specific targets within GLP3 where priorities follow a remit for culture and sports.






- The Inverness Castle project is an example where Gaelic has a high profile and HLH are working with the Gaelic Team to ensure GLP priorities are met.
- HLH have now resumed full access to the wider cultural collections including Inverness Museum and Art Gallery (IMAG) where all interpretation is bilingual. IMAG offers a permanent display section explaining and promoting Gaelic, including an interactive exhibit that gives visitors the opportunity to learn and use taster sessions in Gaelic. Visitors are can also experience Gaelic psalm singing in the church at the Highland Folk Museum.
- Libraries welcome customers back for browsing, borrowing and activities, Gaelic Bookbug sessions have resumed. A Gaelic/Board picture book is included in the Bookbug gifted packs.
- The Gaelic Society Library, in Inverness Library is now available for customers to browse and new stock is being purchased for Gaelic collections within libraries highland wide.
- Am Baile, a bi-lingual cultural heritage website managed by the HLH team in the Highland Archive Service has seen increasing customer engagement during the pandemic and beyond: 1.3 Million electronic engagements in 2020/21; 40% increase from 2019/20. The site has bilingual descriptions of content and over 25,000 descriptions of photographs available in Gaelic. New Gaelic content is added on a regular basis with over 4000 descriptions translated since new site went live in Sep 2020 with the regular use of skilled Gaelic translators to generate content.
- A third of all social media posts are now bi-lingual and HLH have received customer feedback that these posts are proving useful for Gaelic learners to improve their language skills.
- Community heritage groups are increasingly seeking to use Am Baile as a digital place of deposit for their digital heritage collections and they are supported to create Gaelic content as part of their projects.
- Details in relation to sports actives in association with HLH have been reported in previous Gaelic Committee reports and the Gaelic Team will report on the additional developments in the next quarter in the PRMS reporting system which will be included in the next Gaelic Committee in December.





Designation: Executive Chief Officer, Performance and Governance






Date: 3 September 2021

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SUMMARY OF GAELIC LANGUAGE PLAN THEMES (APPENDIX 1)

Theme 1 - Gaelic in the Home, Early Learning and Childcare Q1 21/22	
 completed to date	0
	6
	0
	0
	0

Theme 2 - Gaelic in the Community Q1 21/22	
 completed to date	1
	14
	1
	0
	0

Theme 3 - Gaelic in Education Q1 21/22	
 completed to date	5
	47
	0
	0
	0

Theme 4 - Gaelic in the Arts, Culture and Heritage Q1 21/22	
 completed to date	2
	15
	1
	0
	0

Theme 5 - Gaelic in the Workplace Q1 21/22	
 completed to date	1
	17
	2
	0
	0

Theme 6 - The Social, Economic and Cultural Value of Gaelic Q1 21/22	
 completed to date	0
	13
	1
	0
	0

Theme 1: Gaelic in the Home, Early Learning and Childcare **APPENDIX 2**

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	Q1 21/22 ●	An online survey for GM parents to be piloted in September 2021; targeting BSGPR parents as an initial pilot.	Q1 21/22 ●
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.	Q1 21/22 ●	Classes planned for August /Sept start back.	Q1 21/22 ●
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.	Q1 21/22 ●	Planning in process to deliver GME awareness sessions to parents in Ullapool, Thurso, Dingwall and Tain during the first part of the 2021-22 academic year. Sessions for Inverness, Bettyhill and Dornoch will be delivered at a later date.	Q1 21/22 ●
Work with partners to organise and expand initiatives such as the Gaelic Family Learning Week. Annually.	Q1 21/22 ●	The project was initially to be delivered in July 2021, has now been deferred until October 2021. the event will be offered to GM parents throughout Scotland as an online event.	Q1 21/22 ●
Deliver a varied programme of GME promotional events aimed at families of pre-school children. In February of each school session .	Q1 21/22 ●		Q1 21/22 ●
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.	Q1 21/22 ●		Q1 21/22 ●

