

Agenda Item	<b>9</b>
Report No	<b>G/9/22</b>

## THE HIGHLAND COUNCIL

**Committee:** Gaelic Committee

**Date:** September 1<sup>st</sup> 2022

**Report Title:** Annual Return – Bòrd na Gàidhlig

**Report By:** Kate Lackie, ECO – Performance and Governance

### 1. Purpose/Executive Summary

- 1.1 The report outlines the details of an Annual Return which the Gaelic Team are required to submit to Bòrd na Gàidhlig (BnaG) in the form of a reporting system on how The Highland Council are performing in its implementation of key priorities set out in Gaelic Language Plan 3 (GLP3).
- 1.2 All local authorities who have been invited to write GLPs and currently implement GLPs are required to submit an Annual Return. The main purpose of the Annual Return is for BnaG to collect appropriate data through the monitoring reports from each public body with an approved Gaelic Language Plan.
- 1.3 A paper highlighting the annual data for financial year 2021-22 went before the Bòrd on the 23<sup>rd</sup> of June with information data relating to all the 2020-2021 monitoring reports that had been submitted. **(Appendix 2)**

### 2

#### Recommendations

- 2.1 Members are asked to:
  - i. Consider and note the Annual Return.

### 3. Implications

- 3.1 Resource - The resources are accounted for through the budget planning process, which include Gaelic Specific Grant, Gaelic Language Act Implementation Fund, and the Strategic Gaelic Language Plan Budget.
- 3.2 Legal - The Highland Council is required to submit the Annual Return to Bòrd na Gàidhlig.

- 3.3 Community (Equality, Poverty, Rural and Island) - GLP3 takes account of the above.
- 3.4 Climate Change / Carbon Clever/ Risk – there are no direct implications arising as a consequence of this report
- 3.5 Gaelic - There are positive implications relating to Gaelic as the Annual Return monitors the progress which is achieved regarding the implementation of GLP3.

#### **4. Annual Return 2020 - 2021**

- 4.1 The full Annual Return is attached in **Appendix 1**. This includes a Qualitative Case Study headed Sports Leadership.

#### **5. Seachdain na Gàidhlig (World Gaelic Week)**

- 5.1 The Gaelic Team is currently liaising with BnaG to compile the current Annual Return for 2021 – 2022 which requires to be submitted by mid-September. A case study on the highly successful Seachdain na Gàidhlig event will be included as part of a 'Qualitative Case Study' to support our GLP3 Annual Return. A summary of the initiative is provided below.

- 5.2 Seachdain na Gàidhlig, (World Gaelic Week), was a seven-day programme of events, which commenced on March 21 and ended March 27. The official website for promoting the event described the aims for Seachdain na Gàidhlig as promoting:

*'Gaelic for all, through official events and community initiatives, which are similar to Seachdain na Gaeilge in Ireland and Mìos nan Gàidheal in Nova Scotia. The event provided the opportunity for both Gaelic speakers and those without the language to take part in a way that suits them; here in Scotland and further afield.'*

- 5.3 Additionally, individuals, businesses, and community groups across Scotland and the world were invited to take ownership of the Gaelic language, by creating their own ideas and events to feature within the extensive programme; supported by free online resources, learning materials and advice on the official website:

[www.seachdainnagaidhlig.scot](http://www.seachdainnagaidhlig.scot)

- 5.4 The following are the analytics from the views on the Seachdain na Gàidhlig Place-names which was developed in-conjunction with Ainmean Àite na h-Alba (Gaelic Place-names of Scotland)

## 5.5

LOCATION	TWITTER				FACEBOOK		INSTAGRAM	
	IMPRESSIONS	VIDEO VIEWS	RETWEETS	LIKES	PEOPLE REACHED	VIDEO VIEWS	PEOPLE REACHED	VIDEO VIEWS
BEALACH NA BÀ	231	85	1	3	733	147	90	49
LOHCARRON	696	225	4	7	175	877	139	40
EILEAN DONAN	1279	406	6	9	2206	603	433	133
FORT WILLIAM	5207	1422	5	11	1175	469	265	682
THURSO	927	304	2	5	2650	578	101	352
JOHN O GROATS	1440	507	5	9	1901	498	122	321
DORNOCH	1425	440	6	7	2566	608	515	138
HELMSDALE	1458	520	7	13	4267	1165	247	668
INTRO' TWEET	1498		8	12	4837		5	

5.6 The following link below highlights all the activities which took place in schools across the Highlands to celebrate Seachdain na Gàidhlig.

