

Agenda Item	6
Report No	G/6/22

THE HIGHLAND COUNCIL

Committee: Gaelic Committee

Date: September 1st 2022

Report Title: Progress Against Gaelic Language Plan 3

Report By: Executive Chief Officer, Performance and Governance

1. Purpose/Executive Summary

- 1.1 The main purpose of the report is to inform Members about progress with the delivery of the Gaelic Language Plan 3 (GLP3) and how this is being monitored and scrutinised.
- 1.2 As highlighted in previous reports, the Highland Council uses a 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 1, which covers the period April to June 2022.

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; and
 - ii note the progress and challenges regarding the implementation of some enabling actions in the Plan.

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 Climate Change / Carbon Clever - there are no direct implications arising from this report. The Gaelic Team continue to maximise the use of technologies in relation to meetings, travel and online tuition.
- 3.5 Risk - The past restrictions and lockdowns have curtailed, limited and in some cases stalled project development and implementation over the last two years however, maximising the use of online technologies has generated new and innovative approaches to several development projects. The Gaelic Team are now delivering on all activities in this current quarter due to returning to normalisation of working practices.
- 3.6 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.

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

- 5.2 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. We are now reporting Quarter 1 of 2022/23 1st April to June 30th 2022 see 5.3 for detail.
- 5.1 **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

5.2 A summary of the indicators for Quarter 4 (previously reported) and Quarter 1 (currently reporting) are illustrated in the table below.

Action Status	Q2 21/22	Q3 21/22	Q4 21/22	Q1 22/23
On Target	107	105	105	98
Slippage	5	7	5	12
No Significant Progress	0	0	0	0
Completed	14	14	16	16
TOTAL	126	126	126	126

5.3 There is a degree of slippage in 7 actions which specifically relate to the delivery of outcomes for Gaelic Learner Classes for Adults. The introduction of charges in relation to school lets in Highland Council premises which is part of a wider Council Policy for School Lets has created delivery implications. The Gaelic Team are required to adapt classes due to increased costs on Lets which has impacted on how resources can be used. There has consequently been a reduction in the number of face to face classes available across Highland. In response, a number of classes have been moved online and these have proved to be popular option and so this type of delivery approach is being considered for further roll out.






Designation:






Date: 23 August 2022






Author: Morag Anna MacLeod Mitchell






Background Papers:






SUMMARY OF GAELIC LANGUAGE PLAN THEMES






Theme 1 - Gaelic in the Home, Early Learning and Childcare Q1 22/23	
 completed to date	0
	4
	2
	0
	0

Theme 2 - Gaelic in the Community Q1 22/23	
 completed to date	1
	10
	5
	0
	0

Theme 3 - Gaelic in Education Q1 22/23	
 completed to date	10
	42
	0
	0
	0

Theme 4 - Gaelic in the Arts, Culture and Heritage Q1 22/23	
 completed to date	3
	15
	0
	0
	0

Theme 5 - Gaelic in the Workplace Q1 22/23	
 completed to date	1
	15
	4
	0
	0

Theme 6 - The Social, Economic and Cultural Value of Gaelic Q1 22/23	
 completed to date	1
	12
	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	Q1 22/23 ●	The survey will be going out to GM parents across Highland in September 2022	Q1 22/23 ●
Organise and deliver language classes for parents around The Highland Council's ASGs where GME is provided. Classes include: beginners' classes for parents held during the day, beginners family learning classes, beginners and intermediate community-based adult learning classes. Annually.	Q1 22/23 ●	Options for online tuition for evening and weekends are being explored as an alternative to using school lets for out of hours provision	Q1 22/23 ●
Deliver sessions related to Gaelic education, to advise and inform parents on a range of issues e.g., the benefits of bilingualism, available resources, and how to support their children in the home. November of each school session.	Q1 22/23 ●	A face-to-face Gaelic Medium awareness session was held in Tain on 30th April.	Q1 22/23 ●
Work with partners to organise and expand initiatives such as the Gaelic Family Learning Week. Annually.	Q1 22/23 ●	The face-to-face event for 2022 has been postponed until 2023, funding to be secured with Bord na Gaidhlig	Q1 22/23 ●
Deliver a varied programme of GME promotional events aimed at families of pre-school children. In February of each school session .	Q1 22/23 ●	Promotion for GME early years parents was delivered through the Highland Council Social media platforms	Q1 22/23 ●
Be aware of the needs of young people with Gaelic skills who are under the care of The Highland Council, and provide them with Gaelic services as part of The Highland Council's Corporate Parenting responsibilities. Annually.	Q1 22/23 ●	This is audited annually as part of the GLP return to Bord na Gaidhlig.	Q1 22/23 ●

