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| **Cuspair Clàir-ghnothaich** | 6 |
| **Àir. Aithisge** | G/3/22 |

**COMHAIRLE NA GÀIDHEALTACHD**

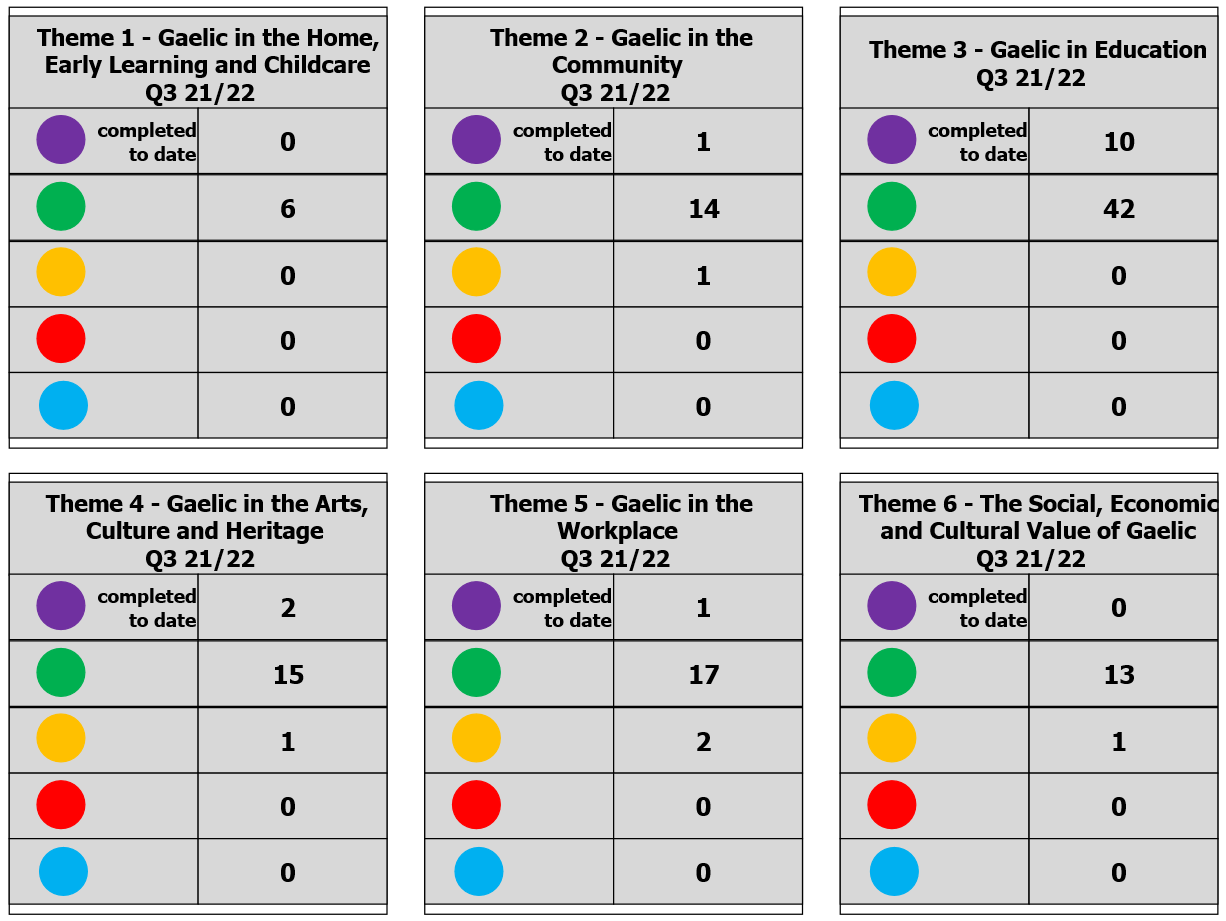
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| **Comataidh:** | **Comataidh na Gàidhlig** |
| **Ceann-latha:** | **2 Màrt 2022** |
| **Tiotal Aithisge:** | **Adhartas mu Choinneamh Plana na Gàidhlig 3 – Aithisg Ràitheil agus Pròiseas Sgrùdaidh** |
| **Aithisg le:** | **Àrd-Oifigear Gnìomhach, Coileanadh agus Riaghlachas** |