<https://padlet.com/margaretmulholland/cngsng>

Designation:

Date: 22 August 2022

Author: Morag Anna MacLeod Mitchell

Background Papers:

# BÒRD NA GÀIDHLIG

## FOIRM DÀTA BLIADHNAIL 2020-21

### ANNUAL RETURN FORM 2020-21

<b>Ainm na buidhne</b> <b>Organisation's name</b>	<b>Comhairle na Gàidhealtachd</b> <b>The Highland Council</b>
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### Prìomh Dhàta Measaidh Primary Indicator Data

<b>Fios bhon Phoball</b> <b>Communications from the Public</b>	<b>Cia mheud brath sgrìobhte a fhuair am buidheann bhon phoball ann an Gàidhlig am-bliadhna?</b> <b>How many written communications has the organisation received from the public in Gaelic this year?</b>	The Council received 16 Gaelic emails from members of the public and/or Gaelic media.
<b>A' sgaoileadh fiosrachaidh</b> <b>Dissemination of information</b>	<b>Cia mheud pìos a sgaoil am buidheann air na meadhanan sòisealta ann an Gàidhlig am-bliadhna?</b> <b>How many posts did the organisation distribute on social media in Gaelic this year?</b>	Various text and posts were advertised on or uploaded to social media. These included: 84 adverts/public notices; 38 job adverts for Gaelic essential posts; 10 Facebook or Twitter posts.
	<b>Cia mheud fios-naidheachd a chaidh a sgaoileadh leis a' bhuidheann anns a' Ghàidhlig am-bliadhna?</b> <b>How many press releases did the organisation publish in Gaelic this year?</b>	36 press releases relating to Gaelic events were published bilingually on the Council's website, with Gaelic presented above the English.
<b>Luchd-obrach</b> <b>Staff</b>	<b>Cia meud neach-obrach a fhuair cothrom trèanaidh ann an sgilean Gàidhlig am-bliadhna?</b> <b>How many staff received Gaelic skills training this year?</b>	Online An t-Alltan CPD events – 41 teachers;  GME training session for Headteachers – 23 attendees including Area Managers and Strategic Leads;  Gaelic L2/3 training – 9 teachers;  8 Council staff received Gaelic training in South Area classes and 3 in North Area classes.

	<p>Cia mheud dreuchd a th' agaibh an-dràsta far a bheil Gàidhlig ann mar sgit riatanach?</p> <p>How many posts do you currently have where Gaelic is an essential skill?</p>	<p>212 staff members where Gaelic is an essential skill.</p>
	<p>Cia mheud neach-obrach a th' agaibh an-dràsta aig a bheil sgilean Gàidhlig?</p> <p>How many staff currently within the organisation have Gaelic skills?</p>	<p>During the months of April and May 2015, The Highland Council undertook an Employee Survey. At that time there were 10,747 members of staff. 3,831 responded to the survey which was an overall rate of 36%. The Employee Survey included 2 Gaelic related questions; they were as follows:</p> <p><i>'I am supportive of promotion of the Gaelic Language and Culture'</i></p> <p>The Sample Bases: 3831</p> <p>Yes 56%</p> <p>No 42%</p> <p>Not Provided 2%</p> <p><i>How familiar are you with the Gaelic Language?</i></p> <p>Sample bases 3831</p> <p>Speak conversational Gaelic 3%</p> <p>Speak intermediate Gaelic 1%</p> <p>Speak basic Gaelic 10%</p> <p>Do not speak Gaelic at all 85%</p> <p>Not provided 2%</p> <p>As part of the Highland Council's Gaelic Vision and Strategy we are currently in the planning stages of creating a Gaelic skills audit and liaising with Teams within the Highland Council and BnaG. In order to achieve best value and best practice we are also liaising with other Local Authorities regarding the development of the skills audit.</p>

<p><b>Foillseachaidhean</b> <b>Publications</b></p>	<p>Cia mheud foillseachadh a dh'fhoillsich am buidheann gu dà-chananach am-bliadhna? How many organisational publications have been published bilingually (Gaelic and English) this year?</p>	<p>Approximately 248 items were published physically or on the Council's website, either fully bilingually or incorporating some Gaelic content.</p> <p>These included - 82 reports/ leaflets for which full translations or bilingual headings were provided</p> <p>Gaelic Committee agendas (4), minutes (4) and reports (20) were published fully bilingually.</p> <p>Headings and sub-headings were provided for 138 misc. corporate agendas.</p>
<p><b>Inbhe</b> <b>Status</b></p>	<p>Cia mheud soidhne dà-chànanach a chuir am buidheann an àirde am-bliadhna? How many bilingual signs has the organisation erected this year?</p>	<p>A total of 305 bilingual signs were processed during this period (177 road directional and street signs, and 128 building signs).</p> <p>A further 12 interpretation panels, which included Gaelic, were produced.</p>

## Prìomhachasan a' Phlana Cànan Nàiseanta Gàidhlig National Gaelic Language Plan Priorities

### Cleachdadh na Gàidhlig / Using Gaelic

Ciamar a tha a' bhuidhinn a' toirt fàs air cleachdadh na Gàidhlig?