Theme 2: Gaelic in the Community

2.1 Provide opportunities to encourage and increase the use of Gaelic in the community

Enabling Action	RAG	Comment	Latest Update
Create language support activities around the Council's Associated School Groups where Gaelic education is provided. October of each school session.	Q1 22/23 ●	Options for online tuition for evening and weekends are being explored as an alternative to using school lets for out of hours provision	Q1 22/23 ●
In partnership with High Life Highland, organise coaching events for Gaelic education secondary school pupils to enable them to deliver activities in Gaelic. Annually.	Q1 22/23 ●	The project has been postponed until next academic year due to issues with residential accommodation	Q1 22/23 ●
Support existing and expand on future extra-curricular activities such as after-school clubs which are delivered through Gaelic. October of each school session.	Q1 22/23 ●	After school clubs in place and outdoor activities held during the summer term	Q1 22/23 ●
Continue with and support a programme of community-based adult learning	Q1 22/23 ●	Options for online tuition for evening and weekends are being	Q1 22/23 ●

classes. Annually.		explored as an alternative to using school lets for out of hours provision	
Further develop the Adult Literacy Initiative through a programme of classes aimed at speakers whose first language is Gaelic. Annually.	Q1 22/23 ●		Q1 22/23 ●
Establish a programme of training for Gaelic tutors. Annually.	Q1 22/23 ●	A tutor training day is due to take place in October.	Q1 22/23 ●
Provide opportunities for inter-generational Gaelic usage, particularly between senior citizens and young people. May of each school session.	Q1 22/23 ●	Work in progress when new school term resumes	Q1 22/23 ●
Organise and deliver Seachdain nan Deugairean for fluent and learner secondary pupils each year at SMO. Annually.	Q1 22/23 ●	The annual Seachdain na Deugairean project was completed in March 2022	Q1 22/23 ●
Enhance community learning and development liaison within stand-alone Gaelic education provision. September of each school session.	Q1 22/23 ●	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.	Q1 22/23 ●
Work with partners to deliver a programme of Arts and Sporting activities around GM stand-alone schools. September of each school session.	Q1 22/23 ●	Introduction of charges for Gaelic team school lets means that alternative delivery models and venues are being explored	Q1 22/23 ●
Create opportunities through Provincial Mòd organisers that allow inter-generational exchange of skills and ideas, leading to greater confidence in language usage by young people. Annually.	Q1 22/23 ●		Q1 22/23 ●
Continue to support sporting events, such as the football competition 'Cuach na Cloinne' and the national shinty competition 'Cupa Iomain na h-Òige' for primary GE pupils (a pilot project hoped to become an annual event based in the Highlands but open to schools across Scotland). September of each calendar year. September of each calendar year.	Q1 22/23 ●	Support was given to schools to participate in Gaelic sporting events Cuach na Cloinne, Comunn Na Gaidhlig's annual, national football event. Local heats were held during April and May with the final held in Inverness on 1st June 2022.	Q1 22/23 ●
Liaise with High Life Highland to include Gaelic in their activity programmes as per the terms of The Highland Council Gaelic Language Plan. Annually.	Q1 22/23 ●	The Highland Council work closely with HLH to ensure GM provision is included within their work programmes	Q1 22/23 ●
Work with partners to provide opportunities to develop transferable skills through events such as GM Primary Schools debating and heritage activities. September of each school session.	Q1 22/23 ●	The Highland Council continue to deliver initiatives that provide opportunities to GM primaries to develop their transferable skills	Q1 22/23 ●
2.2 Contribute to and support Community Partnership Development Plans			
Enabling Action	RAG	Comment	Latest Update
Develop marketing and awareness events and material, promoting the many benefits of bilingualism through Gaelic, including use in the home. Target Date May 2019	Q1 22/23		Q1 19/20 ●
Produce pre-school enrolment information that promotes the benefits of bilingualism through Gaelic education. February each school session.	Q1 22/23 ●		Q1 22/23 ●

