

Cuspair Clàir-ghnothaich	6
Àir. Aithisge	G/19/21

## COMHAIRLE NA GÀIDHEALTACHD

**Comataidh:** Comataidh na Gàidhlig

**Ceann-latha:** 16 Dùbhlachd 2021

**Tìotal Aithisge:** Adhartas mu Choinneamh Plana na Gàidhlig 3 – Aithisg Ràitheil agus Pròiseas Sgrùdaidh

**Aithisg le:** Àrd-Oifigear Gnìomhach, Coileanadh agus Riaghlachas

### 1. Adhbhar/Geàrr-chunntas Gnìomhach

- 1.1 'S e prìomh adhbhar na h-aithisge fios a thoirt do Bhuill mun dòigh sa bheilear a' sgrùdadh Plana na Gàidhlig 3 (PnG3).
- 1.2 Mar a chaidh innse ann an aithisgean roimhe, tha Comhairle na Gàidhealtachd a' cleachdadh Siostam Coileanaidh agus Rianachd Cunnairt (*Performance and Risk Management System* – PRMS) airson planaichean seirbheis is corporra a sgrùdadh. Tha e cudromach toirt fa-near gur e plana corporra a th' ann am PnG3 agus mar sin, gun deach a thoirt an lùib siostam PRMS. Tha seo a' toirt cothrom air siostam aithris nas snasaile is nas fòcasaichte airson a bhith a' buileachadh a' Phlana.
- 1.3 Thathar ag iarraidh air Buill na Comataidh toirt fa-near dhan adhartas is dha na dùbhlain a tha an lùib a bhith a' buileachadh cuid de ghnìomhan comasachaidh a' Phlana. Tha na dùbhlain gu mòr air sàillibh Covid, a tha air buaidh a thoirt air cuid dhen bhuileachadh phròiseict is cuid de na cinn-latha crìochnachaidh ris an robh dùil. Ach a dh'aindeoin seo, tha Sgioba na Gàidhlig a' leantainn air adhart le obair air-loidhne no measgaichte airson na gnìomhan comasachaidh a libhrigeadh.

### 2. Molaidhean

- 2.1 Thathar ag iarraidh air Buill:
  - i. beachdachadh air an adhartas a chaidh a dhèanamh ann a bhith a' sgrùdadh is a' buileachadh Plana na Gàidhlig 3 air stèidh ràitheil, le bhith a' cleachdadh PRMS airson taic a thoirt do libhrigeadh PnG3; agus
  - ii. toirt fa-near dhan adhartas is dha na dùbhlain a tha an lùib a bhith a' buileachadh cuid de ghnìomhan comasachaidh a' Phlana.

### **3. Buaidhean**

- 3.1 Goireas – A bharrachd air maoinachadh Chomhairle na Gàidhealtachd, tha maoinachadh tabhartais cuideachd air a thoirt seachad le Riaghaltas na h-Alba agus diofar shruthan maoinachaidh Bhòrd na Gàidhlig airson cuideachadh le bhith a' libhrigeadh a' Phlana. An-dràsta tha pàirt de Bhuidseat Thabhartasan Làn-Roghnach Plana Gàidhlig Reachdail na Comhairle air a chleachdadh airson taic ionmhasail a thoirt do phrìomh bhuidhnean air an taobh a-muigh a tha a' cuideachadh gus seirbheisean is gnìomhan comasachaidh ann am PnG3 a libhrigeadh.
- 3.2 Laghail – Tha e mar riatanas air Comhairle na Gàidhealtachd gum bi Plana Gàidhlig aontaichte aice a rèir Achd na Gàidhlig (Alba) 2005. Mar an ceudna, tha dleastanasan ann a thaobh a bhith a' dèanamh cinnteach gu bheil geallaidhean a' Phlana air am buileachadh.
- 3.3 Coimhearsnachd (Co-ionannachd, Bochdainn, Dùthchail agus Eilean) – Tha fòcas làidir coimhearsnachd aig PnG3 thar na Gàidhealtachd is nan Eilean air sàillibh nan gnìomhan is na taic a thathar a' toirt seachad ann an coimhearsnachdan far a bheil foghlam Gàidhlig agus taic is leasachadh coimhearsnachd air an solarachadh.
- 3.4 Atharrachadh Gnàth-shìde/Carbon Ciallach – Tha coinneamhan uile air an cumail tro na diofar àrd-ùrlaran bhiorail a tha air an aontachadh le Comhairle na Gàidhealtachd.
- 3.5 Cunnart – Tha riaghailtean is glasaidean-sluaigh air bacadh a chur air leasachadh is buileachadh phròiseactan, no air an cuingealachadh, no air an stad. Ach a dh'aindeoin seo, tro bhith a' dèanamh deagh fheum de theicneòlasan, thathar air diofar dhòighean-obrach ùra is innleachdach a chur gu feum a thaobh grunn phròiseactan leasachaidh. Tha Sgioba na Gàidhlig air grunn ghnìomhan sònraichte a libhrigeadh gu soirbheachail san ràith seo seach nach eil bacaidhean a' ghlasaich cho teann.
- 3.6 Gàidhlig – Tha buaidhean fìor mhath air gleidheadh is leasachadh cànan is cultar na Gàidhlig thar nan roinnean is nam buidhnean-aoise uile, a chùim luach sòisealta is eaconamach na Gàidhlig is a cultair co-cheangailte.

