

Agenda Item	6
Report No	G/3/22

THE HIGHLAND COUNCIL

Committee: Gaelic Committee

Date: 2 March 2022

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 corporate plans. Consequently, as the GLP is a corporate plan, it is incorporated into the PRMS System, to allow for a more streamlined and focussed reporting system on the implementation of the Plan.
- 1.3 The following report provides performance information relating to Quarter 3, which covers the period 1 October 2021 to 31 December 2021.

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;
 - III. note that 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 funding streams to assist in the delivery of the Plan. The Council's Statutory Gaelic Plan Grants Budget is also 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 Risk - Restrictions and lockdowns have curtailed, limited and in some cases stalled project development and implementation over the past 20 months 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.
- 3.5 Gaelic - Very positive implications regarding the preservation and development of Gaelic language 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.
- 3.6 Climate Change / Carbon Clever – there are no direct implications arising from this report.

4. The Gaelic Language Plan 3 (GLP3)

- 4.1 GLP3 has the following themes which are aligned to Bòrd na Gàidhlig'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 GLP3 has been 'ragged' from April 1st, 2021 to June 30th, 2021 which is Quarter 1 within the PRMS System. Quarter 2 Q2 is ragged from 1st July until the 30th Sept 21. Quarter 3 is ragged Oct 1st to Dec 31st. Quarter 4 is ragged from early January 2022 to March 31st 2022. **see 5.3.**
- 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 illustrated 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	Q2 21/22	Q3 21/22
On Target	87	112	107	105
Slippage	30	5	5	7
No Significant Progress	0	0	0	0
Completed	9	9	14	14
TOTAL	126	126	126	126

More information on these indicators is 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 in a very small number of actions, processes are in place and development meetings underway to bring the initiatives forward.

Slippage is noted within the outcomes for 'Opportunities for elected members and officers to learn Gaelic'. There is currently ongoing operational work in preparation for this outcome. This outcome will be given priority for the new Council from May 2022 and onwards with a deadline of Autumn 2022 for incorporating into the Members Training and Development Programme.

6. Gàidhlig Medium Catchment Areas – Update

6.1 At the present time, the Council has created Gàidhlig Medium catchment areas for 11 of the 20 schools in Highland that offer GME.

Newtonmore PS, and Acharacle PS

Members may recall that at the Committee in May 2021 proposals for GM catchment areas relating to Newtonmore PS and Acharacle PS were considered which subsequently went forward to the Education Committee.

Both public consultation exercises have now been carried out. At the time of writing, papers recommending the creation of the new GM catchments are due to be submitted to the Education Committee on 24 February. The Scheme of Delegation then requires that the decision is ratified at full Council. It is expected that all actions on these proposals will be completed by mid-March and that the new catchment areas will then come into effect.

Glenurquhart PS

At the September 2021 Committee, Members considered a proposal for a Gàidhlig Medium catchment area relating to Glenurquhart PS, which subsequently went forward to the Education Committee. The public consultation exercise began in late November and closed on 4 February 2022. At present views are being sought from Education Scotland before proceeding to the next stage.

Plockton PS, and Lochcarron PS

A consultation on creating GM catchment areas for the above schools was originally approved at Education Committee on 27 February 2020. The consultation started but had to be postponed due to the first national lockdown. Agreement from the Education Committee is being sought to restart this exercise in March 2022.

GM catchment for the new Tain campus

Officials are currently in early discussions with Bòrd na Gàidhlig and Comann nam Pàrant, about a formal consultation for the above.

- 7 Highland Virtual Academy – Gaelic Medium Support** - The Gaelic Team have worked collaboratively with the Education Area Manager for the West and Head Teacher at Acharacle Primary school to provide support for a period where no GME supply was available. The Virtual Academy provided live input from a GME teacher as well as pre-recorded sessions and work was available using Google classroom. The Gaelic Team also worked with Fèis Rois to enhance the offer and ensure access to immersion was available during this period of interruption.