Theme 3: Gaelic in Education

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

Enabling Action	RAG	Comment	Latest Update
Through membership of the National Gaelic Education Strategy Steering Group and other forums, contribute to and engage with initiatives which inform and influence national policy and guidance. Each Academic year.	Q1 22/23 ●	Regular engagement with Bord na Gaidhlig and Education Scotland.	Q1 22/23 ●
Work with Bòrd na Gàidhlig on a national Gaelic Education Workforce Planning Strategy. Each Academic year.	Q1 22/23 ●		Q1 22/23 ●
In response to robust self-evaluation processes, establish working groups and workstreams to respond to areas for development as highlighted within a Local Authority Gaelic Education Operational Improvement Plan, contributing to national development priorities. Each Academic year.	Q1 22/23 ●		Q1 22/23 ●
Work with Partners on a national Gaelic Education Additional Support Needs Strategy, taking account of resource priorities for learning and teaching. Target date June 2019.	Q1 22/23 ●		Q1 22/23 ●
Review and update existing Highland Council Additional Support Needs policy and guidance for Gaelic Medium Education. Target date June 2019.	Q1 22/23 ●		Q1 22/23 ●
Ensure engagement and involvement with academic sources, research bodies, conferences, studies and reports which may inform and influence national policy, guidance and resources for our schools. Each academic year.	Q1 22/23 ●		Q1 22/23 ●
Ensure that teachers engage in ongoing self-evaluation processes to support and inform developments associated with the creation and distribution of resources. Each academic year.	Q1 22/23 ●	June 4th - Online workshop for Head Teachers with GME provisions with input from Bord na Gaidhlig	Q1 22/23 ●
Continue to work in collaboration with partners in the production of generic Gaelic education marketing material in order to establish a national strategy for student teacher placements. Each academic year.	Q1 22/23 ●	Continued partnership with SMO	Q1 22/23 ●
Work in collaboration with partners to establish a baseline of linguistic competency and confidence for staff working across Gaelic education. June 2019, June 2021, June 2023.	Q1 22/23 ●	As part of interview process, Gaelic questions are used to establish baseline. This service is provided by the Gaelic Team.	Q1 22/23 ●
In collaboration with partners, develop and enhance linguistic competency as part of Career Long Professional Learning, through promotion and access to both Highland Council and external training opportunities. Each academic year.	Q1 22/23 ●	CLPL updates are shared with all GME teachers on mailing list	Q1 22/23 ●
Work with partners to deliver the annual Gaelic careers event 'Siuthad!' for secondary fluent and learner pupils. Each academic year.	Q1 22/23		Q4 20/21 ●
Increase the percentage of the pupil population who are being educated through the medium of Gaelic in primary school to 10%. June 2019, June 2021, June 2023.	Q1 22/23 ●		Q1 22/23 ●

Continue the ongoing development of Gaelic Primary Language Learning (PLL) planning materials and associated high-quality teaching resources. June 2019, June 2021, June 2023.	Q1 22/23 ●	Gaelic Development Officer continues to grow and promote GME resources on Highland Website. Number of schools taking part in GLEANS challenges did increase over the session.	Q1 22/23 ●
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3.2 Gaelic education embedded in The Highland Council's Strategic Education Improvement Planning