### **4. Plana na Gàidhlig 3 (PnG3)**

- 4.1 Tha na cuspairean a leanas ann am PnG3, agus iad a rèir àrd-amasan Bhòrd na Gàidhlig:
  - A' Ghàidhlig san Dachaigh, ann an Tràth-ionnsachadh is Cùram-chloinne
  - A' Ghàidhlig sa Choimhearsnachd
  - A' Ghàidhlig ann am Foghlam
  - A' Ghàidhlig sna h-Ealain, ann an Cultar is Dualchas
  - A' Ghàidhlig san Àite-obrach
  - Luach Sòisealta, Eaconamach is Cultarail na Gàidhlig

### **5. Coileanadh agus Riaghlachas PRMS**

- 5.1 Tha an GLP3 air a 'ragadh' air stèidh ràitheil. Tha Cairteal 4 bhon bhliadhna roimhe na lùib agus a' gabhail a-steach bho 1 Faoilleach gu 31 Màrt 2021. Tha Cairteal 1 bhon bhliadhna ionmhasail làithreach a' còmhdach bho 1 Giblean gu 30 Ògmhios agus Cairteal 2 bho 1 Iuchar gu 30 Sultain 2021.

5.2 Tha **Eàrr-ràdh 2** a' toirt geàrr-chunntas air an t-suidheachadh làithreach a thaobh an adhartais a rinneadh ann a bhith a' buileachadh PnG3 taobh a-staigh an raoin-ama a tha air a mhìneachadh gu h-àrd. Tha 126 gnìomh comasachaidh ann am PnG3 agus seo a' còmhach nan sia cuspairean, agus a' mhòr-chuid dhiubh fo ùmhlachd na leanas:

- an suidheachadh nàiseanta a thaobh galar agus riaghailtean Covid-19
- goireasan rim faotainn
- taic bho Riaghaltas na h-Alba
- taic bho Bhòrd na Gàidhlig
- deagh cheangal le prìomh luchd-ùidhe agus obair chom-pàirteach
- com-pàirteachas le sgoiltean agus buidhnean coimhearsnachd

5.3 Thathar a' toirt geàrr-chunntas de na taisbeanairan sa chlàr gu h-ìosal. Tha seo a' sealltainn gu bheil:

- 5 gnìomhan fhathast a' sealltainn sleamhnachadh bhon chairteal roimhe
- 5 gnìomhan air gluasad bho bhith air an t-slighe cheart gu bhith air an crìochnachadh
- Àrdachadh bho 9 gu 14 sna gnìomhan crìochnaichte

Inbhe Gnìomha	C4 20/21	C1 21/22	C2 21/22
Air an t-Slighe Cheart	87	112	107
Air Sleamhnachadh	30	5	5
Gun Adhartas Susbainteach	0	0	0
Air an Crìochnachadh	9	9	14
IOMLAN	126	126	126

Tha na taisbeanairan seo air an sealltainn ann an cruth deas-bhùird geàrr-chunntasach ann an **Eàrr-ràdh 1**.

'S e prìomh adhbhar an t-sleamhnachaidh na riaghailtean is na cuideaman a thàinig an cois galar Covid-19 agus chaidh seo aithris dhan Chomataidh roimhe. Far am b' urrainnear idir, tha Sgioba na Gàidhlig air dòighean-obrach is air atharrachaidhean a chur an gnìomh gus libhrigeadh mu choinneimh thargaidean PnG3. Ged a tha sleamhnachadh ann gu ìre, tha pròiseasan air an suidheachadh agus thathar a' cumail choinneamhan airson na h-iomairtean a ghluasad air adhart.

## 6. Fios às Ùr mu Phròiseactan Ionnsachadh is Leasachadh Coimhearsnachd

6.1 Ionnsachadh Gàidhlig do dh'Inbhich – Tha MG ALBA a' toirt tuairisgeul air SpeakGaelic mar dhòigh-ionnsachaidh ùr, farsaing, ioma-thaobhach, a tha a' tabhann dòigh cho ioma-chuimseach air Gàidhlig na h-Alba ionnsachadh 's a tha air a bhith ann airson ginealach. Thathar a' tabhann roghainn de chlasaichean aghaidh ri aghaidh, ionnsachadh air-loidhne fèin-stiùirichte, agus susbaint meadhanan tro dhiofar ùrlaran – no na trì aig an aon àm. A bharrachd air fìor luchd-tòiseachaidh, tha SpeakGaelic ag amas air comas a thoirt dhaibhsan a tha air cleachdadh no misneachd a chall sa chànan. Chuir oifigearan Ionnsachadh is Leasachadh Coimhearsnachd Chomhairle na Gàidhealtachd air dòigh trèanadh SpeakGaelic do dh'oidean Gàidhlig na Gàidhealtachd. Thug seo cothrom dhaibh ceangal a thogail le SpeakGaelic agus an dòigh-ionnsachaidh seo a thoirt an lùib nan clasaichean aca.

Tha clasaichean SpeakGaelic sa Ghàidhealtachd an-dràsta mar a leanas:

- Tha dà chlas aghaidh ri aghaidh SpeakGaelic A1 a' dol air adhart ann an Inbhir Nis agus aon chlas air-loidhne anns an Eilean Sgitheanach.
- Tha dà chlas SpeakGaelic A1 air tòiseachadh air-loidhne le 36 oileanach clàraichte.
- Tha dà chlas Luchd-tòiseachaidh SpeakGaelic A1 eile a' tòiseachadh san Fhaoilleach 2022.
- Tha clasaichean aghaidh ri aghaidh SpeakGaelic A1 air a bhith a' dol air adhart ann an Inbhir Pheofharain agus Inbhir Theòrsa bhon t-Sultain 2021.
- Ann am Baile Dhubhthaich, Ullapul agus Dòrnach tha seiseanan blasaid A1 rim faotainn mus tòisich na clasaichean san Fhaoilleach 2022.

Gheibhear tuilleadh fiosrachaidh mu Ionnsachadh Gàidhlig Inbheach air làrach-lìn Chomhairle na Gàidhealtachd [an seo](#).

Tha pàrantan ann am Foghlam tron Ghàidhlig fhathast a' frithealadh chlasaichean air feadh na Gàidhealtachd. Cuideachd, tha clas seachd seachdainean air-loidhne dìreach air tighinn gu crìch agus bha sin ag amas air pàrantan chloinne ann am Foghlam tron Ghàidhlig. Bha seo a' còmhach cànan sòisealta sìmplidh, dathan, àireamhan, cànan a' buntainn ri àm-cadail, nighe is àm-sgeulachdan, agus thugadh sùil cuideachd air fonaigs Ghàidhlig. Às dèidh soirbheachas a' chlasa seo, thathar an dòchas an aon chlas a ruith a-rithist, a' tòiseachadh san Fhaoilleach 2022.