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| **1.** | **Adhbhar/Geàrr-chunntas Gnìomhach** |
| 1.1  1.2 | ’S e prìomh adhbhar na h-aithisge fios a thoirt do Bhuill mun dòigh sa bheilear a’ sgrùdadh Plana na Gàidhlig 3 (PnG3).  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 | Tha an aithisg a leanas a’ toirt seachad fiosrachadh coileanaidh a’ buntainn ri Cairteal 3, a tha a’ còmhdach na h-ùine bho 1 Dàmhair 2021 gu 31 Dùbhlachd 2021. |
| **2.** | **Molaidhean** |
| 2.1 | Thathar ag iarraidh air Buill:   1. 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 lìbhrigeadh PnG3; 2. toirt fa-near dhan adhartas is dha na dùbhlain a tha an lùib a bhith a’ buileachadh cuid de ghnìomhan comasachaidh a’ Phlana; agus 3. toirt fa-near gu bheil na dùbhlain gu mòr air sàillibh Covid-19, 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 lìbhrigeadh. |
| **3.** | **Buaidhean** |
| 3.1 | Goireas – A bharrachd air maoineachadh Chomhairle na Gàidhealtachd, tha maoineachadh tabhartais cuideachd air a thoirt seachad le Riaghaltas na h-Alba agus diofar shruthan maoineachaidh Bhòrd na Gàidhlig airson cuideachadh le bhith a’ lìbhrigeadh a’ Phlana. Tha Buidseat Thabhartasan Plana Gàidhlig Reachdail na Comhairle air a chleachdadh cuideachd 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 lìbhrigeadh. |
| 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 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 | Cunnart – Tha riaghailtean is glasaidhean-sluaigh air bacadh a chur air leasachadh is buileachadh phròiseactan, no air an cuingealachadh, no air an stad thairis air an 20 mìos a chaidh seachad. Ach a dh’aindeoin seo, tro bhith a’ dèanamh deagh fheum de theicneòlasan air-loidhne, 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 lìbhrigeadh gu soirbheachail san ràith seo seach nach eil bacaidhean a’ ghlasaidh cho teann. |
| 3.5 | Gàidhlig – Tha buaidhean fìor mhath air gleidheadh is leasachadh cànan is cultar na Gàidhlig thar nan roinnean is nam buidhnean-aoise uile, agus tha i cuideachd a’ neartachadh luach sòisealta is eaconamach na Gàidhlig is a cultair co-cheangailte. |
| 3.6 | Atharrachadh Gnàth-shìde/Carbon Ciallach – Chan eil buaidhean sam bith ann mar thoradh air an aithisg seo. |

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| **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 1 bhon 1 Giblean gu 30 Ògmhios 2021. Tha Cairteal 2 bhon 1 Iuchar gu 30 Sultain 2021. Tha Cairteal 3 bhon 1 Dàmhair gu 31 Dùbhlachd 2021. Tha Cairteal 4 bho thràth san Fhaoilleach 2022 gu 31 Màrt 2022. Faicibh 5.3. |
| 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’ còmhdach 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 |