How is the organisation increasing the use of Gaelic?

The following bullet points summarise how The Highland Council is increasing the use of Gaelic:

A series of support projects have been provided to schools to increase the use of Gaelic within different contexts. The following bullet points exemplify projects that have taken place over the last year.

- Siuthad, the Gaelic Careers event took place this year online over two days. One day held completely through the medium of Gaelic and the other for Gaelic learners.
- Through the National 1+2 initiative, schools delivering Gaelic as their L2 language are continuing to embed the language daily e.g. giving instructions during lessons with the pupils and during other school activities e.g. in the canteen, assemblies etc. Schools delivering Gaelic as their L3 language were expected to be delivering discreet language learning lessons and incorporate some commands and instructions into the daily routine this year, but this has been impacted by the Covid pandemic which has resulted in the education recovery focus being on Reconnecting, Numeracy, Literacy and Health and Wellbeing instead.
- A series of virtual visits took place to schools during COVID restrictions. Visits included Bodach na Nollaig to 17 schools for example.
- FC Sonas were commissioned to produce a series of online videos incorporating simple football exercises which were distributed nationwide.

- A series of shinty videos were produced in collaboration with Iomain Colm Chille , including a video suitable for Gaelic Learners
- A series of short videos produced by Carrie’s Voices featuring songs and musical games suitable for young children shared with families via school communities
- National Family Learning week has been expanded in Highland Council area: Proposed local events were postponed due to Covid-19. The National Family Learning event for 2020 was delivered online and was open to all of Highland and throughout Scotland

Highlife Highland delivery of essential Gaelic Medium Services Update:

- Survey of GME parents/guardians to gather summative information on what support parents require for Gaelic at home. Initially, piloted at BSGPR to audit for future planning of Highlife Highland literacy to help plan for initiatives for family learning
- Highlife Highland are currently in liaison with the Gaelic Team on ensuring GME is part of the ‘Spirit of the Highlands’ Inverness Castle project
- Please see Appendix - **Highland Council Gaelic Team Quantitative Data Case Study Example**

## Ionnsachadh na Gàidhlig / Learning Gaelic

Ciamar a tha a’ bhuidhinn a’ toirt fàs air ionnsachadh na Gàidhlig?

How is the organisation increasing the learning of Gaelic?

The following bullets points summarise how The Highland Council is increasing the learning of Gaelic:

- Maximising adapted support to the 0 to 3 sector over lockdown with a wide range of online content produced for families to engage with.
- A series of Gaelic puppet videos have been developed for Early Years focusing on language support.
- Partnership working with Sabhal Mòr Ostaig to deliver the Annual Family learning event adapted to an online event.
- Early Years videos, “Cluichidh sinn còmhla”, to support parents in the home and Early years staff with language learning through Play.
- Gaelic classes for adult learners have continued online with additional learning sessions for parents provided through Criomagan project and Gaelic for Parents.
- A series of short videos to support GM parents with their learning were produced and distributed.
- Actively implementing the National 1+2 Initiative in schools across Highland where schools have chosen Gaelic to be taught as an L2 and or an L3 language and encouraging the expansion of the use of standalone Gaelic IDL units, based within the Highland Digital Hub, which other schools can use as class lessons or homework activities tied in with class topic work.
- Education officers and community officers have hosted online question and answer sessions with parents to promote Gaelic Medium education.
- The Council continues to sponsor the MO bursary scheme which has contributed financial support to six students on Cùrsa Comais.
- Highland Virtual Academy has expanded access to online learning option of GLE curriculum if there is no access to a teacher.

ASN Strategy update -

- The Council is currently undertaking a review of ASN Policy across Highland. GME will be part of the review process. Resources for identifying gaps in Numeracy have been translated for GME provisions and will be shared next session. A reading resource to support literacy gaps is under pilot in 3 GME provisions. GME Early Years training sessions have been shared.

Highland Secondary Core Curriculum update -

- Strategic Lead for Secondary has met with all secondary school HTs with GME provisions to initiate and begin discussions on GME curriculum.

- Highland Virtual Academy aims to support secondary provisions with access to a GME teacher to promote opportunities to use Gaelic and link schools to maximise teacher access and subject choice.
- The Council's translation officer is working with our two leading GME secondary provisions on developing resources to help expand subject choice at the senior phase.
- A review of early presentation for GME senior phase accreditation is also under discussion with schools to promote and recognise attainment.

ELC 1140 hours update -

- Highland Council's GME expansion of hours has been completed for all GME provisions except Glenurquhart Primary. This is a new provision and has been delayed due to building works.