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.	Q1 21/22 ●	Planning for all activities starting back if school lets are agreed.	Q1 21/22 ●
In partnership with High Life Highland, organise coaching events for Gaelic education secondary school pupils to enable them to deliver activities in Gaelic. Annually.	Q1 21/22 ●	Due to COVID-19 the Gaelic coaching residential event was unable to take place; we have secured an extension of the allocated funding from Bord na Gaidhlig and the event is being planned to take place in April 2022.	Q1 21/22 ●

Support existing and expand on future extra-curricular activities such as after-school clubs which are delivered through Gaelic. October of each school session.	Q1 21/22 ●	BnaG awarded funding towards extra-curricular online projects to aid with post Covid recovery, this included singing/storytelling , use of puppets. and some football games videos. Summer activity programmes were able to offer face to face interaction and activities included arts & crafts sessions, taste of Feisean, shinty, karate, music,drama games, paddle boarding, bush craft, abseiling and climbing.	Q1 21/22 ●
Continue with and support a programme of community-based adult learning classes. Annually.	Q1 21/22 ●	Classes all being planned for a August /Sept start back. Tutor training organised.	Q1 21/22 ●
Further develop the Adult Literacy Initiative through a programme of classes aimed at speakers whose first language is Gaelic. Annually.	Q1 21/22 ●	The Gaelic team are working with partner organisations to develop initiatives for adults whose first language is Gaelic; e.g working in partnership with Alzheimer Scotland West area to support Gaelic speaking adults living with dementia.	Q1 21/22 ●
Establish a programme of training for Gaelic tutors. Annually.	Q1 21/22 ●	The Tutor training event takes place on 21st August in Inverness. Martainn Mac a' Bhaillidh will introduce the new course - Speak Gaelic- and train Highland Council tutors in its delivery. This entails 2 separate online sessions which precede the all day face to face event on the 21st.	Q1 21/22 ●
Provide opportunities for inter-generational Gaelic usage, particularly between senior citizens and young people. May of each school session.	Q1 21/22 ●	A project to deliver some intergenerational Gaelic usage is planned for Mod week - October '21. Longer term projects in which either pupils visit care homes or older people visit schools will commence as Covid-19 restrictions ease.	Q1 21/22 ●
Organise and deliver Seachdain nan Deugairean for fluent and learner secondary pupils each year at SMO. Annually.	Q1 21/22 ●	Due to COVID -19 the annual event in 2021 was unable to take place; we have secured funding with SMO to deliver the project in February 2022.	Q1 21/22 ●
Enhance community learning and development liaison within stand-alone Gaelic education provision. September of each school session.	Q1 21/22 ●	CLD staff organised events and activities to support the pupils at the 3 stand-alone Gaelic schools in Highland.	Q1 21/22 ●
Work with partners to deliver a programme of Arts and Sporting activities around GM stand-alone schools. September of each school session.	Q1 21/22 ●	A number of these activities have taken place over the summer and others are planned for the start of term if school lets are allowed.	Q1 21/22 ●
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.	Q1 21/22 ●		Q1 21/22 ●
Continue to support sporting events, such as the football competition 'Cuach na Cloinne' and the national shinty competition 'Cupa Iomain na h-Òige' for primary GE pupils (a pilot project hoped to become an annual event based in the Highlands but open to schools across Scotland). September of each calendar year. September of each calendar year.	Q1 21/22 ●	Football and shinty camps will take place in Inverness during the Mod week 2021. Collaborative work is ongoing with CNAG to support the Cuach Na Cloinne GM football competition. GLAIF funding has been obtained to deliver football training to GM pupils in schools in Inverness and the North area. Outdoor activities were offered as part of GM summer programmes over the Highland Council area.	Q1 21/22 ●