The Head Teacher shared the following feedback,

“With 1.5 GM teacher posts vacant and no applicants, we found ourselves in a very challenging position. The Gaelic team were proactive in coming up with virtual solutions to help. Gaelic Education Officers met with school staff and we drew up a plan where the Gaelic Development Officer as part of Highland Virtual Academy would deliver virtual teaching sessions to C1-3 with in-class support being provided with additional GM PSAs. Along with the live sessions, he provided recorded input that the PSAs could use at other times and also posted work tasks in the Google classroom for them to complete. The support was flexible and both the officer and the school staff worked very well together ensuring excellent provision for our infant GM pupils.”

8 GLAIF Projects

- 8.1 The table below illustrates ongoing projects, currently funded by Bòrd na Gàidhlig’s Gaelic Language Act Implementation Fund. Gaelic Team Officers are actively working on the outcomes of these projects. Recent highlights from ongoing GLAIF projects are shared below.

Year	Project
2021-22	Gaelic Youth Ambassador (Champion)
2021-22	Program Taic BSGP
2021-22	Gàidhlig agus Cultur – Coimhearsnachd Geàrrloch
2021-22	Gàidhlig airson Inbhich
2021-22	Birth to Three Strategic Partnership
2021-22	Ball-coise Gàidhlig
2021-22	Gàidhlig anns a’ Choimhearsnachd
2019-20*	Gaelic Sports Leadership
2019-20*	Club Spors BSGLA

*Funding carried forward due to Covid impact.

Gaelic Youth Ambassador - The Gaelic Team received funding from Bòrd na Gàidhlig to create the post of Gaelic Youth Engagement Officer. The purpose of the post is to deliver inspirational and interactive Gaelic activities to engage young people and to support and develop the youth voice in the local community and in other areas across Highlands. A key role of this post will be to develop positive relationships with primary and secondary schools and other local stakeholders with the aim of ensuring maximum Youth Voice engagement. The post is being advertised via the Council's standard recruitment process and on its social media platforms.

9. High Life Highland (HLH)

9.1 Spirit of the Highlands and Islands

The Inverness Castle and *Spirit of the Highlands and Islands* project team have implemented Gaelic language in various project outputs.

The project has benefitted from funding given by Bòrd na Gàidhlig to create two new Gaelic Advisor posts within the project team and these posts were appointed in November 2021. They have subsequently been working on improving Gaelic translation and developing the use of Gaelic culture throughout the project, especially in design elements. The project team are delighted to be working closely with these Gaelic Advisors on the project.

Gaelic translation and culture are considered as central to the creative and digital outputs being developed to ensure a seamless connection between the language and project assets. All hoardings and signage are created in English and Gaelic, and project social media and digital platforms include translation where appropriate and aim to highlight Gaelic culture through posts, tags and cross-promotion.

Gaelic is represented in story submissions from the community which have been gathered in the project digital archive, Spirit: Stories. These have a strong connection to spoken word, heritage, culture and music, song and dance. These stories will be published online and associated to locations when our project digital archive is launched in late Spring 2022.

9.2 Gaelic and The Tapestry of the Highlands and Islands

The Tapestry of the Highlands and Islands is a major community arts project which will be led by the creative team behind The Great Tapestry of Scotland and feature panels from across the project area depicting community stories and regional landscapes.

Gaelic Advisors have provided feedback on the initial themes and narrative script for the tapestry ensuring that Gaelic forms the basis of many panels and is correctly used both in translation and in cultural inclusion throughout the art piece. Gaelic poetry and song will also be used to enhance the accompanying audio created for the tapestry.

9.3 Gaelic and VisitScotland

VisitScotland are working with the *Spirit of the Highlands and Islands* project team to develop a multi-channel marketing campaign which will showcase the natural and cultural heritage of the region. This aims to inspire visitors pre-arrival to explore the region at different times of the year and influence a greater geographic spread of visitors around the Highlands and Islands.

Gaelic elements are crucial to the success of marketing the region. VisitScotland have pre-established networks for Gaelic translation. They will work closely with Gaelic

Advisors to ensure the representation of Gaelic-speaking areas and appropriate themes throughout project marketing activity.