- 6.2 Prògram Iomall a' Mhòid – Chuir Sgioba Gàidhlig Chomhairle na Gàidhealtachd sreath thachartasan do chloinn is theaghlacha air dòigh airson prògram Iomall a' Mhòid a chaidh air adhart ann an seachdain a' Mhòid Nàiseanta Rìoghail eadar 9–15 Dàmhair. Chaidh seo a dhealbh ann an co-bhann ri oifigearan bho ghrunn bhuidhnean Gàidhlig a leithid Comunn na Gàidhlig, Comann nam Pàrant, Fèis na h-Òige, Cultarlann, An Comunn Gàidhealach agus Spòrs Gàidhlig.

Thòisich tachartasan le dannsa cèilidh a chaidh a chumail ann an Ceàrnag Falcon, Inbhir Nis, air Disathairne 9 Dàmhair. Am measg thachartasan na seachdain bha bùithtean-obrach maidne meanbh-Fhèis agus cèilidh teaghlach ann am Fairways, Inbhir Nis, le ceòl bho luchd-ciùil òga ionadail. Thug Cultarlann seachd seisean spòrsail do phàistean beaga le ealain is làmh-chiùird, geamaichean is ceòl. A bharrachd, bha cleasan air a' bhlàr a-muigh a' gabhail a-steach cuirm-chnuic teaghlach sa choille ann an Obar Itheachan agus seisean de cheòl is sgeulachdan ann an coille Chùil Lodair gu sònraichte do chloinn fo aois sgoile.

Chaidh bùth-obrach a chumail do dh'inbhich is do dhaoine òga le òrain na bana-bhàird cliùitich Gàidhlig Gàidhealaich, Màiri Mhòr nan Òran. Aig deireadh na bùth-obrach chaidh turas a chur air dòigh gu cladh Lios a' Chaibeil far a bheil a' bhana-bhàrd air a tiodhlacadh. Bha an tachartas seo a' comharrachadh dà cheud bliadhna o rugadh Màiri Mhòr nan Òran.

- 6.3 Campa Ball-coise Foghlam tron Ghàidhlig – Chuir Sgioba Gàidhlig Chomhairle na Gàidhealtachd air dòigh campa ball-coise FtG trì-latha air a libhrigeadh le coidsichean bho FC Sonas san dàrna seachdain (18mh–20mh) de shaor-làithean na Dàmhair. Tron t-seachdain, chuir an campa fàilte air 24 sgoilear FtG bho BSGI, Inbhir Nis, Inbhir Pheofharain, Inbhir Narann, Druim na Drochaid agus Ullapul. Bha cothrom aig a' chloinn bruidhinn ri cluicheadairean le Gàidhlig bho Chlub Ball-coise Caledonian Thistle Inbhir

Nis agus ceistean a chur orra, mus d' fhuair iad bagaichean tiodhlaic aig deireadh a' champa. Briog [an seo](#) airson dealbhannan dhen tachartas.

6.4 Taic Coimhearsnachd Sgoile airson na Gàidhlig – Tha Sgioba na Gàidhlig air a bhith ag obair ann an co-bhann le sgoiltean FtG gus clubaichean is cleasan às dèidh sgoile a stèidheachadh às ùr. Tha seo a' toirt taic do sgoilearan FtG le bhith a' cleachdadh na Gàidhlig taobh a-muigh an t-seòmair-theagaisg. Tha na h-oifigearan Ionnsachadh is Leasachadh Coimhearsnachd Gàidhlig air prògram de chlubaichean taobh a-muigh na sgoile a stèidheachadh is iad ag amas an toiseach air àireamh bheag sgoiltean seach gu bheil màil sgoiltean ceadaichte a-rithist ach le aire do na cuingealachaidhean leantainneach a tha an lùib COVID-19.

- Tha am pròiseact Club Spòrs, a tha air a mhaoineachadh le GLAIF, air tòiseachadh a-rithist aig Bun-Sgoil Ghàidhlig Loch Abar.
- Tha prògram chlubaichean às dèidh sgoile aig BSGPR, air a mhaoineachadh le GLAIF, a' gabhail a-steach Ball-coise Chaileagan, Brosnachadh-caithreim Gàidhlig, seiseanan Spòrs Beag airson sgoilearan na Sgoil-àraich is na Tràth Ìre agus seiseanan balla-sreap. Le taic ionmhasail bho Bhòrd na Gàidhlig agus ann an com-pàirteachas le Bun-Sgoil Stafainn agus Bun-Sgoil Chille Mhoire, tha cothrom aig sgoilearan FtG com-pàirt a ghabhail ann am Ball-coise Gàidhlig, FilmG, agus cleasan Club Gàidhlig às dèidh na sgoile.
- Tha club ealain is làmh-chiùird às dèidh sgoile air tòiseachadh às ùr aig BSGI. Tha an club air a stiùireadh le dithis a b' àbhaist a bhith nan sgoilearan san sgoil agus a tha an dùil tòiseachadh air ceumannan ann an Gàidhlig is Foghlam san t-Sultain an-ath-bhliadhna. Tha a bhith ag obair le sgoilearan àrd-sgoile na phàirt chudromach dhen obair choimhearsnachd a tha air a dhèanamh le Sgioba na Gàidhlig. Tha seo a' toirt cothrom do sgoilearan sna h-ìrean as àirde ceangal a thogail le sgoilearan nas òige agus a bhith nan deagh eisimpleir dhaibh a thaobh cleachdadh cànan.
- Bidh clubaichean às dèidh sgoile ann am Bun-Sgoil Inbhir Pheofharain, Inbhir Theòrsa, Ullapul agus Baile Dhubhthaich a' tòiseachadh san Fhaoilleach 2022 agus a' toirt seachad raon chleasan a leithid dràma, iomain agus taic cànan.