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| 5.3 | Thathar a’ toirt geàrr-chunntas de na taisbeanairean airson Cairteal 1 gu 4 sa chlàr gu h-ìosal. Tha seo a’ sealltainn gu bheil adhartas susbainteach air a bhith ann an inbhe nan gnìomhan bhon chairteal mu dheireadh:   |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Inbhe Gnìomha** | **C4 20/21** | **C1 21/22** | **C2**  **21/22** | **C3**  **21/22** | | **Air an t-Slighe Cheart** | 87 | 112 | 107 | 105 | | **Air Sleamhnachadh** | 30 | 5 | 5 | 7 | | **Gun Adhartas Susbainteach** | 0 | 0 | 0 | 0 | | **Air an Crìochnachadh** | 9 | 9 | 14 | 14 | | IOMLAN | 126 | 126 | 126 | 126 |   Tha tuilleadh fiosrachaidh mu na taisbeanairean seo air a thoirt seachad 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 a’ phaindeamaig nàiseanta. Far am b’ urrainnear idir, tha Sgioba na Gàidhlig air dòighean-obrach is air atharrachaidhean a chur an gnìomh gus lìbhrigeadh mu choinneimh thargaidean PnG3. Ged a tha sleamhnachadh ann gu ìre ann an àireamh fìor bheag de ghnìomhan, tha pròiseasan air an suidheachadh agus thathar a’ cumail choinneamhan leasachaidh airson na h-iomairtean a ghluasad air adhart.  Thathar a’ toirt fa-near gu bheil sleamhnachadh taobh a-staigh nan toraidhean airson ‘Cothroman do bhuill thaghte is oifigearan a’ Ghàidhlig ionnsachadh’. Thathar a’ dèanamh obair leantainneach an-dràsta gus ullachadh airson an toraidh seo. Thèid prìomhachas a thoirt dhan toradh seo airson na Comhairle ùir bho Chèitean 2022 agus air adhart le ceann-latha dhen Fhoghar 2022 airson a bhith a’ toirt seo an lùib Prògram Trèanaidh is Leasachaidh nam Ball. |
| **6.** | **Sgìrean-sgoile Foghlam tron Ghàidhlig – Cunntas às Ùr** |
| 6.1 | Aig an àm seo, tha a’ Chomhairle air sgìrean-sgoile Foghlam tron Ghàidhlig (FtG) a chruthachadh airson 11 de na 20 sgoiltean sa Ghàidhealtachd a tha a’ tabhann FtG.  Bun-Sgoil Bhaile Ùr an t-Slèibh agus Bun-Sgoil Àth Tharracail  Math dh’fhaodte gum bi cuimhne aig Buill gun deach beachdachadh, aig a’ Chomataidh sa Chèitean 2021, air molaidhean airson sgìrean-sgoile FtG a’ buntainn ri Bun-Sgoil Bhaile Ùr an t-Slèibh agus Bun-Sgoil Àth Tharracail agus gun deach seo air adhart às dèidh sin gu Comataidh an Fhoghlaim.  Chaidh an dà eacarsaich cho-chomhairle phoblaich a ghabhail os làimh. Aig àm sgrìobhaidh, thathar an dùil pàipearan a chur a-steach gu Comataidh an Fhoghlaim air 24 Gearran a’ moladh gun tèid na sgìrean-sgoile ùra a chruthachadh. Tha an Sgeama Tiomnaidh an uair sin ag iarraidh gun tèid an co-dhùnadh aontachadh aig an làn-Chomhairle. Thathar an dùil gum bi na gnìomhan uile co-cheangailte ris na molaidhean seo crìochnaichte ro mheadhan a’ Mhàirt agus gun tig na sgìrean-sgoile gu bith an uair sin.  Bun-Sgoil Ghlinn Urchadain  Aig Comataidh na Sultaine 2021, bheachdaich Buill air moladh airson sgìre-sgoile FtG a’ buntainn ri Bun-Sgoil Ghlinn Urchadain, agus chaidh seo air adhart às dèidh sin gu Comataidh an Fhoghlaim. Thòisich an eacarsaich cho-chomhairle phoblaich aig deireadh na Samhna agus dhùin i air 4 Gearran 2022. Thathar an-dràsta a’ sireadh bheachdan bho Fhoghlam Alba mus tèid cùisean air adhart chun na h-ath ìre.  Bun-Sgoil a’ Phluic agus Bun-Sgoil Loch Carrann  Chaidh co-chomhairle mu bhith a’ cruthachadh sgìrean-sgoile FtG airson nan sgoiltean gu h-àrd aontachadh an toiseach aig Comataidh an Fhoghlaim air 27 Gearran 2020. Thòisich a’ cho-chomhairle ach b’ fheudar dàil a chur innte nuair a thàinig a’ chiad ghlasadh-sluaigh nàiseanta. Thathar a’ sireadh aonta bho Chomataidh an Fhoghlaim an eacarsaich seo a thòiseachadh às ùr sa Mhàrt 2022.  Sgìre-sgoile FtG airson Campas Ùr Bhaile Dhubhthaich  Tha oifigearan an-dràsta a’ cumail chòmhraidhean tràtha le Bòrd na Gàidhlig agus Comann nam Pàrant, mu cho-chomhairle fhoirmeil airson na sgìre-sgoile gu h-àrd. |