Stand-alone GME primary schools update -

- BSGI has expanded provision, with a new Early Level site located beside the school. The provision has 4 classrooms (2 sgoil-araich), outdoor play area, canteen, and gym.
- BSGLA expanding with 2 new classrooms in August.

## A'cur air adhart na Gàidhlig / Promoting Gaelic

Ciamar a tha a' buidhinn a' cur deagh iomhaigh air adhart airson na Gàidhlig?

How is the organisation promoting a positive image of Gaelic?

- All press releases relating to Gaelic education, language and culture are issued bilingually. Gaelic appears above the English version on the Council website.
- All the press releases and statements are linked to the social media platforms. Maximising reach of information shared by the Council to promote Gaelic events and activities e.g. La na Gàidhlig and Tutor recruitment.
- FC Sonas, Cèilidh Comhairle, Là Gàidhlig, online GM Education promotional event took place in Nairn to raise awareness of GM Education and to promote the benefits of bilingualism, Adult Learners Classes, Mòd Academy.
- Highland Council has delivered a lecture as in-kind support to SMO students on GME specific pedagogies.
- Highland Council has supported National Bilingualism Matters conference by delivering an in-kind support session on supporting pupils with ASN in GME environment.
- Bilingual signs are regularly erected across the Highlands.
- The Highland Council work with CANAN by supporting FilmG which links into media training for young people.
- Council has a positive working relationship with SMO and regularly collaborates to project manage the agreed developments from GLP3.
- The Highland Council collaborates with Ainmean Àite na h-Alba (AÀA) Gaelic Placenames of Scotland as they provide support and advice on Gaelic place names signage.
- The establishment of a Standalone Gaelic Committee, held in public and webcast, has helped to raise the profile of Gaelic in the Council and also provide greater visibility of the work of the Council to grow and develop Gaelic language and culture in the Highlands.

Memorandum of Understanding with SMO Update:

- SMO continue to support digital and media learning and childcare apprenticeships with secondary school pupils in Highland.
- SMO continue to partner on family learning and adult learning projects.
- SMO Education lecturers work closely with Education officers to collaborate on continued professional learning, supporting initial teacher education and external interview support for teacher training courses.
- Highland Council continue to sponsor pupils who continue with Gaelic studies with a bursary package.





## Fiosrachadh dearcnachaidh eile

### Other monitoring information

### A' brosnachadh Foghlam Gàidhlig

#### Promotion of Gaelic Education

Chan fheum ach ùghdarrasan Ionadail seo a lìonadh a-steach  
For Local Authorities only to complete

Fo Earrainn 15 de dh'Àchd an Fhoghlaim (Alba) 2016, feumaidh ùghdarrasan ionadail aig a bheil foghlam Gàidhlig anns an sgìre aca seo a shanasachd ann an dòigh iomchaidh. Feumaidh gach ùghdarras ionadail sanasachd a dhèanamh air na còraichean a th' aig pàrantan gus tagradh a dhèanamh airson foghlam Gàidhlig aig ìre na bun-sgoile agus foghlam luchd-ionnsachaidh na Gàidhlig a stèidheachadh. Ciamar a tha sibh a' coileanadh an dleistanais seo?

Under Section 15 of the Education (Scotland) Act 2016, local authorities which already provide Gaelic education in their area must take reasonable steps to promote this. All local authorities must take reasonable steps to promote the rights which parents have under the Act to make a request for Gaelic Medium Primary Education and the potential provision of Gaelic Learner Education. Could you tell us how you are undertaking this?

Enrolment online portal has been updated with all parents signposted to the benefits of GME and where this is provided in Highland Council. During enrolment weeks, Fàs Foghlam was promoted by the Gaelic Team via the ELC Blog and partner toddler groups.

Within the Highland Council area, there are currently 20 primary schools and 13 secondary schools offering GME. In line with the Statutory Guidance on Gaelic Education, Highland Council has been undertaking a programme of creating Gaelic Medium catchment areas for those locations in Highland that offer GME. The establishment of catchment areas is of course subject to statutory consultation under the Schools (Consultation) (Scotland) Act 2010. It has been necessary to stagger the exercise given the volume of GME provision in Highland, and the resource intensive nature of each exercise not just for Highland Council but also for Education Scotland. The programme of consultations was halted in March 2020 due to the suspension of normal business with the onset of the COVID-19 pandemic but has now restarted. As at the date of writing, 11 GM catchments have been created for primary schools and 6 for secondary schools, with several other consultation exercises either underway or soon to start.

The Gaelic team supported toddler groups during closures due to COVID to ensure local groups remained active and to mitigate parent confidence, when there was no Gaelic in the home.

Highland Council continue to work with CALA to provide quality 0-3 experience in GME across Highland.

Highland Council are active members of the Northern Alliance, promoting GME and Gaelic training and resourcing.