6.5 Seiseanan Seòlaidh Gàidhlig – Chuir Sgioba Gàidhlig Chomhairle na Gàidhealtachd, ann an com-pàirteachas le Club Seòlaidh an Eilein Sgitheanaich, air dòigh seiseanan seòlaidh tro mheadhan na Gàidhlig do dhaoine òga. Ghabh sgoilearan FtG bho Bhun-Sgoil Ghàidhlig Phort Rìgh, Bun-Sgoil Dhùn Bheagain agus Bun-Sgoil Chille Mhoire com-pàirt san tachartas seòlaidh às dèidh sgoile. Thug na seiseanan seòlaidh cothrom do dhaoine òga is an co-aoisean tighinn còmhla agus na sgilean Gàidhlig aca a chleachdadh ann an àrainneachd spòrsail is neo-fhoirmeil.

Faic an ceangal a leanas airson tuilleadh fiosrachaidh:

[https://www.highland.gov.uk/news/article/14010/seiseanan\\_se%C3%B2laidh\\_tro\\_mheadhan\\_na\\_g%C3%A0idhlig](https://www.highland.gov.uk/news/article/14010/seiseanan_se%C3%B2laidh_tro_mheadhan_na_g%C3%A0idhlig)

6.6 Mòd Nàiseanta Rìoghail 2021 – Às dèidh dàil bliadhna air sgàth Covid, chaidh Mòd Nàiseanta Rìoghail 2021 air adhart ann an Inbhir Nis le ochd làithean de thachartasan. Thug an tachartas daoine ri chèile a-rithist airson tlachd a ghabhail à ceòl is cultar na Gàidhlig agus cànan, eachdraidh is àm ri teachd nan Gàidheal a chomharrachadh.

Chan e a-mhàin gun tug Mòd na bliadhna seo cothrom seachad an tachartas fhèin a chur air adhart, ach cuideachd cliù Inbhir Nis agus sgìre na Gàidhealtachd san fharsaingeachd. Chuir Sgioba na Gàidhlig pròiseact air dòigh gus bhidio a chruthachadh a bha a' sanasachd sgìre na Gàidhealtachd is nan Eilean. Thug seo am follais gur e

deagh àite a tha sa Ghàidhealtachd airson a bhith a' fuireach is ag obair ann, tlachd a ghabhail à cur-seachadan sa bhaile agus air an dùthaich, agus ceangal a thogail leis a' Ghàidhlig is a cultar. Chithear am bhidio an seo:

<https://youtu.be/L1ybvQXRfc>

Chaidh am bhidio suas air seanail YouTube Chomhairle na Gàidhealtachd agus air ùrlaran meadhanan sòisealta a' Chomuinn Ghàidhealaich. Chaidh am bhidio cuideachd a thoirt an lùib nam prògraman a chaidh a-mach air Dimàirt is Dihaoine a' Mhòid.

- 6.7 Acadamaidh a' Mhòid 2021 – Chuir Sgioba na Gàidhlig, ann an co-bhann leis a' Chomunn Ghàidhealach is le taic bho Fhèisean nan Gàidheal, air dòigh seiseanan eadar 4 Cèitean agus 17 Ògmhios far an tug oidean taic do sgoilearan le farpaisean air-loidhne a' Mhòid. Bha am pròiseact air a chuingealachadh seach gun do chuir riaghailtean Covid stad air buidhnean seinn bho bhith a' tighinn còmhla agus mar sin chaidh am pròiseact a lìbhrigeadh air-loidhne. Fhuair Acadamaidh a' Mhòid taic bho Bhòrd na Gàidhlig.

Chaidh an solar a leanas a thoirt seachad, an dà chuid airson farpaisean Foghlam tron Ghàidhlig agus Foghlam Luchd-ionnsachaidh na Gàidhlig:

- Taic le seinn aon-neach air a thoirt le oide do sgoilearan bho Bhun-Sgoil Ghàidhlig Inbhir Nis; Bun-Sgoil Chnoc na Creige, Baile Dhubhthaich; Bun-Sgoil Mount Pleasant, Inbhir Theòrsa; Bun-Sgoil Bhaile an Fhraoich, Inbhir Nis; agus Acadamaidh Rìoghail Inbhir Nis.
- Taic is oideachadh bhuidhnean ciùil air a thoirt do sgoilearan bho Bhun-Sgoil Ghàidhlig Inbhir Nis; Bun-Sgoil Chnoc na Creige, Baile Dhubhthaich; Bun-Sgoil Bhaile an Fhraoich, Inbhir Nis.
- Air sàillibh sgoiltean a bhith a' cumail an aire air a bhith a' faighinn seachad air a' ghlasaidh, agus seach nach robh farpaisean seinn buidhne beò do chloinn aig Mòd Nàiseanta Rìoghail 2021, bha grunn sgoiltean nach b' urrainn na seiseanan a bha air an tabhann a ghabhail am-bliadhna.

Seach gun robh am pròiseact gu math eadar-dhealaichte bho na bhathar an dùil air sàillibh chuingealachaidhean Covid, bha na cleasan pròiseict a chaidh air adhart fìor shoirbheachail le grunn sgoilearan a' soirbheachadh sna farpaisean aca.

## **7. Fios às Ùr mu High Life na Gàidhealtachd (HLH)**

- 7.1 Tha High Life na Gàidhealtachd gu mòr airson dèanamh cinnteach gu bheil an sunnd a thàinig an lùib a' Mhòid air a bhrosnachadh is air a neartachadh fhad 's a thathar a' leasachadh an cuid seirbheisean, a' cur fàilte air ais air luchd-cleachdaidh is a' tàladh luchd-cleachdaidh ùr chun na seirbheis. Bha seirbheisean HLH – a' gabhail a-steach ceòl, taighean-tasgaidh, tasglannan is leabharlannan – fìor thoilichte taic is brosnachadh a thoirt dhan Mhòd Nàiseanta a chaidh a chumail ann an Inbhir Nis o chionn ghoirid.
- 7.2 Thar chleasan High Life na Gàidhealtachd uile, tha seirbheisean HLH dealasach a thaobh a bhith a' leantainn air adhart le cleasan Gàidhlig. Mar eisimpleir, tha na meadhanan sòisealta agus Am Baile a' toirt seachad chothroman ùra airson ceangal a thogail le cànan is cultar na Gàidhlig.