Liaise with High Life Highland to include Gaelic in their activity programmes as per the terms of The Highland Council Gaelic Language Plan. Annually.	Q1 21/22 ●	Initial discussions have taken place with HLH in relation to developing more GM activities for pupils within their sports programmes.	Q1 21/22 ●
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.	Q1 21/22 ●	Online Debate for senior primary GM pupils in the West area to be delivered online by November 2021.	Q1 21/22 ●
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	Q1 21/22		Q1 19/20 ●
Produce pre-school enrolment information that promotes the benefits of bilingualism through Gaelic education. February each school session.	Q1 21/22 ●	Leaflet in planning.	Q1 21/22 ●

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.	Q1 21/22 ●		Q1 21/22 ●
Work with Bòrd na Gàidhlig on a national Gaelic Education Workforce Planning Strategy. Each Academic year.	Q1 21/22 ●		Q1 21/22 ●
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.	Q1 21/22 ●		Q1 21/22 ●
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.	Q1 21/22 ●	Pilot is now agreed with 4 GME provisions/schools. Pilot is underway. HC officers continue to engage with national partners on ASN.	Q1 21/22 ●
Review and update existing Highland Council Additional Support Needs policy and guidance for Gaelic Medium Education. Target date June 2019.	Q1 21/22 ●	Gaelic Medium Education will be included as part of the wider HC ASL Review« of Highland Practice Model with all key stakeholders in light of covid recovery and the nine point ASL review.	Q1 21/22 ●

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.	Q1 21/22 ●		Q1 21/22 ●
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.	Q1 21/22 ●		Q1 21/22 ●
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.	Q1 21/22 ●		Q1 21/22 ●
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.	Q1 21/22 ●	Gaelic Education staff will participate in the wider HC baseline survey currently being drafted in partnership with Comhairle nan Eilean Siar and B na G.	Q1 21/22 ●
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.	Q1 21/22 ●		Q1 21/22 ●
Work with partners to deliver the annual Gaelic careers event 'Siuthad!' for secondary fluent and learner pupils. Each academic year.	Q1 21/22		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.	Q1 21/22 ●		Q1 21/22 ●
Continue the ongoing development of Gaelic Primary Language Learning (PLL) planning materials and associated high-quality teaching resources. June 2019, June 2021, June 2023.	Q1 21/22 ●		Q1 21/22 ●

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.	Q1 21/22 ●		Q1 21/22 ●
Ensure a lead officer for Gaelic education will support strategic education reviews, assessments and developments. Each academic year.	Q1 21/22 ●		Q1 21/22 ●
Encourage and support career development opportunities within Gaelic education. Each academic year.	Q1 21/22 ●		Q1 21/22 ●
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.	Q1 21/22 ●		Q1 21/22 ●
Work closely with Education Scotland and Stòrlann to develop a Gaelic Grammar Progression Framework that enhances Gaelic learning and teaching. June 2019	Q1 21/22 ●		Q1 21/22 ●

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.	Q1 21/22 ●		Q1 21/22 ●
Update Gaelic Medium Additional Support Needs Policy and Guidance; consider and respond to implications e.g. training or resources. June 2019	Q1 21/22 ●	Gaelic Education will be included as part of Education and Learning Service Directorate Plan Review of ASL	Q1 21/22 ●
Develop and share Highland Council policy and guidance regarding entitlements to Gaelic Medium Primary Education with schools and parents. November each year.	Q1 21/22		Q4 20/21 ●
Work with schools to support accessibility to software and applications specific to Gaelic education on ICT devices. Each academic year.	Q1 21/22 ●		Q1 21/22 ●
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.	Q1 21/22 ●		Q1 21/22 ●

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	Q1 21/22 ●	Currently being finalised.	Q1 21/22 ●
In conjunction with the Third Sector, create an online training module, introducing Gaelic language to parents and babies/toddlers. June 2019.	Q1 21/22		Q1 19/20 ●
In conjunction with partners, ensure input to HNC Course in Early Learning and Childcare. June 2019	Q1 21/22		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.	Q1 21/22		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.	Q1 21/22 ●	Training has been undertaken via e-modules .	Q1 21/22 ●