| **7.**  7.1 | **Acadamaidh Bhiortail na Gàidhealtachd – Taic airson Foghlam tron Ghàidhlig**  Tha Sgioba na Gàidhlig air obrachadh ann an co-bhann le Manaidsear Foghlaim na Sgìre an Iar agus Ceannard Bun-Sgoil Àth Tharracail gus taic a thoirt seachad airson ùine nuair nach robh solar FtG ri fhaotainn. Thug an Acadamaidh Bhiortail seachad  cuideachadh beò bho thidsear FtG a bharrachd air seiseanan a chaidh a chlàradh ro làimh agus bha obair air a stèidheachadh cuideachd tro chlasrum Google. Dh’obraich Sgioba na Gàidhlig cuideachd le Fèis Rois gus cur ris na bhathar a’ tabhann agus gus dèanamh cinnteach gun robh cothrom aig a’ chloinn air bogadh sa chànan tron ùine seo nuair a bha briseadh air suidheachadh a’ chlasa. |
|  | Thug an Ceannard seachad am fios air ais a leanas:  *“Le 1.5 dreuchdan tidsear FtG bàn agus gun thagraichean againn, bha sinn ann an suidheachadh gu math dùbhlanach. Bha Sgioba na Gàidhlig dìcheallach ann a bhith a’ lorg dhòighean bhiortail airson ar cuideachadh. Choinnich Oifigearan Leasachaidh Gàidhlig le luchd-obrach sgoile agus chuir sinn plana air dòigh far an toireadh Oifigear Leasachaidh na Gàidhlig – mar phàirt de Acadamaidh Bhiortail na Gàidhealtachd – seachad seiseanan teagaisg bhiortail do Chlas 1-3 le taic sa chlas fhèin ga thoirt seachad le Luchd-cuideachaidh Taic Sgoilearan FtG a bharrachd. Cuide ris na seiseanan beò, thug e seachad stuth a dh’fhaodadh an Luchd-cuideachaidh Taic Sgoilearan a chleachdadh aig amannan eile agus chuir e cuideachd gnìomhan obrach suas dhaibh ann an clasrum Google. Bha an taic subailte agus bha an dà chuid an t-oifigear agus luchd-obrach na sgoile ag obair gu math còmhla, a’ dèanamh cinnteach gun robh solar sàr-mhath ann do na sgoilearan òga againn ann am FtG.”* |
| **8.** | **Pròiseactan GLAIF** |
| 8.1  8.2 | Tha an clàr gu h-ìosal a’ sealltainn phròiseactan leantainneach a tha an-dràsta air am maoineachadh le Maoin Buileachaidh Achd na Gàidhlig (GLAIF) aig Bòrd na Gàidhlig. Tha oifigearan Sgioba na Gàidhlig gu gnìomhach ag obair air toraidhean nam pròiseactan seo. Tha pròiseactan leantainneach GLAIF air an sealltainn gu h-ìosal.   |  |  | | --- | --- | | Bliadhna | Pròiseact | | 2021-22 | Tosgaire Òg na Gàidhlig (Gaisgeach) | | 2021-22 | Prògram Taic BSGP | | 2021-22 | Gàidhlig agus Cultar – Coimhearsnachd Gheàrrloch | | 2021-22 | Gàidhlig airson Inbhich | | 2021-22 | Com-pàirteachas Ro-innleachdail Breith gu Trì | | 2021-22 | Ball-coise Gàidhlig | | 2021-22 | Gàidhlig anns a’ Choimhearsnachd | | 2019-20\* | Ceannardas Spòrs Ghàidhlig | | 2019-20\* | Club Spòrs BSGLA |   **\***Maoineachadh air a ghiùlain air adhart air sàillibh buaidh Covid.  **Tosgaire Òg na Gàidhlig** – Fhuair Sgioba na Gàidhlig maoineachadh bho Bhòrd na Gàidhlig airson dreuchd Oifigear Com-pàirteachadh Òigridh na Gàidhlig a chruthachadh. ’S e adhbhar na dreuchd gnìomhan Gàidhlig brosnachail is eadar-obrachail a lìbhrigeadh gus ceangal a thogail le daoine òga agus taic is leasachadh a thoirt air guth na h-òigridh anns a’ choimhearsnachd ionadail agus ann an sgìrean eile air feadh na Gàidhealtachd. ’S e prìomh phàirt dhen dreuchd seo a bhith a’ leasachadh dhàimhean matha le bun-sgoiltean is àrd-sgoiltean agus luchd-ùidhe ionadail eile leis an amas a bhith a’ dèanamh cinnteach à com-pàirteachas cho math ’s a ghabhas le Guth na h-Òigridh. Thathar a’ sanasachd na dreuchd tro phròiseas fhastaidh choitcheann na Comhairle agus air na meadhanan sòisealta aice. |