As part of the recovery curriculum, GME specific resourcing to target literacy gaps was provided to schools.

Gaelic signage for safety when re-opening schools – handwashing, sanitising, etc was provided to all schools.

GME teachers have access to training and online networks to support moderation as part of a new partner project with Education Scotland to ensure quality benchmarking across schools.

Highland Council has increased leadership opportunities in Gaelic Teacher pathways with the addition of new Gaelic Principal Teacher posts in primary schools.

### **Pàrantan Corporra** **Corporate Parenting**

Chan fheum ach Pàrantan Corporra seo a lìonadh a-steach  
For Corporate Parents only to complete

Am b' urrainn dhuibh dàta a thoirt dhuinn air an àireimh de dhaoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.

Please provide data on the number of Gaelic-speaking care experienced young people registered with the Authority.

Report for period 6/6/2020-4/6/2021:

1. There were 604 Looked After Children at any time during this period.
2. 570 of them have a First Language recorded
3. There are none with Gaelic recorded as first language. It is unknown how many speak Gaelic, but do not have it recorded as first language.

Am b' urrainn dhuibh fiosrachadh a thoirt dhuinn air tachartasan no cothroman a tha sibh a' cur air dòigh airson daoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.

Please provide information on activities or opportunities you provide for Gaelic-speaking care experienced young people.

As per the inclusion agenda all Gaelic Medium children receive the same opportunities. The Gaelic Team comply with The Highland Council's children and young people policies in relation to Corporate Parenting.

### **Co-ionannachd Equalities**

Bu chòir don a h-uile buidheann seo a lìonadh a-steach  
For all organisations to complete

An do chomharraich an t-ùghdarras poblach agaibh cùisean sònraichte sam bith co-cheangailte ri co-ionannachd chothroman a thaobh leasachadh na Gàidhlig?  
Has your public authority identified any particular issues relating to equality of opportunity with regard to the development of Gaelic language?

The Council has several strategic plans these include the following:

**The Council Programme, The Corporate Plan, and the Council's Budget Strategy.**

Within both **The Council Programme** and **The Corporate Plan** the high-level aims states that the Council takes cognisance of the following; *'recognise the substantial social, cultural and economic benefits of Gaelic language and culture in the Highlands and continue to promote and support it through the third generation Gaelic Language Plan.'*

There are no specific measures regarding Gaelic within our equality plans to meet the requirements of the Equality Act 2010. However, as with any other service provision, any Gaelic development activities should be delivered in a non-discriminatory, inclusive manner and in ways that would support the aim to advance equality of opportunity.

The Highland Council has a long-standing commitment to Gaelic Language and Cultural Development and continues to have equal respect for Gaelic, as demonstrated by the allocation of resources and published in the third iteration of our Gaelic Language Plan.

We recognise and welcome the contribution of Gaelic to the broad educational, social, cultural, and economic value and wellbeing of the Highlands which in turn providing opportunities to tackle inequality, encourage community development and an inclusive, welcoming cultural identity.

A bheil poileasaidhean, modhan-obrach no dòighean-obrach sam bith co-cheangailte ri co-ionannachd a chaidh a chur an gnìomh leis an ùghdarras poblach agaibh, no a tha gan cur an gnìomh an-dràsta, a bhuineas ri bhith a' cur co-ionannachd chothroman air adhart an lùib leasachadh na Gàidhlig? An inns sibh dhuinn mun deidhinn?

Are there any equalities policies, procedures or measures that have been implemented by your public authority, or are in the process of being implemented, that are relevant to advancing the equality of opportunity in the development of Gaelic language? Can you tell us about them?

All Highland Council Committee Papers include an implications section, where impacts relating to the following headings are recorded: **Resources, Legal, Community (Equalities, Poverty, Rural/Islands) Climate Change/ Carbon Clever, Risk, Gaelic.**

The following is an example and an extract from a Tourism Committee Report:

**Gaelic** - *'There are no Gaelic implications arising directly from this report. However, in keeping with agreed Council policy there would be a Gaelic element to projects subsequently undertaken as a result of being identified in this plan.'*

A bheil eisimpleirean ann de cheumannan sònraichte a ghabh sibh gus piseach a thoirt air in-ghabhail agus com-pàirteachas a tha air obrachadh gu sònraichte math a thaobh leasachadh na Gàidhlig taobh a-staigh an ùghdarrais phoblaich agaibh? An inns sibh dhuinn nam biodh sibh toilichte nan sgaoileadh Bòrd na Gàidhlig na h-eisimpleirean agaibh agus nan dèanamaid sanasachd orra.

Are there examples of implementing specific measures to improve inclusivity or engagement that have worked particularly well regarding Gaelic language development for your public authority? Please indicate if you would be happy for Bòrd na Gàidhlig to share and promote the examples provided.