9.4 **Gaelic and Inverness Castle Design**

Mather and Co., castle design partners, have been working extremely closely with project Gaelic Advisors on the design concepts for the immersive visitor experience being installed in Inverness Castle. This has included regular meetings and creative workshops to explore the language, connection to landscape and Gaelic culture which will be a key feature of the experience for visitors.

They are working with the wider project team to create a coherent approach to the inclusion of Gaelic across the project. Current focus is on the correct translation of room themes and cultural sentiment within the visitor experience.

Roddy Maclean is also advising on the creation of a Gàrradh Gàidhealach / Gaelic Garden. The choice of species for this garden is based upon their possessing a Gaelic narrative due to their recognition and usage in the traditional Gaelic culture of the Scottish Highlands. These blooms will populate the landscape around the Castle hill site and be accompanied with Gaelic interpretation (audio, text, digital elements). The Gàrradh Gàidhealach / Gaelic Garden will display plants that have stories and heritage attached to them, that will allow for a strong narrative interaction between guides/storytellers and visitors.

9.5 **Gaelic and Spirit:360 Commissions**

Spirit: 360 is an artists commissioning programme to develop unique pieces based on stories submitted to the *Spirit of the Highlands and Islands* project by the community.

Resident artists across the region were invited to apply, in English and Gaelic, for small funding grants to create artworks which reflected project themes. Within these, there are 7 commissions which feature Gaelic language and culture. Please see table in **Appendix 2** for detail on these submissions.

Designation: ECO, Performance and Governance






Date: 16 February 2022






Author: Lena Walker, Gaelic Development Manager
Morag Anna MacLeod Mitchell, Gaelic Development Officer






Background Papers:


SUMMARY OF GAELIC LANGUAGE PLAN THEMES

APPENDIX 1






Theme 1 - Gaelic in the Home, Early Learning and Childcare Q3 21/22	
 completed to date	0
	6
	0
	0
	0

Theme 2 - Gaelic in the Community Q3 21/22	
 completed to date	1
	14
	1
	0
	0

Theme 3 - Gaelic in Education Q3 21/22	
 completed to date	10
	42
	0
	0
	0

Theme 4 - Gaelic in the Arts, Culture and Heritage Q3 21/22	
 completed to date	2
	15
	1
	0
	0

Theme 5 - Gaelic in the Workplace Q3 21/22	
 completed to date	1
	17
	2
	0
	0

Theme 6 - The Social, Economic and Cultural Value of Gaelic Q3 21/22	
 completed to date	0
	13
	1
	0
	0

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

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

Enabling Action	RAG	Comment	Latest Update
Undertake a survey of parents/guardians of children accessing Gaelic education to create a linguistic Gaelic skills-based audit for future planning of services to support learning in the home. Autumn 2018, Autumn 2020, Autumn 2022	Q3 21/22 ●	Slight delay in questionnaire going to parents, aiming to progress with the project following the mid term break.	Q3 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.	Q3 21/22 ●		Q3 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.	Q3 21/22 ●	Online events on track and face to face sessions as and when restrictions regarding the Covid pandemic allow	Q3 21/22 ●
Work with partners to organise and expand initiatives such as the Gaelic Family Learning Week. Annually.	Q3 21/22 ●	On target to take place in Sleat in July 2022.	Q3 21/22 ●
Deliver a varied programme of GME promotional events aimed at families of pre-school children. In February of each school session .	Q3 21/22 ●	The Gaelic team are planning GME awareness and promotional events targeting ELC parents in February and March 2022.	Q3 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. Reported annually, in June	Q3 21/22 ●		Q3 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.	Q3 21/22 ●	Activities re-starting as lets become available.	Q3 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.	Q3 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.	Q3 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.	Q3 21/22 ●	Some extra-curricular activities happening on a regular basis and planning in progress for future ad hoc activities	Q3 21/22 ●