| **9.** | **High Life na Gàidhealtachd (HLH)** |
| 9.1 | **Spiorad na Gàidhealtachd is nan Eilean**  Tha sgioba pròiseict Caisteal Inbhir Nis agus *Spiorad na Gàidhealtachd is nan Eilean* air a’ Ghàidhlig a chur an gnìomh ann an grunn phròiseactan. Tha am pròiseact air buannachd fhaighinn bho mhaoineachadh a chaidh a thoirt seachad le Bòrd na Gàidhlig gus dà dhreuchd Chomhairleach Gàidhlig a chruthachadh taobh a-staigh sgioba a’ phròiseict agus chaidh na dreuchdan seo a lìonadh san t-Samhain 2021. Tha an luchd-dreuchd air a bhith ag obair gus eadar-theangachadh Gàidhlig agus mar a thathar a’ cleachdadh cultar na Gàidhlig a leasachadh tron phròiseact air fad, gu h-àraid sna taobhan dealbhachaidh. Tha sgioba a’ phròiseict fìor thoilichte a bhith ag obair gu dlùth leis na Comhairlichean Gàidhlig seo air a’ phròiseact.  Tha eadar-theangachadh is cultar na Gàidhlig aig teas-meadhan nan toraidhean cruthachail is didseatach a thathar a’ leasachadh agus nì seo cinnteach à ceangal gleusta eadar an cànan agus so-mhaoin a’ phròiseict. Tha na bùird-shanasachd is na soidhnichean uile air an dèanamh ann am Beurla is Gàidhlig agus tha eadar-theangachadh air a ghabhail a-steach air ùrlaran meadhanan sòisealta is didseatach a’ phròiseict, far a bheil sin iomchaidh, le amas cultar na Gàidhlig a thoirt am follais tro phuist, thagaichean is tar-bhrosnachadh.  Tha a’ Ghàidhlig air a riochdachadh ann an tagraidhean sgeulachd bhon choimhearsnachd a tha air an cruinneachadh ann an tasglann didseatach a’ phròiseict *Spiorad: Sgeulachdan*. Tha ceangal làidir aca seo ris an fhacal labhairteach, dualchas, cultar is ceòl, òrain is dannsa. Thèid na sgeulachdan seo fhoillseachadh air-loidhne, le buntanas do dh’àiteachan sònraichte, nuair a thèid an tasglann didseatach againn a chur air bhog aig deireadh an Earraich 2022. |
| 9.2 | **A’ Ghàidhlig agus Grèis-bhrat na Gàidhealtachd is nan Eilean**  ’S e pròiseact mòr ealain coimhearsnachd a th’ ann an Grèis-bhrat na Gàidhealtachd is nan Eilean agus thèid a stiùireadh leis an sgioba chruthachail a tha air cùl Grèis-bhrat Mòr na h-Alba. Bidh panailean sa ghrèis-bhrat bho air feadh sgìre a’ phròiseict, a’ sealltainn sgeulachdan coimhearsnachd agus cruthan-tìre sgìreil.  Tha Comhairlichean Gàidhlig air fios air ais a thoirt seachad mu chuspairean tùsail is sgriobt seanchasail a’ ghrèis-bhrat, a’ dèanamh cinnteach gu bheil a’ Ghàidhlig na bun-stèidh air iomadh panail agus gu bheil i air a cleachdadh gu ceart an dà chuid ann an eadar-theangachadh agus san dòigh chultarail sa bheilear ga cleachdadh tron phìos ealain. Bidh bàrdachd is òrain Ghàidhlig air an cleachdadh cuideachd airson cur ris a’ chlàradh-fhuaim a bhios air a chruthachadh airson a dhol còmhla ris a’ ghrèis-bhrat. |
| 9.3 | **A’ Ghàidhlig agus VisitScotland**  Tha VisitScotland ag obair le sgioba pròiseict *Spiorad na Gàidhealtachd is nan Eilean* gus iomairt mhargaidheachd ioma-sheanail, a thaisbeanas dualchas nàdarra is cultarail na sgìre, a leasachadh. Tha seo ag amas air luchd-tadhail a bhrosnachadh mus tig iad, gus an rannsaich iad an sgìre aig diofar amannan dhen bhliadhna agus gum bi iad a’ tadhal air farsaingeachd cruinn-eòlasach nas sgapte air feadh na Gàidhealtachd is nan Eilean.  Tha eileamaidean Gàidhlig riatanach do shoirbheachas margaidheachd na sgìre. Tha lìonraidhean eadar-theangachaidh Gàidhlig stèidhichte aig VisitScotland mar-thà. Bidh iad ag obair gu dlùth leis na Comhairlichean Gàidhlig gus dèanamh cinnteach gu bheilear a’ riochdachadh nan sgìrean sa bheilear a’ bruidhinn na Gàidhlig agus a’ riochdachadh chuspairean freagarrach tro ghnìomhan margaidheachd a’ phròiseict. |