We would be happy for any of the following to be shared.

The following are examples of projects which include inclusivity and engagement:

- Mòd Academy
- FC Sonas Football - live sessions to support wellbeing during lockdown
- Highlife Highland Gaelic Sports Leadership Awards (see appendix)
- Siuthad - Gaelic Career Event
- Ainmean Aite na h-Alba partner working for bi-lingual signs
- All School Improvement Planning and Reporting on Standards and Quality, from 21/22, must now report directly on Gaelic outcomes where Gaelic Education is provided in the school
- Early Years online Bitesize Training delivered in Gaelic
- Play Pedagogy toolkit for Highland included a GME rationale for promoting Play
- Highland Digital Hub – Gaelic resources for schools and families
- A mental health strategy has been developed as a result of the Caithness Cares Pathfinder. The aims of the project were to develop a Highland wide whole system approach to mental health and wellbeing which is also sensitive to local context and need. The analysis from the pathfinder revealed the importance of a sense of community, identity and belonging and so it is crucial that the emerging strategy is translated and readily available in Gaelic, and that the process of community engagement to determine need in local contexts is also undertaken in Gaelic, and reported on in Gaelic. This will enable a suitable and context specific strategy to be implemented which is built around the voices of the community.
- Gaelic Committee quarterly with Elected Members which includes quarterly reporting on GLP3 progress to evidence engagement and progress of outcomes.
- Gaelic translation for the Highland Youth Parliament MIND US campaign media release and survey
- Gaelic Translation for the Youth Parliament Annual Conference agenda

Linked here

[Adhartas mu Choinneamh Plana na Gàidhlig 3 An Gearran \(Aithisg Ràitheil, Pròiseas Sgrùdaidh\)](#)  
[Adhartas mu Choinneamh Plana na Gàidhlig 3 An Ceitean](#)

<b>Amasan airson Seirbhisean Corporra</b>	<b>Corporate Service Aims</b>			
Àrd Phrionnsabalan	Overarching Principles			
<p><b>Spèis Cho-ionann</b> A h-uile gealladh anns a’ phlana Ghàidhlig air a lìbhrigeadh dhan aon ìre anns a’ Ghàidhlig agus anns a’ Bheurla.</p>	<p><b>Equal Respect</b> Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.</p>			
<p><b>Cothroman Follaiseach</b> Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonna air na cothroman a th’ ann gus Gàidhlig a chleachdadh leis an ùghdarras phoblach.</p>	<p><b>Active Offer</b> Practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic in relation to the work of the public authority.</p>			
<p><b>Treas Phàrtaidhean</b> A’ dearbhadh gum bi ALEOs agus cunnadairean eile ag obair gus plana Gàidhlig an ùghdarrais phoblaich a chur an gnìomh.</p>	<p><b>Third Parties</b> Ensure that Arm’s Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic Language Plan.</p>			
<p><b>Gàidhlig na nì àbhaisteach</b> Geallaidhean bhon phlana Ghàidhlig air an gabhail a- steach ann an structaran an ùghdarrais phoblaich tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart.</p>	<p><b>Normalisation</b> Gaelic Plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed.</p>			
<p><b>Pàrantan Corporra</b> Gu bheillear mothachail air na dleastanasan a th’ ann mar Pàrant Corporra gum bi a h-uile pàiste is neach òg fo chùram no a b’ àbhaist a bhith fo chùram le Gàidhlig a’ faighinn na h-aon cothroman ‘s a tha clann le cànan eile.</p>	<p><b>Corporate Parenting</b> That the authority is aware of the duties of a Corporate Parent to ensure that looked after children and young people and care leavers with Gaelic receive the same opportunities as those with other languages.</p>			

Inbhe	Status			
<p><b>Suaicheantas</b> Ag amas air suaicheantas corporra anns a' Ghàidhlig agus anns a' Bheurla a chruthachadh nuair a thig a' chiad chothrom agus mar phàirt den phròiseas ùrachaidh.</p>	<p><b>Logo</b> Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.</p>			
<p><b>Soidhnichean</b> Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.</p>	<p><b>Signage</b> Prominent signage will include Gaelic and English as part of any renewal process.</p>			
Conaltradh leis a' phoball	Communicating with the public			
<p><b>Brosnachadh</b> Teachdaireachdan gu bheil fàilte air conaltradh sa Ghàidhlig bhon poball daonnan.</p>	<p><b>Promotion</b> Positive message that communication from the public in Gaelic is always welcome.</p>			
<p><b>Conaltradh sgrìobhte</b> Fàilte ga cur air conaltradh sgrìobhte sa Ghàidhlig (post, post-d agus meadhanan sòisealta) daonnan agus bidh freagairt ann sa Ghàidhlig, a rèir clàr-ama conaltraidh àbhaisteach na buidhne.</p>	<p><b>Written Communication</b> Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.</p>			
<p><b>Ionad-fàilte agus am fòn</b> Far a bheil luchd-obrach le Gàidhlig ann airson seo a thoirt seachad, gheibh iad taic airson seo a dhèanamh agus thèid sanasachd a dhèanamh air t-seirbheis dhan phoball.</p>	<p><b>Reception and phone</b> Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.</p>	<p>Reception and front-line staff basic language training – welcome phrases for telephone / reception staff and email signatures.</p> <p>A refresher course is currently being planned for the next year and for new members of staff will also be targeted as part of the new online learning portal for staff.</p>		
<p><b>Coinneamhan</b> Cothroman airson coinneamhan dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh.</p>	<p><b>Public meetings</b> Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p>	<p>Gaelic Committee – both Gaelic and English are spoken. Frequent use of Gaelic at other strategic</p>		