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	Q1 21/22 ●		Q1 21/22 ●
Agree a sustainable funding package with Bòrd na Gàidhlig for new developments and additional provision to support growth. Annually	Q1 21/22 ●		Q1 21/22 ●
In collaboration with Bòrd na Gàidhlig and the Gaelic National Strategy Group, explore a core suite of subjects for secondary Gàidhlig education. June 2020.	Q1 21/22 ●		Q1 21/22 ●
Support ongoing professional development through a training programme to deliver 1+2. Ongoing.	Q1 21/22 ●		Q1 21/22 ●

Audit Gaelic medium capacity in existing provision in order to target and promote expansion. June 2020.	Q1 21/22 ●		Q1 21/22 ●
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.	Q1 21/22 ●		Q1 21/22 ●
Identify Gaelic community development activities within Associated School Groups, to complement and link with formal Gaelic education provision. Annually.	Q1 21/22 ●	CLD staff are currently developing Gaelic development plans to link with GM ASGs, the plans will link with schools improvement plans.	Q1 21/22 ●
Respond to demand for full Gaelic wraparound care provision. As required	Q1 21/22 ●		Q1 21/22 ●
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.	Q1 21/22 ●		Q1 21/22 ●
Work collaboratively with Comhairle nan Eilean Siar and e-Sgoil to expand access to secondary Gaelic subject delivery. Ongoing.	Q1 21/22 ●		Q1 21/22 ●
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.	Q1 21/22 ●		Q1 21/22 ●
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.	Q1 21/22 ●		Q1 21/22 ●
Support ongoing promotion and marketing material, highlighting the benefits of Gaelic education and bilingualism. Annually.	Q1 21/22 ●		Q1 21/22 ●
Provide guidance and support for relevant Council staff, including in schools, to encourage parents to choose the Gaelic education route to bilingualism. Annually.	Q1 21/22 ●		Q1 21/22 ●
Collaborate with partners to develop the range and availability of Gaelic language learning opportunities for teachers delivering Gaelic as L2 or L3. Ongoing.	Q1 21/22 ●		Q1 21/22 ●
Engage with neighbouring local authorities to examine where joint working and shared services might benefit the sustainability and expansion of Gaelic education. As required.	Q1 21/22 ●	HC engage with Argyll and Bute and Comhairle nan Eilean as part of a Faster Rate of Progress sub-group	Q1 21/22 ●
Encourage schools to promote GME on their websites. Ongoing.	Q1 21/22 ●		Q1 21/22 ●
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.	Q1 21/22 ●		Q1 21/22 ●

Support Highland staff in sharing resources within a digital platform. June 2019	Q1 21/22 ●		Q1 21/22 ●
Work with partners to develop resources for Gàidhlig and Gaelic (Learners), for example, reading schemes. Ongoing.	Q1 21/22 ●		Q1 21/22 ●
Enable teachers to have confidence to engage with Gaelic Primary Language Learning materials and provide subsequent feedback relative to their use. Ongoing.	Q1 21/22 ●		Q1 21/22 ●
Highland Council Grammar Working Group, in collaboration with Education Scotland and Stòrlann, create a grammar teaching framework and supporting resources. June 2019.	Q1 21/22 ●		Q1 21/22 ●
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.	Q1 21/22 ●	Gaelic Medium Education will be included as part of the wider HC ASL Review« of Highland Practice Model with all key stakeholders in light of covid recovery and the nine point ASL review.	Q1 21/22 ●
Work with Bòrd na Gàidhlig and Partners on a National Gaelic Education Additional Support Needs Strategy and associated resources. Ongoing.	Q1 21/22 ●	Pilot is now agreed with 4 GME provisions/schools. Pilot is underway. HC officers continue to engage with national partners on ASN.	Q1 21/22 ●

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	Q1 21/22 ●	Linking with CreativeScotland	Q1 21/22 ●
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.	Q1 21/22 ●	Working with SMO via the MOU	Q1 21/22 ●