- 7.3 Tha seirbheis an leabharlann fìor thoilichte innse gun urrainn do theaghlaichean tighinn còmhla a-rithist airson seiseanan Bookbug, a' gabhail a-steach seiseanan Bookbug Gàidhlig air a bheil fèill mhòr. Bidh leabharlannan a' meudachadh na thathar a' tabhann de sheiseanan, far a bheil feum air a sin, gus dèanamh cinnteach nach eil duine a' call sheiseanan air sàillibh nan cuingealachaidhean air àireamhan ann an àiteachan nas lugha.
- 7.4 Tha Sgoiltean Gnìomhach HLH a' toirt taic do ghrunn chlubaidhean FtG às dèidh sgoile air feadh na Gàidhealtachd. Tha cleasan às dèidh na sgoile a-nis a' tòiseachadh às ùr agus faothachadh a' tighinn air bacaidhean Covid. Am measg nan goireasan farsaing a thathar a' tabhann tha Club Iomain ùr ann an Inbhir Narann, Club Ioma-Spòrs tro Mheadhan na Gàidhlig ann an Loch Abar agus buidheann Brosnachadh-caithreim anns an Eilean Sgitheanach.
- 7.5 Tha Tasglann an Eilein Sgitheanaich is Loch Aillse ag obair gus ceanglaichean Gàidhlig a neartachadh le Foghlam. Tha an t-ionad a' cur taic ri dà phròiseact le tidsearan: aon le Bun-Sgoil Ghàidhlig Phort Rìgh agus aon le Bun-Sgoil Stafainn. Tha am pròiseact ag amas air obair-ealain a chur suas ann am Bun-Sgoil Ghàidhlig Phort Rìgh, le comas obair a shealltainn air-loidhne. Tha Bun-Sgoil Stafainn a' coimhead air an àrainneachd, croitearachd agus iasgach bhradan. Thathar an dùil gum bi am pròiseact a' ruith tro 2022. Tha an Tasglann cuideachd a' stèidheachadh cheanglaichean le Sabhal Mòr Ostaig, agus bithear a' tadhal air SMO airson coinneachadh ri luchd-obrach is oileanaich, agus le ullachaidhean air an dèanamh airson 's gun tadhail luchd-obrach is oileanaich SMO air an Tasglann airson coimhead air na stòrasan.
- 7.6 Mar phàirt dhen eòlas aca air prògram Maoin Ath-shlànachaidh Foghlam Obair Òigridh anns a' Ghearasdan, thog daoine òga barrachd misneachd am measg an co-aoisean – agus am measg òigridh air nach robh iad eòlach roimhe – tro bhith a' cleasachd. Bha iad a' cluich mas fhìor le bhith a' gabhail caractar cluicheadair ball-coise proifeiseanta orra fhèin agus a' brosnachadh chàich gu bhith a' seinn òrain Ghàidhlig. Bha seo na dheagh dhòigh air cànan is cultar a chleachdadh an lùib an conaltraidh ri chèile. Ann a bhith ag obair gu ruige Duais Diùc Dhùn Èideann, rinn aon neach òg obair shaor-thoileach tro bhith a' cuideachadh chloinne ann am Bun-Sgoil Ghàidhlig Inbhir Nis le bhith ag ullachadh airson gluasad bhon bhun-sgoil dhan àrd-sgoil FtG.
- 7.7 Tha Sgioba Com-pàirteachas Òigridh HLH, a' gabhail a-steach luchd-obrach òigridh, riochdairean bho Phàrlamaid Òigridh na Gàidhealtachd agus Neach-gairm na h-Òigridh, a' coimhead air adhart ri bhith a' coinneachadh is ag obair còmhla ri Gaisgeach Òigridh na Gàidhlig gus an urrainn dhaibh cluinntinn mu iomairtean is phrògraman a chèile is taic a thoirt seachad dha chèile. 'S e dreuchd phàighte làn-ùine aon bhliadhna a th' ann an dreuchd Gaisgeach Òigridh na Gàidhlig agus chaidh a chruthachadh às dèidh iarrras soirbheachail le Sgioba na Gàidhlig gu maoin GLAIF Bhòrd na Gàidhlig. Bidh an dreuchd airson neach-labhairt òg Gàidhlig sa Ghàidhealtachd stèidhichte ann am Bun-Sgoil Ghàidhlig Phort Rìgh ach bidh an neach ag obair air feadh na Gàidhealtachd gu lèir.

Ainmeachadh: Kate Lackie, Àrd-Oifigear Gnìomhach airson Coileanadh agus Riaghlachas

Ceann-latha: 1 Dùbhlachd 2021

Ùghdar: Lena Walker, Manaidsear Leasachaidh na Gàidhlig

Pàipearan Cùl-fhiosrachaidh:

## SUMMARY OF GAELIC LANGUAGE PLAN THEMES

Theme 1: Gaelic in the Home, Early Learning and Childcare			
1.1 Encourage and support parents or guardians in using Gaelic in the home			
Enabling Action	RAG	Comment	Latest Update
Undertake a survey of parents/guardians of children accessing Gaelic education to create a linguistic Gaelic skills-based audit for future planning of services to support learning in the home. Autumn 2018, Autumn 2020, Autumn 2022	Q2 21/22 ●	The survey will go out to parents in January 2022, this was postponed due to the fact that we wished to avoid duplication as some schools had put out a questionnaire to parents in relation to school learning and improvement outcomes.	Q2 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.	Q2 21/22 ●	Classes up and running some online and some face-to-face.	Q2 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.	Q2 21/22 ●	Planning in progress to deliver online and face to face sessions (as applicable regarding Covid 19 guidelines)	Q2 21/22 ●
Work with partners to organise and expand initiatives such as the Gaelic Family Learning Week. Annually.	Q2 21/22 ●	The Gaelic team work in collaboration with Sabhal Mor Ostaig to deliver the National Family learning week. There will be an online event in February 2022 and a face to face event is planned for July 2022.	Q2 21/22 ●
Deliver a varied programme of GME promotional events aimed at families of pre-school children. In February of each school session .	Q2 21/22 ●	Events are planned to take place this term and the beginning of next term; the events will target parents of pre-school children and we will deliver GME awareness events and raising the benefits of bilingualism sessions.	Q2 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.	Q2 21/22 ●		Q2 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.	Q2 21/22 ●	Activities starting but school lets situation has created delays.	Q2 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.	Q2 21/22 ●	Funding secured for GSL project and in partnership with Highlife Highland we aim to deliver the Gaelic Sports leadership event in April 2022.	Q2 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.	Q2 21/22 ●	A 2 week programme of extra-curricular GM activities were delivered during the Royal National Mod week held in Inverness, October 2021. This was done working in collaboration with other Gaelic groups and organisations. Extra-curricular after school clubs are commencing after the October school holidays	Q2 21/22 ●
Continue with and support a programme of community-based adult learning classes. Annually.	Q2 21/22 ●		Q2 21/22 ●
Further develop the Adult Literacy Initiative through a programme of classes aimed at speakers whose first language is Gaelic. Annually.	Q2 21/22 ●	The Gaelic team are liaising with Sabhal Mor Ostaig to access the Adult literacy course that is currently being devised by the Gaelic Collage. Literacy Gaelic Courses for Adults will be offered once the course has been finalised	Q2 21/22 ●
Establish a programme of training for Gaelic tutors. Annually.	Q2 21/22 ●	Tutor training day held in Inverness August 2021. Tutors received training in the new SpeakGaelic language course. Discussions are ongoing with the CLAD group regarding future training	Q2 21/22 ●
Provide opportunities for inter-generational Gaelic usage, particularly between senior citizens and young people. May of each school session.	Q2 21/22 ●	Planning in progress to resume visits to/from older Gaelic speaking generation as and when Covid 19 regulations allow.	Q2 21/22 ●
Organise and deliver Seachdain nan Deugairean for fluent and learner secondary pupils each year at SMO. Annually.	Q2 21/22 ●	The Gaelic secondary residential event is planned to take place in February 2022 at Sabhal Mor Ostaig, this is a partnership project with Sabhal Mor Ostaig.	Q2 21/22 ●
Enhance community learning and development liaison within stand-alone Gaelic education provision. September of each school session.	Q2 21/22 ●	CLD Staff work closely with staff at the 3 stand-alone Gaelic schools and provide a programme of support for GM families attending the schools. e.g After school clubs for GM pupils.	Q2 21/22 ●
Work with partners to deliver a programme of Arts and Sporting activities around GM stand-alone schools. September of each school session.	Q2 21/22 ●	Some activities getting re-started but depends on local school lets situation ie. no lets still in some schools and limited rooms available.	Q2 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.	Q2 21/22 ●		Q2 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	Q2 21/22 ●	A Gaelic medium football camp was held during the October 2021 school holidays. 25 children participated from various schools including BSGI, Ullapool, Dingwall and Nairn.	Q2 21/22 ●

Highlands but open to schools across Scotland). September of each calendar year. September of each calendar year.			
Liaise with High Life Highland to include Gaelic in their activity programmes as per the terms of The Highland Council Gaelic Language Plan. Annually.	Q2 21/22 ●	The Highland Council Gaelic team are linking with HLH to deliver activities to GM schools with the After school co-ordinators employed through HLH.	Q2 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.	Q2 21/22 ●	The GM Debate for the West area will take place at BSGPR in February 2022	Q2 21/22 ●
<b>2.2 Contribute to and support Community Partnership Development Plans</b>			
<b>Enabling Action</b>	<b>RAG</b>	<b>Comment</b>	<b>Latest Update</b>
Develop marketing and awareness events and material, promoting the many benefits of bilingualism through Gaelic, including use in the home. Target Date May 2019	Q2 21/22		Q1 19/20 ●
Produce pre-school enrolment information that promotes the benefits of bilingualism through Gaelic education. February each school session.	Q2 21/22 ●		Q2 21/22 ●

### Theme 3: Gaelic in Education

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

<b>Enabling Action</b>	<b>RAG</b>	<b>Comment</b>	<b>Latest Update</b>
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.	Q2 21/22 ●		Q2 21/22 ●
Work with Bòrd na Gàidhlig on a national Gaelic Education Workforce Planning Strategy. Each Academic year.	Q2 21/22 ●		Q2 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.	Q2 21/22 ●		Q2 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.	Q2 21/22 ●		Q2 21/22 ●