Continue with and support a programme of community-based adult learning classes. Annually.	Q3 21/22 ●	A wide range of adult learning classes now taking place.	Q3 21/22 ●
Further develop the Adult Literacy Initiative through a programme of classes aimed at speakers whose first language is Gaelic. Annually.	Q3 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.	Q3 21/22 ●
Establish a programme of training for Gaelic tutors. Annually.	Q3 21/22 ●	Planning in progress	Q3 21/22 ●
Provide opportunities for inter-generational Gaelic usage, particularly between senior citizens and young people. May of each school session.	Q3 21/22 ●	Difficulties regarding the latest outbreak of the Omicron variant has put plans on hold for face to face interaction. Looking into alternative ways in which events can happen	Q3 21/22 ●
Organise and deliver Seachdain nan Deugairean for fluent and learner secondary pupils each year at SMO. Annually.	Q3 21/22 ●	Seachdain na Deugairean is planned to take place in February/March, if SMO agree to the project going ahead.	Q3 21/22 ●
Enhance community learning and development liaison within stand-alone Gaelic education provision. September of each school session.	Q3 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.	Q3 21/22 ●
Work with partners to deliver a programme of Arts and Sporting activities around GM stand-alone schools. September of each school session.	Q3 21/22 ●	Activities slightly hampered by restrictions on school lets but gradually getting going again as restrictions are lifted.	Q3 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.	Q3 21/22 ●		Q3 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.	Q3 21/22 ●	Planning in progress for future events	Q3 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.	Q3 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.	Q3 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.	Q3 21/22 ●	The Gaelic Team are planning to organise various events to celebrate the Seachdain na Gaidhlig in March 2022	Q3 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	Q3 21/22		Q1 19/20 ●
Produce pre-school enrolment information that promotes the benefits of bilingualism through Gaelic education. February each school session.	Q3 21/22 ●		Q3 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.	Q3 21/22 ●	Highland Council is represented on the new Senior Pathways for GME working group chaired by Scot Gov. Also represented at the GME Leadership Development group chaired by Director of GME BnaG	Q3 21/22 ●
Work with Bòrd na Gàidhlig on a national Gaelic Education Workforce Planning Strategy. Each Academic year.	Q3 21/22 ●		Q3 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.	Q3 21/22 ●	ESO works with Strategic Leads and contributes to workstreams on GME as part of wider Op Plans in Education and Learning	Q3 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.	Q3 21/22 ●	Highland Council is active in the Northern Alliance Emerging Literacy Group who are looking an assessment and supporting Dyslexia in GME	Q3 21/22 ●
Review and update existing Highland Council Additional Support Needs policy and guidance for Gaelic Medium Education. Target date June 2019.	Q3 21/22 ●		Q3 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.	Q3 21/22 ●	Highland Council are represented on the Board of Directors of Storlann with other LA reps.	Q3 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.	Q3 21/22 ●	Digital drop in sessions hosted term 2 for all GME teachers	Q3 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.	Q3 21/22 ●	Oideas Podcast - ongoing development with SMO to support probationers. Digital drop in for GME probationers hosted Term 2	Q3 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.	Q3 21/22 ●		Q3 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.	Q3 21/22 ●		Q3 21/22 ●
Work with partners to deliver the annual Gaelic careers event 'Siuthad!' for secondary fluent and learner pupils. Each academic year.	Q3 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.	Q3 21/22 ●	September pupil number census completed, pupil numbers have increased in Primary Schools by 2.22% to 1082 pupils P1-7	Q3 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.	Q3 21/22 ●	Collaborative regional working on GLEANS	Q3 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.	Q3 21/22 ●	Scottish Government Gaelic Capital investment in BSGLA and Dunvegan	Q3 21/22 ●
Ensure a lead officer for Gaelic education will support strategic education reviews, assessments and developments. Each academic year.	Q3 21/22 ●	Strategic Leadership regularly engage and discuss developments with ESO	Q3 21/22 ●
Encourage and support career development opportunities within Gaelic education. Each academic year.	Q3 21/22 ●		Q3 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.	Q3 21/22 ●	FnanG currently delivering a Gaelic Culture program in the West 'updates for Treòir Voar Virr project'	Q3 21/22 ●
Work closely with Education Scotland and Storlann to develop a Gaelic Grammar Progression Framework that enhances Gaelic learning and teaching. June 2019	Q3 21/22 ●	Grammar progression framework completed to draft stages and shared with partners.	Q3 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.	Q3 21/22 ●		Q3 21/22 ●
Update Gaelic Medium Additional Support Needs Policy and Guidance; consider and respond to implications e.g. training or resources. June 2019	Q3 21/22 ●		Q3 21/22 ●
Develop and share Highland Council policy and guidance regarding entitlements to Gaelic Medium Primary Education with schools and parents. November each year.	Q3 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.	Q3 21/22 ●	Digital Christmas community events linking schools across Highland hosted Term 2	Q3 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.	Q3 21/22 ●	Education Development Officer continuing to liaise with THC 1+2 DO and support schools requiring help through GLL courses and self-study modules	Q3 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	Q3 21/22		Q2 21/22 ●
In conjunction with the Third Sector, create an online training module, introducing Gaelic language to parents and babies/toddlers. June 2019.	Q3 21/22		Q1 19/20 ●
In conjunction with partners, ensure input to HNC Course in Early Learning and Childcare. June 2019	Q3 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.	Q3 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.	Q3 21/22		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	Q3 21/22 ●	Feasibility Study 3-18	Q3 21/22 ●
Agree a sustainable funding package with Bòrd na Gàidhlig for new developments and additional provision to support growth. Annually	Q3 21/22 ●	Continuing to progress GLAIF projects that support outcomes for pupils - current focus on Pupil Voice in Secondary GME	Q3 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.	Q3 21/22 ●	Continuing regular engagement with Education Scotland Officer collaborating with secondary GME SMT to explore GME curriculums	Q3 21/22 ●
Support ongoing professional development through a training programme to deliver 1+2. Ongoing.	Q3 21/22		Q2 21/22 ●
Audit Gaelic medium capacity in existing provision in order to target and promote expansion. June 2020.	Q3 21/22 ●	Pupils numbers assessed as part of staffing reviews in May every year. Catchment Consultations undertake projection and capacity audits and include in Statutory Consultation process.	Q3 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.	Q3 21/22		Q2 21/22 ●
Identify Gaelic community development activities within Associated School Groups, to complement and link with formal Gaelic education provision. Annually.	Q3 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.	Q3 21/22 ●
Respond to demand for full Gaelic wraparound care provision. As required	Q3 21/22 ●	Ongoing Gaelic representation in HC ELC Subgroup to represent Gaelic Medium provisions	Q3 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.	Q3 21/22		Q2 21/22 ●