Enabling Action	RAG	Comment	Latest Update
Ensure that Gaelic education is considered as an important component within The Highland Council's estates and associated management meetings. Each academic year.	Q1 22/23 ●		Q1 22/23 ●
Ensure a lead officer for Gaelic education will support strategic education reviews, assessments and developments. Each academic year.	Q1 22/23 ●		Q1 22/23 ●
Encourage and support career development opportunities within Gaelic education. Each academic year.	Q1 22/23 ●		Q1 22/23 ●
Ensure that all Highland School Improvement Plans will demonstrate measures that support the implementation and embedding of meaningful learning about Gaelic language, culture and heritage as part of entitlements to learn about Scotland through Curriculum for Excellence Social Studies delivery. Each academic year.	Q1 22/23 ●		Q1 22/23 ●
Work closely with Education Scotland and Stòrlann to develop a Gaelic Grammar Progression Framework that enhances Gaelic learning and teaching. June 2019	Q1 22/23 ●		Q1 22/23 ●
Ensure that Care and Learning Officers deliver ongoing, high-quality support for school staff, relevant to the unique context of our Highland schools. Each academic year.	Q1 22/23 ●		Q1 22/23 ●
Update Gaelic Medium Additional Support Needs Policy and Guidance; consider and respond to implications e.g. training or resources. June 2019	Q1 22/23 ●		Q1 22/23 ●
Develop and share Highland Council policy and guidance regarding entitlements to Gaelic Medium Primary Education with schools and parents. November each year.	Q1 22/23		Q4 20/21 ●
Work with schools to support accessibility to software and applications specific to Gaelic education on ICT devices. Each academic year.	Q1 22/23 ●	EDO to continue to support GLE virtual delivery in KLL to S1 and S2 classes in session 22/23. Future discussions to be held regarding possible certificate classes in session 23/24	Q1 22/23 ●
Enable staff delivering L2 and L3 Gaelic to have increased confidence in their level of Gaelic and use planners, online activities and other teaching resources. June 2019, June 2021, June 2023.	Q1 22/23 ●	Online training session to be offered bi-annually on where to find Gaelic 1+2 resources.	Q1 22/23 ●

3.3 Support the 0–3 Early Learning and Childcare sector

Enabling Action	RAG	Comment	Latest Update
Agree a financial package in collaboration with Bòrd na Gàidhlig to ensure the continuation of working partnerships with the Third Sector. Annually	Q1 22/23		Q2 21/22 ●

In conjunction with the Third Sector, create an online training module, introducing Gaelic language to parents and babies/toddlers. June 2019.	Q1 22/23		Q1 19/20 ●
In conjunction with partners, ensure input to HNC Course in Early Learning and Childcare. June 2019	Q1 22/23		Q1 19/20 ●
Continue, in conjunction with Bòrd na Gàidhlig and Third Sector, to promote Gaelic education to pre-school children and families. 2018 to 2023.	Q1 22/23		Q4 20/21 ●
Work with Partners to develop a training programme for Early Years staff engaged in Gaelic Language Learning to assist with all areas of Gaelic education. April 2019 and ongoing.	Q1 22/23		Q3 21/22 ●
3.4 Develop 3-18 Gaelic Education			
Enabling Action	RAG	Comment	Latest Update
Continue Scottish Government partnerships to deliver new stand-alone Gaelic schools. Ongoing	Q1 22/23 ●		Q1 22/23 ●
Agree a sustainable funding package with Bòrd na Gàidhlig for new developments and additional provision to support growth. Annually	Q1 22/23 ●	5 successful GLAIF bids	Q1 22/23 ●
In collaboration with Bòrd na Gàidhlig and the Gaelic National Strategy Group, explore a core suite of subjects for secondary Gàidhlig education. June 2020.	Q1 22/23 ●		Q1 22/23 ●
Support ongoing professional development through a training programme to deliver 1+2. Ongoing.	Q1 22/23 ●	EDO to deliver beginners Gaelic 1+2 course in November for 5 weeks, linking resources and support materials.	Q1 22/23 ●
Audit Gaelic medium capacity in existing provision in order to target and promote expansion. June 2020.	Q1 22/23 ●		Q1 22/23 ●
Identify and support 3–5 pre-school provision in targeted locations, taking account of the increase in hours of Early Learning provision, to improve the transitions to primary Gaelic education and in the longer term, secondary schools. 2020-2021 onwards.	Q1 22/23		Q2 21/22 ●
Identify Gaelic community development activities within Associated School Groups, to complement and link with formal Gaelic education provision. Annually.	Q1 22/23 ●	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.	Q1 22/23 ●
Respond to demand for full Gaelic wraparound care provision. As required	Q1 22/23 ●		Q1 22/23 ●
Support staff in accessing a progressive and coherent curriculum for Gaelic Language Learning as part of the 1+2 approach in English medium settings. Encourage all schools which have GM provision to include Gaelic as an L2 for GM classes. Annually.	Q1 22/23		Q2 21/22 ●
Work collaboratively with Comhairle nan Eilean Siar and e-Sgoil to expand access to secondary Gaelic subject delivery. Ongoing.	Q1 22/23 ●	E-sgoil supported targeted schools' term 4 of last session where a need was identified	Q1 22/23 ●
Engage with stakeholders to identify an action plan to support and encourage transition at key stages, in order to maintain and develop pupil numbers. June 2020.	Q1 22/23 ●		Q1 22/23 ●