Review and update existing Highland Council Additional Support Needs policy and guidance for Gaelic Medium Education. Target date June 2019.	Q2 21/22 ●		Q2 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.	Q2 21/22 ●		Q2 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.	Q2 21/22 ●		Q2 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.	Q2 21/22 ●	National Mod Promotional Video from Corp Comms included a contribution from a Highland Council Primary Teacher highlighting the positives of living in Highland area.	Q2 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.	Q2 21/22 ●	Officers continue to engage with Bord na Gaidhlig on this outcome. The HC staff survey will include questions to contribute to this audit.	Q2 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.	Q2 21/22 ●		Q2 21/22 ●
Work with partners to deliver the annual Gaelic careers event 'Siuthad!' for secondary fluent and learner pupils. Each academic year.	Q2 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.	Q2 21/22 ●	Annual data is collated every September. Percentages are reported in the Gaelic Education Report to Gaelic Committeem and annually to Scottish Government in the Gaelic Specific Grant report.	Q2 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.	Q2 21/22 ●	Gaelic Digital Hub had additional resourcing added to support teachers during COP2.	Q2 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.	Q2 21/22 ●		Q2 21/22 ●
Ensure a lead officer for Gaelic education will support strategic education reviews, assessments and developments. Each academic year.	Q2 21/22 ●		Q2 21/22 ●
Encourage and support career development opportunities within Gaelic education. Each academic year.	Q2 21/22 ●		Q2 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.	Q2 21/22 ●		Q2 21/22 ●
Work closely with Education Scotland and Stòrlann to develop a Gaelic Grammar Progression Framework that enhances Gaelic learning and teaching. June 2019	Q2 21/22 ●		Q2 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.	Q2 21/22 ●		Q2 21/22 ●
Update Gaelic Medium Additional Support Needs Policy and Guidance; consider and respond to implications e.g. training or resources. June 2019	Q2 21/22 ●		Q2 21/22 ●
Develop and share Highland Council policy and guidance regarding entitlements to Gaelic Medium Primary Education with schools and parents. November each year.	Q2 21/22	Enrolment information updated and available on Highland Council website. Bi-lingual GMPE information leaflet now available online. See Appendix.	Q4 20/21 ●
Work with schools to support accessibility to software and applications specific to Gaelic education on ICT devices. Each academic year.	Q2 21/22 ●	Education Development Officer working with schools to make virtual links between schools and build wider communities.	Q2 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.	Q2 21/22 ●	Highland Virtual Academy Teacher supporting 1 plus 2 languages Development officer with Gaelic drop in support sessions for teachers delivering L2 and L3 Gaelic.	Q2 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	Q2 21/22 ●	Money for the 0-3 contract secured through GLAIF and continue to meet with the Board representatives to agree the outcomes of the project.	Q2 21/22 ●
In conjunction with the Third Sector, create an online training module, introducing Gaelic language to parents and babies/toddlers. June 2019.	Q2 21/22		Q1 19/20 ●
In conjunction with partners, ensure input to HNC Course in Early Learning and Childcare. June 2019	Q2 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.	Q2 21/22	Regular meetings take place between BnG and Gaelic Team officers to promote 0-3. The partnership with CALA has been highlighted as a good model for 0-3 provision.	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.	Q2 21/22 ●	There is now a training package available online for EYPs.	Q2 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	Q2 21/22 ●		Q2 21/22 ●
Agree a sustainable funding package with Bòrd na Gàidhlig for new developments and additional provision to support growth. Annually	Q2 21/22 ●	Glaif funding for Youth Ambassador targeting areas where development is required	Q2 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.	Q2 21/22 ●	Strategic Lead for Secondary met with Education Scotland Officer to discuss curriculum planning for development of the senior phase offering in GME	Q2 21/22 ●
Support ongoing professional development through a training programme to deliver 1+2. Ongoing.	Q2 21/22 ●	All 1 plus 2 training is now available digitally on Highland website. There are also ongoing access to support via drop ins and liaison with 1 plus 2 officer.	Q2 21/22 ●
Audit Gaelic medium capacity in existing provision in order to target and promote expansion. June 2020.	Q2 21/22 ●	As part of the ongoing Catchment Consultations for Gaelic Medium Provisions, Education Officers are auditing capacity within each provision for current pupil numbers and looking at projections using pre-school data.	Q2 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.	Q2 21/22 ●	An audit of ELC improvement plans and Partner Plans has been completed and support targeted where identified as a need.	Q2 21/22 ●
Identify Gaelic community development activities within Associated School Groups, to complement and link with formal Gaelic education provision. Annually.	Q2 21/22 ●	CLD staff in the Gaelic team have established Gaelic Development Plans to formally link with schools and their Gaelic improvement plans. The staff will initially pilot the development plans with a small number of schools.	Q2 21/22 ●
Respond to demand for full Gaelic wraparound care provision. As required	Q2 21/22 ●		Q2 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.	Q2 21/22 ●	All 1 plus 2 training is now available digitally on Highland website. There are also ongoing access to support via drop ins and liaison with 1 plus 2 officer.	Q2 21/22 ●
Work collaboratively with Comhairle nan Eilean Siar and e-Sgoil to expand access to secondary Gaelic subject delivery. Ongoing.	Q2 21/22 ●		Q2 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.	Q2 21/22 ●		Q2 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.	Q2 21/22 ●		Q2 21/22 ●
Support ongoing promotion and marketing material, highlighting the benefits of Gaelic education and bilingualism. Annually.	Q2 21/22 ●		Q2 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.	Q2 21/22 ●		Q2 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.	Q2 21/22 ●		Q2 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.	Q2 21/22 ●	Highland Council Officer invited to working groups for Gaelic Early Years Literacy as part of Northern Alliance and to a Review Group on covid recovery planning for total immersion phase.	Q2 21/22 ●
Encourage schools to promote GME on their websites. Ongoing.	Q2 21/22 ●		Q2 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.	Q2 21/22 ●		Q2 21/22 ●
Support Highland staff in sharing resources within a digital platform. June 2019	Q2 21/22 ●		Q2 21/22 ●
Work with partners to develop resources for Gàidhlig and Gaelic (Learners), for example, reading schemes. Ongoing.	Q2 21/22 ●		Q2 21/22 ●
Enable teachers to have confidence to engage with Gaelic Primary Language Learning materials and provide subsequent feedback relative to their use. Ongoing.	Q2 21/22 ●		Q2 21/22 ●
Highland Council Grammar Working Group, in collaboration with Education Scotland and Stòrlann, create a grammar teaching framework and supporting resources. June 2019.	Q2 21/22 ●		Q2 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.	Q2 21/22 ●		Q2 21/22 ●
Work with Bòrd na Gàidhlig and Partners on a National Gaelic Education Additional Support Needs Strategy and associated resources. Ongoing.	Q2 21/22 ●		Q2 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
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Participate in the work of the National Gaelic Arts Strategy. Autumn 2017 - Autumn 2023	Q2 21/22 ●		Q2 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.	Q2 21/22 ●		Q2 21/22 ●
<b>4.2 Increase profile/usage of Gaelic across the Highlands</b>			
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	Q2 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	Q2 21/22 ●		Q2 21/22 ●
Through Gaelic language classes, encourage adult learners to participate in Provincial and National Mòds. Annually.	Q2 21/22 ●		Q2 21/22 ●
Work with An Comunn Gàidhealach to ensure the number of young people participating in Provincial Mòds remains stable and, when opportunities allow, that the numbers increase. Support Mòd Academy and Mòd Roadshow initiatives when it is appropriate. October 2020	Q2 21/22 ●		Q2 21/22 ●
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.	Q2 21/22 ●		Q2 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	Q2 21/22 ●		Q2 21/22 ●
Work in collaboration with Comunn na Gàidhlig to organise and support sporting activities through the medium of Gaelic. September each year.	Q2 21/22 ●		Q2 21/22 ●
Support and promote arts events. September each year.	Q2 21/22 ●		Q2 21/22 ●
<b>4.3 Opportunities for people to engage with Gaelic through the arts and creative industries</b>			
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.	Q2 21/22 ●		Q2 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	Q2 21/22 ●		Q2 21/22 ●
Continue to work with media and film-making professionals to support the annual Gaelic FilmG Awards. March each year.	Q2 21/22 ●		Q2 21/22 ●