Work collaboratively with Comhairle nan Eilean Siar and e-Sgoil to expand access to secondary Gaelic subject delivery. Ongoing.	Q3 21/22 ●		Q3 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.	Q3 21/22 ●	Job Specification of Youth Champion includes engagement on pupil choice during transition stages	Q3 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.	Q3 21/22 ●		Q3 21/22 ●
Support ongoing promotion and marketing material, highlighting the benefits of Gaelic education and bilingualism. Annually.	Q3 21/22 ●	HC Corporate Communications officer creating promotional material for social media as part of enrolment promotion	Q3 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.	Q3 21/22 ●	Enrolment page on website updated for HC staff	Q3 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.	Q3 21/22 ●	Education Development Officer delivering GLL courses online as part of the Northern Alliance 1+2 training provision, plus self-study Gaelic PLL modules sited on NA sharepoint site	Q3 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.	Q3 21/22 ●	Education Development Officer working with NA colleagues to deliver Gaelic 1+2 support and training across the RIC	Q3 21/22 ●
Encourage schools to promote GME on their websites. Ongoing.	Q3 21/22 ●	All schools with GME provision contacted with information on how Gaelic Team can support with websites and school handbooks	Q3 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.	Q3 21/22 ●		Q3 21/22 ●
Support Highland staff in sharing resources within a digital platform. June 2019	Q3 21/22 ●	Gaelic Sharepoint staff under development	Q3 21/22 ●
Work with partners to develop resources for Gàidhlig and Gaelic (Learners), for example, reading schemes. Ongoing.	Q3 21/22 ●		Q3 21/22 ●
Enable teachers to have confidence to engage with Gaelic Primary Language Learning materials and provide subsequent feedback relative to their use. Ongoing.	Q3 21/22 ●	Education Development Officer delivering online GLL courses plus self-study modules created as part of the Northern Alliance 1+2 training provision	Q3 21/22 ●
Highland Council Grammar Working Group, in collaboration with Education Scotland and Stòrlann, create a grammar teaching framework and supporting resources. June 2019.	Q3 21/22 ●		Q3 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.	Q3 21/22 ●		Q3 21/22 ●