| 9.4 | **A’ Ghàidhlig agus Dealbhadh Caisteal Inbhir Nis**  Tha Mather and Co., com-pàirtichean dealbhachaidh a’ chaisteil, air a bhith ag obair gu dlùth le Comhairlichean Gàidhlig a’ phròiseict air na bun-bheachdan dealbhaidh airson ’s gum bi turas drùidhteach aig luchd-tadhail ann an Caisteal Inbhir Nis. Tha seo air a bhith a’ gabhail a-steach choinneamhan cunbhalach is bùithtean-obrach cruthachail gus an cànan a sgrùdadh, agus ceangal a thogail leis a’ chruth-thìre is le cultar na Gàidhlig a bhios na phrìomh phàirt de thuras an luchd-tadhail.  Tha iad ag obair le sgioba nas fharsainge a’ phròiseict gus dòigh-obrach cho-thàthach a chruthachadh a thaobh a bhith a’ toirt na Gàidhlig a-steach thar a’ phròiseict. Tha am fòcas an-ceartuair air deagh eadar-theangachadh de chuspairean nan seòmraichean agus brìgh chultarail taobh a-staigh an turais do luchd-tadhail.  Tha Ruairidh MacIlleathain cuideachd a’ toirt comhairle seachad a thaobh a bhith a’ cruthachadh Gàrradh Gàidhealach. Tha na lusan a thathar a’ taghadh airson a’ ghàrraidh stèidhichte air an ceangal ri seanchasan Gàidhlig agus mar a tha iad air an aithneachadh is air an cleachdadh ann an cultar Gàidhlig dùthchasach Gàidhealtachd na h-Alba. Bidh na dìthein seo a’ fàs sa chruth-thìre timcheall Cnoc a’ Chaisteil agus bidh eadar-mhìneachadh Gàidhlig (claisneach, teacsa, didseatach) nan cois. Bidh an Gàrradh Gàidhealach a’ taisbeanadh lusan a tha co-cheangailte ri sgeulachdan is dualchas, agus mar sin bidh eadar-obrachadh seanchasail làidir eadar luchd-iùil/seanchaidhean agus luchd-tadhail. |
| 9.5 | **A’ Ghàidhlig agus Spiorad: Coimiseanan 360**  ’S e prògram coimiseanaidh luchd-ealain airson pìosan àraid a chruthachadh stèidhichte air sgeulachdan a chuir a’ choimhearsnachd a-steach gu pròiseact *Spiorad na Gàidhealtachd is nan Eilean* a th’ ann an Spiorad-360. Chaidh cuireadh a thoirt do luchd-ealain a bha a’ fuireach air feadh na sgìre tagradh a chur a-steach, ann am Beurla agus Gàidhlig, airson tabhartasan maoineachaidh beaga gus obair-ealain a chruthachadh a bhiodh a’ riochdachadh chuspairean pròiseict. Nam measg, tha seachd coimiseanan anns a bheil cànan is cultar na Gàidhlig a’ nochdadh.  Faicibh an clàr ann an **Eàrr-ràdh 2** airson mion-fiosrachadh mu na tagraidhean seo. |
|  | Ainmeachadh: Àrd-Oifigear Gnìomhach airson Coileanadh agus Riaghlachas  Ceann-latha: 16 Gearran 2022  Ùghdaran: Lena Walker, Manaidsear Leasachaidh na Gàidhlig  Mòrag Anna NicLeòid Mitchell, Oifigear Leasachaidh na Gàidhlig  Pàipearan Cùl-fhiosrachaidh: |
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**SUMMARY OF GAELIC LANGUAGE PLAN THEMES APPENDIX 1**



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| 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  ● |

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| 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  ● |

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| 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  ● |

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| Theme 4: Gaelic in the Arts, Culture and Heritage | | | |
| 4.1 Contribute to national initiatives/policy for Gealic 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  ● |

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| 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  ● |

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| 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

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| **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. |