Develop links between Gaelic medium primary and Gaelic medium secondary schools, where Gaelic teaching provision for S1–S3 might usefully be supported by primary teachers. As required.	Q1 22/23 ●		Q1 22/23 ●
Support ongoing promotion and marketing material, highlighting the benefits of Gaelic education and bilingualism. Annually.	Q1 22/23 ●		Q1 22/23 ●
Provide guidance and support for relevant Council staff, including in schools, to encourage parents to choose the Gaelic education route to bilingualism. Annually.	Q1 22/23 ●		Q1 22/23 ●
Collaborate with partners to develop the range and availability of Gaelic language learning opportunities for teachers delivering Gaelic as L2 or L3. Ongoing.	Q1 22/23 ●	Gaelic 1+2 Signposting Session offered in Term 1 and Term 3. Beginners Gaelic 1+2 Course offered in Term 2 for 5 weeks. Online self-study modules available via Northern Alliance SharePoint site.	Q1 22/23 ●
Engage with neighbouring local authorities to examine where joint working and shared services might benefit the sustainability and expansion of Gaelic education. As required.	Q1 22/23 ●	Education Development Officer working with NA colleagues to deliver Gaelic 1+2 support and training across the RIC	Q1 22/23 ●
Encourage schools to promote GME on their websites. Ongoing.	Q1 22/23 ●		Q1 22/23 ●

3.5 Review the learning materials and learning resources provided to support Gaelic education

Enabling Action	RAG	Comment	Latest Update
Work in collaboration with Education Scotland to deliver standardised assessments suitable for Gaelic Medium Education's model of delivery. December 2019.	Q1 22/23 ●	All GME schools using new MCNG platform	Q1 22/23 ●
Support Highland staff in sharing resources within a digital platform. June 2019	Q1 22/23 ●	Gaelic share point with resources and resources shared via distribution list	Q1 22/23 ●
Work with partners to develop resources for Gàidhlig and Gaelic (Learners), for example, reading schemes. Ongoing.	Q1 22/23 ●	Highland Council represented on Stòrlann board quarterly meetings	Q1 22/23 ●
Enable teachers to have confidence to engage with Gaelic Primary Language Learning materials and provide subsequent feedback relative to their use. Ongoing.	Q1 22/23 ●	EDO continuing to support DO in Argyll and Bute with developing an Intro to Gaelic IDL course suitable for L3 level.	Q1 22/23 ●
Highland Council Grammar Working Group, in collaboration with Education Scotland and Stòrlann, create a grammar teaching framework and supporting resources. June 2019.	Q1 22/23 ●		Q1 22/23 ●
Highland Council Additional Support Needs Working Group work towards the development of policy and resource materials to support pupils with Additional Support Needs. June 2019.	Q1 22/23 ●		Q1 22/23 ●
Work with Bòrd na Gàidhlig and Partners on a National Gaelic Education Additional Support Needs Strategy and associated resources. Ongoing.	Q1 22/23 ●		Q1 22/23 ●