Work with Bòrd na Gàidhlig and Partners on a National Gaelic Education Additional Support Needs Strategy and associated resources. Ongoing.	Q3 21/22 ●	Q3 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	Q3 21/22 ●		Q3 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.	Q3 21/22 ●		Q3 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	Q3 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	Q3 21/22 ●		Q3 21/22 ●
Through Gaelic language classes, encourage adult learners to participate in Provincial and National Mòds. Annually.	Q3 21/22 ●		Q3 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	Q3 21/22 ●		Q3 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.	Q3 21/22 ●		Q3 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	Q3 21/22 ●		Q3 21/22 ●
Work in collaboration with Comunn na Gàidhlig to organise and support sporting activities through the medium of Gaelic. September each year.	Q3 21/22 ●		Q3 21/22 ●
Support and promote arts events. September each year.	Q3 21/22 ●		Q3 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.	Q3 21/22 ●		Q3 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	Q3 21/22 ●		Q3 21/22 ●
Continue to work with media and film-making professionals to support the annual Gaelic FilmG Awards. March each year.	Q3 21/22 ●		Q3 21/22 ●
Continue to work with partners to develop a programme of creative writing workshops in schools. March each year.	Q3 21/22 ●		Q3 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.	Q3 21/22 ●		Q3 21/22 ●
Engage with MG ALBA in relation to national issues which may affect Gaelic broadcasting. October 2019.	Q3 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.	Q3 21/22 ●	Aim to meet and discuss with SMO in Spring	Q3 21/22 ●
Over the lifetime of the Plan, organise and support exchange visits for young people and adults. October 2019/2021/2023.	Q3 21/22 ●	The date of the residential trip to Donegal has been postponed until later in the year due to the latest Omicron outbreak but planning still going ahead	Q3 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.	Q3 21/22 ●		Q3 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.	Q3 21/22 ●		Q3 21/22 ●
Reinforce the message that customers who write to The Highland Council in Gaelic are guaranteed a written response in Gaelic. Autumn 2018	Q3 21/22 ●		Q3 21/22 ●
Update and refresh the Gaelic Toolkit which is currently available on the intranet. Summer 2019	Q3 21/22 ●	This will be taken forward by the Graduate Intern	Q3 21/22 ●