		committees including Corporate Resources Committee, the Gaelic Committee and the Education Committee, for the Good News items when the school is a GME provision.
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Fiosrachadh	Information			
<p><b>Fiosan-naidheachd</b> Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.</p>	<p><b>News releases</b> High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.</p>			
<p><b>Meadhanan sòisealta</b> Stuth Gàidhlig ga sgaoileadh tro na meadhanan sòisealta gu cunbhalach, le stiùir bho ìre cleachdaidh no cleachdadh a dh'fhaodadh a bhith ann.</p>	<p><b>Social Media</b> Gaelic content distributed regularly through social media, guided by the level of actual and potential users</p>			
<p><b>Làrach-lìn</b> Stuth Gàidhlig air làrach-lìn an ùghdarras phoblaich, le prìomhachas air na duilleagan le faicsinneachd mhòr.</p>	<p><b>Website</b> Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.</p>	Highland Council are actively recruiting a Graduate with a remit to develop a prominent Gaelic portal on the HC website as well as increase Gaelic content on website.		
<p><b>Irisean Corporra</b> Irisean corporra sa Ghàidhlig agus Beurla le prìomhachas air sgrìobhainnean le faicsinneachd mhòr.</p>	<p><b>Corporate Publications</b> Produced in Gaelic and English, with priority given to those with the highest potential reach.</p>			
<p><b>Taisbeanaidhean</b> Cothroman airson taisbeanaidhean dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh, le prìomhachas air an fheadhainn aig a bheil a' bhuaidh as motha.</p>	<p><b>Exhibitions</b> Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.</p>			
Corpas na Gàidhlig	Gaelic Language Corpus			
<p><b>Gnàthachas Litreachaidh na Gàidhlig</b> Leanaidh an t-ùghdarras Poblach Gnàthachas Litreachaidh na Gàidhlig as ùire mar stiùir airson a h-uile rud sgrìobhte aca.</p>	<p><b>Gaelic Orthographic Conventions</b> The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p>			

Luchd-obrach	Staff			
<p><b>Sgrùdadh Luchd-obrach</b> Sgrùdadh cunbhalach air sgilean Gàidhlig agus iarrtasan airson trèanadh Gàidhlig tro bheatha gach plana.</p>	<p><b>Internal audit</b> Conduct an internal audit of Gaelic skills and training needs through the life of each plan.</p>	<p>The Highland Council is currently in liaison with partners to plan the details and develop an audit of Gaelic language skills. The Council is liaising with Bòrd na Gàidhlig to ensure quality assurance of the audit and SMO to take the development forward.</p>		
<p><b>Inntrigeadh</b> Eòlas air a' phlana Ghàidhlig mar phàirt den phròiseas inntrigidh.</p>	<p><b>Induction</b> Knowledge of the public authority's Gaelic language plan included in new staff inductions</p>	<p>Authority's process for online learning is under refresh and it is planned that Gaelic Awareness will be included in online induction training.</p>		
<p><b>Trèanadh cànan</b> Trèanadh ann an sgilean Gàidhlig ga thabhan agus ga bhrosnachadh, gu sònraichte a thaobh a bhith a' cur plana Gàidhlig na buidhne an gnìomh.</p>	<p><b>Language training</b> Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.</p>	<p>Reception and front-line staff basic language training – welcome phrases (refresher course) and for new members of staff</p>		
<p><b>Trèanadh le Fiosrachadh mun Ghàidhlig</b> Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air stiùirichean, buill bùird, comhairlichean agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.</p>	<p><b>Awareness training</b> Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.</p>	<p>Headteachers support sessions – 'Supporting Gaelic Medium Education Language and Culture' May 2021.</p> <p>Gaelic awareness training with the extended Strategic Leads within Education team for Empowerment Agenda.</p> <p>Gaelic awareness training will be made available to Councillors in May 2022 as part of their induction and training programme.</p> <p>Gaelic Awareness training will be rolled out to staff, commencing in the Spring of 2022.</p>		
<p><b>Fastadh</b></p>	<p><b>Recruitment</b></p>	<p>All Gaelic essential posts</p>		