Continue to work with partners to develop a programme of creative writing workshops in schools. March each year.	Q2 21/22 ●		Q2 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.	Q2 21/22 ●		Q2 21/22 ●
Engage with MG ALBA in relation to national issues which may affect Gaelic broadcasting. October 2019.	Q2 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.	Q2 21/22 ●		Q2 21/22 ●
Over the lifetime of the Plan, organise and support exchange visits for young people and adults. October 2019/2021/2023.	Q2 21/22 ●	Planning is ongoing regarding a residential trip to Donegal in March for GM secondary pupils.	Q2 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.	Q2 21/22 ●		Q2 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.	Q2 21/22 ●		Q2 21/22 ●
Reinforce the message that customers who write to The Highland Council in Gaelic are guaranteed a written response in Gaelic. Autumn 2018	Q2 21/22 ●		Q2 21/22 ●
Update and refresh the Gaelic Toolkit which is currently available on the intranet. Summer 2019	Q2 21/22 ●		Q2 21/22 ●
Provide training for front-line staff to use the standard bilingual welcome phrases. Summer 2019.	Q2 21/22		Q2 19/20 ●
Update the online Bilingual Toolkit for Members and The Highland Council staff. Autumn 2019	Q2 21/22 ●		Q2 21/22 ●
Continue the requirement for all Services to use the internal Gaelic Translation Service for quality and consistency. Ongoing	Q2 21/22 ●		Q2 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	Q2 21/22 ●		Q2 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.	Q2 21/22 ●		Q2 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	Q2 21/22 ●		Q2 21/22 ●
Provide training for front-line staff to use the standard bilingual welcome phrases. Ongoing.	Q2 21/22 ●		Q2 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	Q2 21/22 ●	Questions on Gaelic will be included as part of the staff survey.	Q2 21/22 ●
Provide workplace Gaelic Awareness sessions for Elected Members and Council Staff. Autumn 2020	Q2 21/22 ●		Q2 21/22 ●
Explore the potential for using external funding to support Gaelic learning in the workplace. Autumn 2020	Q2 21/22 ●	The Gaelic team staff are working in partnership with Sabhal Mor Ostaig to write up a Gaelic in the Workplace course.	Q2 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.	Q2 21/22 ●		Q2 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.	Q2 21/22 ●		Q2 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	Q2 21/22 ●		Q2 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	Q2 21/22 ●		Q2 21/22 ●

Continue to ensure that Gaelic headings and sub-headings are included in standard contracts, service delivery agreements and associated schedules. Autumn 2020	Q2 21/22 ●		Q2 21/22 ●
Maximise the use of digital technology and social media. Quarterly	Q2 21/22 ●		Q2 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.	Q2 21/22 ●		Q2 21/22 ●
Contribute to, and engage with, the development of VisitScotland's Gaelic Tourism Strategy for Scotland. Ongoing.	Q2 21/22 ●		Q2 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	Q2 21/22 ●		Q2 21/22 ●
Add 'Gaelic Impact' to internal Service process checklists and plans for cultural and sporting events, including the creative industries. Annually	Q2 21/22 ●		Q2 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	Q2 21/22 ●		Q2 21/22 ●
Increase the visibility of Gaelic in retail, commercial development and small businesses signage at the formal planning stage. Annually	Q2 21/22 ●		Q2 21/22 ●
Collaborate with local groups and Ainmean-Àite na h-Alba to promote Gaelic place-names in housing and commercial developments. Ongoing.	Q2 21/22 ●		Q2 21/22 ●
Help to increase the number of participants at, and sponsorship engagement with, Gaelic-related events in the Highlands. Ongoing	Q2 21/22 ●		Q2 21/22 ●
Work in collaboration with key partners to develop a Gaelic tourism strategy for the Highlands. Autumn 2021.	Q2 21/22 ●		Q2 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.	Q2 21/22 ●		Q2 21/22 ●
<b>6.2 Work with partners to develop strategies for the Gaelic jobs' markets, including careers advice</b>			
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.	Q2 21/22 ●		Q2 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.	Q2 21/22 ●	The Highland Council Gaelic team have an MOU with Sabhal Mor Ostaig and within the MOU there is a programme of projects that are delivered in partnership to increase Gaelic opportunities.	Q2 21/22 ●
Continue to work with Sabhal Mòr Ostaig to deliver and implement The Highland Council Gaelic Bursaries Scheme. Annually	Q2 21/22 ●		Q2 21/22 ●
Make Gaelic learning training available to Customer Service staff. Annually	Q2 21/22 ●		Q2 21/22 ●