Provide training for front-line staff to use the standard bilingual welcome phrases. Summer 2019.	Q3 21/22		Q2 19/20 ●
Provide training for front-line staff to use the standard bilingual welcome phrases. Ongoing.	Q3 21/22 ●		Q3 21/22 ●
Update the online Bilingual Toolkit for Members and The Highland Council staff. Autumn 2019	Q3 21/22 ●		Q3 21/22 ●
Continue the requirement for all Services to use the internal Gaelic Translation Service for quality and consistency. Ongoing	Q3 21/22 ●		Q3 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	Q3 21/22 ●		Q3 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.	Q3 21/22 ●	This will be taken forward when we appoint the Graduate Intern	Q3 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	Q3 21/22 ●		Q3 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	Q3 21/22 ●		Q3 21/22 ●
Provide workplace Gaelic Awareness sessions for Elected Members and Council Staff. Autumn 2020	Q3 21/22 ●		Q3 21/22 ●
Explore the potential for using external funding to support Gaelic learning in the workplace. Autumn 2020	Q3 21/22 ●	Slight delay but progression being made in partnership with SMO.	Q3 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.	Q3 21/22 ●		Q3 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.	Q3 21/22 ●	Gaelic learning classes widely publicised.	Q3 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	Q3 21/22 ●		Q3 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	Q3 21/22 ●		Q3 21/22 ●
Continue to ensure that Gaelic headings and sub-headings are included in standard contracts, service delivery agreements and associated schedules. Autumn 2020	Q3 21/22 ●		Q3 21/22 ●
Maximise the use of digital technology and social media. Quarterly	Q3 21/22 ●		Q3 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.	Q3 21/22 ●		Q3 21/22 ●
Contribute to, and engage with, the development of VisitScotland's Gaelic Tourism Strategy for Scotland. Ongoing.	Q3 21/22 ●		Q3 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	Q3 21/22 ●		Q3 21/22 ●
Add 'Gaelic Impact' to internal Service process checklists and plans for cultural and sporting events, including the creative industries. Annually	Q3 21/22 ●		Q3 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	Q3 21/22 ●		Q3 21/22 ●
Increase the visibility of Gaelic in retail, commercial development and small businesses signage at the formal planning stage. Annually	Q3 21/22 ●		Q3 21/22 ●
Collaborate with local groups and Ainmean-Àite na h-Alba to promote Gaelic place-names in housing and commercial developments. Ongoing.	Q3 21/22 ●		Q3 21/22 ●
Help to increase the number of participants at, and sponsorship engagement with, Gaelic-related events in the Highlands. Ongoing	Q3 21/22 ●		Q3 21/22 ●
Work in collaboration with key partners to develop a Gaelic tourism strategy for the Highlands. Autumn 2021.	Q3 21/22 ●		Q3 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.	Q3 21/22 ●		Q3 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.	Q3 21/22 ●		Q3 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.	Q3 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.	Q3 21/22 ●
Continue to work with Sabhal Mòr Ostaig to deliver and implement The Highland Council Gaelic Bursaries Scheme. Annually	Q3 21/22 ●		Q3 21/22 ●
Make Gaelic learning training available to Customer Service staff. Annually	Q3 21/22 ●	Online training will be made available	Q3 21/22 ●

Appendix 2

Artist	Medium	Description
Thomas Keyes	Insular Manuscripts	A traditional Celtic manuscript page on parchment inspired by a local Gaelic folk story. All of the materials will be created from natural sustainable sources collected within the Highlands and processed using traditional craft techniques. The story will be one of the tales of the Fianna.
Roddy Gorman	Bàrdachd (Poet)	A series of poems based on lockdown in Skye.
Màiri Anna NicUalraig	Singer, musician, composer, and lyricist	Pulling together versions of the longest Gaelic song [about 15 mins in duration], only sung in parts as it is so long, and producing from this a story written from the woman's point of view.
Angus MacKenzie and Murdo Cameron	Traditional Scottish Music	To write and record a piece of music approx 4-5 minutes long (inspired by the story of feral goats).
Christina Stewart and Grace Stewart-Skinner	Oral tradition and music	To create a new piece of music with spoken words collated from ephemera and accounts of the restaurant, inspired by the rose window, its design and its significance for local residents.
Lauren MacColl	Folk music - performance, education and creation	5 minute instrumental piece which imagines both the rural life Isabella MacTavish may have led, and also incorporates found sound from Ruthven, the locality she lived in which has changed very little from the time of her life. Thus emphasising the concept of dùthchas.
Eòghan Stiùbhart	Gàidhlig Bàrd and short film maker	To write a new piece of bàrdachd surrounding a famous game of shinty between Strath Glas and Glen Urquhart. The artist will interview locals and make a film of the poem with images from the area.