Theme 4: Gaelic in the Arts, Culture and Heritage

4.1 Contribute to national initiatives/policy for Gaelic in the arts/culture/heritage sectors

Enabling Action	RAG	Comment	Latest Update
Participate in the work of the National Gaelic Arts Strategy. Autumn 2017 - Autumn 2023	Q1 22/23 ●		Q1 22/23 ●
Work with Sabhal Mòr Ostaig to support and maximise the impact and the outcomes of the Residency Programme, further developing links with schools and communities. Each academic year.	Q1 22/23 ●		Q1 22/23 ●

4.2 Increase profile/usage of Gaelic across the Highlands

Enabling Action	RAG	Comment	Latest Update
Work with An Comunn Gàidhealach to deliver a Royal National Mòd in Inverness in 2020, building on the success of Lochaber 2017. Autumn 2018 and 2021	Q1 22/23		Q4 20/21 ●
Work with An Comunn Gàidhealach and other stakeholders to increase the number of young people and adults participating at Royal National Mòds, through the Mòd Academy. Autumn 2018 and 2021	Q1 22/23		Q4 21/22 ●
Through Gaelic language classes, encourage adult learners to participate in Provincial and National Mòds. Annually.	Q1 22/23 ●		Q1 22/23 ●
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	Q1 22/23 ●		Q1 22/23 ●
Work with Fèisean nan Gàidheal and Fèis Rois through our Service Delivery Contracts, to support Fèisean based in the Highlands in promoting and increasing Gaelic in their outputs. Annually.	Q1 22/23 ●		Q1 22/23 ●
Work with High Life Highland and partners to raise the profile and increase the usage and visibility of Gaelic throughout visitor attractions, leisure facilities, museums, archive centres and at events. Annually	Q1 22/23 ●		Q1 22/23 ●
Work in collaboration with Comunn na Gàidhlig to organise and support sporting activities through the medium of Gaelic. September each year.	Q1 22/23 ●		Q1 22/23 ●
Support and promote arts events. September each year.	Q1 22/23 ●		Q1 22/23 ●

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	Q1 22/23 ●		Q1 22/23 ●

academic year.			
Work with media specialists, such as FilmG to support Gaelic Medium and Learner pupils to create short films through the medium of Gaelic. Annually	Q1 22/23 ●		Q1 22/23 ●
Continue to work with media and film-making professionals to support the annual Gaelic FilmG Awards. March each year.	Q1 22/23 ●		Q1 22/23 ●
Continue to work with partners to develop a programme of creative writing workshops in schools. March each year.	Q1 22/23 ●		Q1 22/23 ●
Continue to develop links with the broader linguistic and cultural diaspora, for example Nova Scotia and other countries with lesser-used languages such as Ireland and Wales. October 2019.	Q1 22/23 ●		Q1 22/23 ●
Engage with MG ALBA in relation to national issues which may affect Gaelic broadcasting. October 2019.	Q1 22/23		Q3 19/20 ●
In collaboration with Sabhal Mòr Ostaig and the Provincial Government of Nova Scotia, develop a programme to celebrate educational, cultural and economic links. Annual review.	Q1 22/23 ●		Q1 22/23 ●
Over the lifetime of the Plan, organise and support exchange visits for young people and adults. October 2019/2021/2023.	Q1 22/23 ●	Discussions in place with the school and residential trip to Donegal taking place in March 2023	Q1 22/23 ●