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	Q1 21/22		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	Q1 21/22 ●	Tutoring is provided by Feisean nan Gaidheal in collaboration with the Gaelic Team	Q1 21/22 ●
Through Gaelic language classes, encourage adult learners to participate in Provincial and National Mòds. Annually.	Q1 21/22 ●		Q1 21/22 ●
Work with An Comunn Gàidhealach to ensure the number of young people participating in Provincial Mòds remains stable and, when opportunities allow,	Q1 21/22 ●	Working with An Comunn regarding this development	Q1 21/22 ●

that the numbers increase. Support Mòd Academy and Mòd Roadshow initiatives when it is appropriate. October 2020			
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.	Q1 21/22 ●		Q1 21/22 ●
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	Q1 21/22 ●	HLH are represented on the Mod Liaison Group and work has commenced with HLH regarding Inverness Castle development - Spirit of the Highlands	Q1 21/22 ●
Work in collaboration with Comunn na Gàidhlig to organise and support sporting activities through the medium of Gaelic. September each year.	Q1 21/22 ●	Many sporting events have taken place during this Quarter	Q1 21/22 ●
Support and promote arts events. September each year.	Q1 21/22 ●		Q1 21/22 ●
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.	Q1 21/22 ●	Next meeting takes place mid September	Q1 21/22 ●
Work with media specialists, such as FilmG to support Gaelic Medium and Learner pupils to create short films through the medium of Gaelic. Annually	Q1 21/22 ●		Q1 21/22 ●
Continue to work with media and film-making professionals to support the annual Gaelic FilmG Awards. March each year.	Q1 21/22 ●	There will be a further update in the late Autumn	Q1 21/22 ●
Continue to work with partners to develop a programme of creative writing workshops in schools. March each year.	Q1 21/22 ●		Q1 21/22 ●
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.	Q1 21/22 ●	Work with the Provincial Government of Nova Scotia	Q1 21/22 ●
Engage with MG ALBA in relation to national issues which may affect Gaelic broadcasting. October 2019.	Q1 21/22		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.	Q1 21/22 ●		Q1 21/22 ●
Over the lifetime of the Plan, organise and support exchange visits for young people and adults. October 2019/2021/2023.	Q1 21/22 ●	Grant funding has been obtained from the Colm Chille funding stream towards the costs of a trip to Donegal, Ireland for GM 1st & 2nd year pupils. Planning is ongoing.	Q1 21/22 ●

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.	Q1 21/22 ●		Q1 21/22 ●
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.	Q1 21/22 ●		Q1 21/22 ●
Reinforce the message that customers who write to The Highland Council in Gaelic are guaranteed a written response in Gaelic. Autumn 2018	Q1 21/22 ●		Q1 21/22 ●
Update and refresh the Gaelic Toolkit which is currently available on the intranet. Summer 2019	Q1 21/22 ●	This will be a key task for the new Gaelic Graduate intern, once appointed.	Q1 21/22 ●
Provide training for front-line staff to use the standard bilingual welcome phrases. Summer 2019.	Q1 21/22		Q2 19/20 ●
Update the online Bilingual Toolkit for Members and The Highland Council staff. Autumn 2019	Q1 21/22 ●		Q1 21/22 ●
Continue the requirement for all Services to use the internal Gaelic Translation Service for quality and consistency. Ongoing	Q1 21/22 ●		Q1 21/22 ●
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	Q1 21/22 ●		Q1 21/22 ●
Create a prominent Gaelic portal on the The Highland Council website which will include information on Gaelic education, bilingualism, the learning toolkit, Gaelic developments across the Council and links with partners. Autumn 2019.	Q1 21/22 ●	This will be a key task for the new Gaelic Graduate intern, once appointed.	Q1 21/22 ●
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	Q1 21/22 ●		Q1 21/22 ●
Provide training for front-line staff to use the standard bilingual welcome phrases. Ongoing.	Q1 21/22 ●	We are progressing with this project	Q1 21/22 ●