A' toirt aithne is spèis do sgilean Gàidhlig mar phàirt den phròiseas fhastaidh.	Recognising and respecting Gaelic skills within the recruitment process.	appear in Gaelic.
Gàidhlig ainmichte mar sgil a tha na buannachd agus/no a tha riatanach gus seirbheisean Gàidhlig a libhrigeadh agus a rèir na comhairle laghail aig Bòrd na Gàidhlig.	Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.	
Sanasan-obrach dà-chànanach no sa Ghàidhlig airson dreuchdan far a bheil Gàidhlig ainmichte mar sgil riatanach.	Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.	

<b>Highland Council Gaelic Team Quantitative Data Case Study Example</b>
<b>Project Title: Gaelic Sports Leadership Awards</b>
<b>Project Lead and Partners: The Highland Council Gaelic Team. Highlife Highland. Comhairle nan Eilean Siar.</b>
<p>Project Overview:</p> <p><u>The Highlife Highland Leadership Programme</u>  The HLH Leadership Programme offers a selection of awards using quality courses from <a href="#">Sports Leaders UK</a> , Scottish Governing Bodies for sport and Youth Work. HLH pride themselves on the quality of Young Leaders produced and are confident the Programme will help develop experiences of leadership in both school and community, giving valuable skills and experiences for future education and careers. A mentor supports the young person to take full advantage of leadership opportunities that will enhance the development of the Young Leader. The Leadership Programme is open to young people aged 12-25 years, and although underpinned by leadership in sport and youth work, the awards can be utilised by young people volunteering in clubs, schools and communities. All members are also encouraged to register with nationally recognised <a href="#">Saltire Awards</a>, designed to formally recognise the commitment and contribution of youth volunteering.</p> <p><u>Development of the Gaelic Sports Leadership Programme</u>  The Sports Leader UK resources were translated into Gaelic and were made available to HLH staff to deliver the Sports Leadership Programme to Gaelic medium secondary pupils. In 2016/17 The Highland Council Gaelic Team in partnership with Highlife Highland applied to Bòrd na Gàidhlig for funding through their GLAIF scheme (Gaelic Language Act Implementation Fund) to secure additional funding to enable the Programme to be offered to GME pupils in Highland schools. The project was delivered as a five-day residential course to ensure the young GM people were embedded in the Gaelic Language throughout the week the event took place at the Gaelic collage Sabhal Mòr Ostaig in Sleat. The Gaelic Sports leadership project was the first of a kind and Highlife Highland were the first organisation to deliver the SLUK course through the medium of Gaelic. The Gaelic Sports Leadership project has to date trained 34 GM young people at Level 4 of the programme and 6 at level 5 of the programme. The young people who have completed level 4 and have not yet completed level 5 are looking to further develop their coaching skills and complete level 5 of the programme to enable them to lead on Gaelic after school activities and for the Summer programme Highlife Highland delivers for GM pupils. Gaelic sports clubs are now being established in Highland and young leaders who have attended the Sports Leadership project previously are now actively involved in the delivery of the clubs.  An additional development will be to offer the Sports Leadership coaching programme to Gaelic secondary pupils in the Western Isles who have requested the opportunity to participate in the Gaelic coaching programme. The project is vital to encourage young Gaelic speakers to engage in and participate in sporting activities through the medium of Gaelic. The initiative is a good example of positive collaborative partnership working and supports the implementation of the Highland Council Gaelic Language Plan 3; Gaelic in the Community.</p>
<p>Project Outcomes:</p> <ul style="list-style-type: none"> <li>• The Highland Council and Western Isles Gaelic Development staff to work in partnership to deliver a programme of Gaelic activities in their local schools and communities where there are Gaelic standalone schools and schools with Gaelic departments.</li> </ul>

- To train the young leaders to deliver through the medium of Gaelic to support and increase the sporting activities where Gaelic medium provision exists in communities across the Highlands and Western Isles.
- The project will also develop extra-curricular activities through the medium of Gaelic in the Highlife Highland summer programme thus offering GM pupils the opportunity to increase their Gaelic usage out with curriculum time.
- The project will encourage the young people from across the Highlands and the Western Isles to interact with each other through the medium of Gaelic whilst taking part in the leadership awards.
- The awards are delivered by Gaelic speaking Highlife Highland Active Schools' co-coordinators and the Gaelic staff leading the course will encourage the young people to work with Gaelic schools to ensure that the activities they are taught are delivered to young people in their own local communities.