Theme 5: Gaelic in the Workplace

5.1 Increase the status, profile, awareness and usage of Gaelic across all Council services

Enabling Action	RAG	Comment	Latest Update
Ensure that Highland Council Senior Management Team will continue to ensure that when Council policies and initiatives are being scoped, account is taken of the potential impact on Gaelic. Quarterly.	Q1 22/23 ●		Q1 22/23 ●
Work with contractors (third party sector) who provide services and work for The Highland Council to engage with and increase the use of Gaelic within their companies, encouraging them to support Gaelic and cultural events in the Highlands. Annually.	Q1 22/23 ●		Q1 22/23 ●
Reinforce the message that customers who write to The Highland Council in Gaelic are guaranteed a written response in Gaelic. Autumn 2018	Q1 22/23 ●		Q1 22/23 ●
Update and refresh the Gaelic Toolkit which is currently available on the intranet. Summer 2019	Q1 22/23 ●	Currently recruiting and re advertising for the Graduate Placement Internship	Q1 22/23 ●
Provide training for front-line staff to use the standard bilingual welcome phrases. Summer 2019.	Q1 22/23		Q2 19/20 ●
Update the online Bilingual Toolkit for Members and The Highland Council staff. Autumn 2019	Q1 22/23 ●		Q1 22/23 ●
Continue the requirement for all Services to use the internal Gaelic Translation Service for quality and consistency. Ongoing	Q1 22/23 ●		Q1 22/23 ●

Ensure that press releases relating to Gaelic matters will appear in Gaelic first on the Council's website, with a bilingual heading and a 'Read in English' option. Summer 2019	Q1 22/23 ●		Q1 22/23 ●
Create a prominent Gaelic portal on the The Highland Council website which will include information on Gaelic education, bilingualism, the learning toolkit, Gaelic developments across the Council and links with partners. Autumn 2019.	Q1 22/23 ●	A further round of recruitment is currently taking place for the Graduate Placement	Q1 22/23 ●
Ensure that bilingual door signs, e-mail signatures and out-of-office messages will be actively offered and promoted to staff across The Highland Council services. Autumn 2018 - Autumn 2023	Q1 22/23 ●		Q1 22/23 ●
Provide training for front-line staff to use the standard bilingual welcome phrases. Ongoing..	Q1 22/23 ●		Q1 22/23 ●

5.2 Opportunities for elected members and officer to learn Gaelic

Enabling Action	RAG	Comment	Latest Update
Establish up-to-date baseline data, by conducting a Gaelic language skills audit, which will include Gaelic usage within the Council. Autumn 2020	Q1 22/23 ●	Gaelic Team will work with the Learning and Development Team in the Autumn. Gaelic training will take place in September for Members.	Q1 22/23 ●
Provide workplace Gaelic Awareness sessions for Elected Members and Council Staff. Autumn 2020	Q1 22/23 ●	This will be delivered in September	Q1 22/23 ●
Explore the potential for using external funding to support Gaelic learning in the workplace. Autumn 2020	Q1 22/23 ●	The Highland Council are regularly meeting with staff from Sabhal Mòr Ostaig to progress the Gaelic in the Workplace course	Q1 22/23 ●

5.3 Raise profile and use of Gaelic with external partners/relevant stakeholders

Enabling Action	RAG	Comment	Latest Update
As part of the Community Partnership, continue to liaise with other Local Authorities, public sector organisations such as University of the Highlands and Islands, NHS Highland, Police Scotland, Highlands & Islands Fire & Rescue Service, and Highlands and Islands Enterprise, especially in relation to the development of Gaelic language plans. Annually.	Q1 22/23 ●	Recruitment of a lead officer has been unsuccessful. The approach will be reviewed and refreshed	Q1 22/23 ●
Continue to liaise with organisations such as Forestry and Land Scotland, Scottish Natural Heritage and Crofting Commission, to signpost provision of Gaelic awareness or language learning courses across Highland. Quarterly.	Q1 22/23 ●		Q1 22/23 ●
Keep abreast of Gaelic corpus issues, including Gaelic orthographic developments and issues relating to translation and interpretation quality control and accreditation. 2018-2023	Q1 22/23 ●		Q1 22/23 ●
Continue to work in collaboration with and support Ainmean-Àite na h-Alba as the national experts on Gaelic place-names. 2018-2023	Q1 22/23 ●		Q1 22/23 ●