5.2 Opportunities for elected members and officer to learn Gaelic

Enabling Action	RAG	Comment	Latest Update
Establish up-to-date baseline data, by conducting a Gaelic language skills audit, which will include Gaelic usage within the Council. Autumn 2020	Q1 21/22 ●	This will be taken forward as part of the next staff survey	Q1 21/22 ●

Provide workplace Gaelic Awareness sessions for Elected Members and Council Staff. Autumn 2020	Q1 21/22 ●	Further development will take place following the Online Survey	Q1 21/22 ●
Explore the potential for using external funding to support Gaelic learning in the workplace. Autumn 2020	Q1 21/22 ●	The HC Gaelic Team are working in partnership with SMO to develop Gaelic in the Workplace language support courses, funding secured from Bord na Gaidhlig to deliver this.	Q1 21/22 ●
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.	Q1 21/22 ●		Q1 21/22 ●
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.	Q1 21/22 ●	In planning process.	Q1 21/22 ●
Keep abreast of Gaelic corpus issues, including Gaelic orthographic developments and issues relating to translation and interpretation quality control and accreditation. 2018-2023	Q1 21/22 ●		Q1 21/22 ●
Continue to work in collaboration with and support Ainmean-Àite na h-Alba as the national experts on Gaelic place-names. 2018-2023	Q1 21/22 ●		Q1 21/22 ●
Continue to ensure that Gaelic headings and sub-headings are included in standard contracts, service delivery agreements and associated schedules. Autumn 2020	Q1 21/22 ●		Q1 21/22 ●
Maximise the use of digital technology and social media. Quarterly	Q1 21/22 ●	Working with the Comms Team	Q1 21/22 ●

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.	Q1 21/22 ●	Attend VisitScotland meetings regarding this development and also VisitScotland are represented on the Mod Liaison Group	Q1 21/22 ●
Contribute to, and engage with, the development of VisitScotland's Gaelic Tourism Strategy for Scotland. Ongoing.	Q1 21/22 ●	Attend the VisitScotland Gaelic Tourism Strategy meetings	Q1 21/22 ●

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	Q1 21/22 ●		Q1 21/22 ●
Add 'Gaelic Impact' to internal Service process checklists and plans for cultural and sporting events, including the creative industries. Annually	Q1 21/22 ●		Q1 21/22 ●
Work in collaboration with key partners in order to increase the visibility and use of the language in high-profile national events. Annually	Q1 21/22 ●	Royal National Mod, Blas etc	Q1 21/22 ●
Increase the visibility of Gaelic in retail, commercial development and small businesses signage at the formal planning stage. Annually	Q1 21/22 ●		Q1 21/22 ●
Collaborate with local groups and Ainmean-Àite na h-Alba to promote Gaelic place-names in housing and commercial developments. Ongoing.	Q1 21/22 ●		Q1 21/22 ●
Help to increase the number of participants at, and sponsorship engagement with, Gaelic-related events in the Highlands. Ongoing	Q1 21/22 ●	Working with An Comunn (Mod) and the Blas Festival to take this forward	Q1 21/22 ●
Work in collaboration with key partners to develop a Gaelic tourism strategy for the Highlands. Autumn 2021.	Q1 21/22 ●	Working with the Principal Officer Europe Tourism and Film	Q1 21/22 ●
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.	Q1 21/22 ●	As part of the SLA An Comunn are required to submit a Economic Impact Assessment Study for when the Mod is based in the Highlands	Q1 21/22 ●
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.	Q1 21/22 ●	Work has taken place online promoting Gaelic careers	Q1 21/22 ●
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.	Q1 21/22 ●		Q1 21/22 ●
Continue to work with Sabhal Mòr Ostaig to deliver and implement The Highland Council Gaelic Bursaries Scheme. Annually	Q1 21/22 ●	This is highly successful	Q1 21/22 ●
Make Gaelic learning training available to Customer Service staff. Annually	Q1 21/22 ●	Aim to take this forward in the Autumn of 2021	Q1 21/22 ●