Continue to ensure that Gaelic headings and sub-headings are included in standard contracts, service delivery agreements and associated schedules. Autumn 2020	Q1 22/23 ●		Q1 22/23 ●
Maximise the use of digital technology and social media. Quarterly	Q1 22/23 ●		Q1 22/23 ●

Theme 6: The Social, Economic and Cultural Value of Gaelic

6.1 Gaelic within general economic development and cultural tourism in Highlands

Enabling Action	RAG	Comment	Latest Update
Collaborate with VisitScotland to secure a higher profile and visibility for Gaelic in the promotion and advertising campaigns of the Highland Council area relating to genealogy, language, music, topography, flora and fauna, food and drink, and the natural environment. Annually.	Q1 22/23 ●		Q1 22/23 ●
Contribute to, and engage with, the development of VisitScotland's Gaelic Tourism Strategy for Scotland. Ongoing.	Q1 22/23 ●		Q1 22/23 ●
Collaborate with internal services to secure a higher profile and visibility for Gaelic in the development of links with the film and media industry. Ongoing	Q1 22/23 ●		Q1 22/23 ●
Add 'Gaelic Impact' to internal Service process checklists and plans for cultural and sporting events, including the creative industries. Annually	Q1 22/23 ●		Q1 22/23 ●
Work in collaboration with key partners in order to increase the visibility and use of the language in high-profile national events. Annually	Q1 22/23 ●		Q1 22/23 ●
Increase the visibility of Gaelic in retail, commercial development and small businesses signage at the formal planning stage. Annually	Q1 22/23 ●		Q1 22/23 ●
Collaborate with local groups and Ainmean-Àite na h-Alba to promote Gaelic place-names in housing and commercial developments. Ongoing.	Q1 22/23 ●		Q1 22/23 ●
Help to increase the number of participants at, and sponsorship engagement with, Gaelic-related events in the Highlands. Ongoing	Q1 22/23 ●		Q1 22/23 ●
Work in collaboration with key partners to develop a Gaelic tourism strategy for the Highlands. Autumn 2021.	Q1 22/23 ●		Q1 22/23 ●
Continue to work with An Comunn Gàidhealach to further develop the Economic Impact Assessment Study of the Royal National Mòd when it is held in the Highlands. December 2020.	Q1 22/23		Q4 21/22 ●

6.2 Work with partners to develop strategies for the Gaelic jobs' markets, including careers advice

Enabling Action	RAG	Comment	Latest Update
Contribute to targeted campaigns advising on Gaelic careers and skills, outlining the educational, economic and cultural benefits of bilingualism, and the breadth of careers options and opportunities that Gaelic provides. Assess the potential for developing our young workforce appropriately, seeking cross-sectoral development/pilots/case studies, and engaging with national initiatives and with potential employers. Annually.	Q1 22/23 ●		Q1 22/23 ●
Under the terms of the Memorandum of Understanding, work with Sabhal Mòr Ostaig to develop partnership projects, including increasing educational and economic opportunities for Gaelic, media training, project management, young people and adult learning collaboration. Quarterly.	Q1 22/23 ●	The Highland Council Gaelic team have an MOU with Sabhal Mòr Ostaig and within the MOU there is a programme of projects that are delivered in partnership to increase Gaelic opportunities.	Q1 22/23 ●
Continue to work with Sabhal Mòr Ostaig to deliver and implement The Highland Council Gaelic Bursaries Scheme. Annually	Q1 22/23 ●		Q1 22/23 ●
Make Gaelic learning training available to Customer Service staff. Annually	Q1 22/23 ●	Currently developing online opportunities	Q1 22/23 ●