

Agenda Item	7
Report No	G/12/22

THE HIGHLAND COUNCIL

Committee: **Gaelic Committee**

Date: **2 November 2022**

Report Title: **Gaelic Development**

Report By: **Executive Chief Officer, Performance and Governance**

1. Purpose/Executive Summary

- 1.1 The purpose of the report is to inform Elected Members of the following headings which relate to the performance indicators in the Highland Council's GLP3 including Gaelic Development across Council services, Bòrd na Gàidhlig, stakeholders, key partners and the third sector:
- GLP3 Annual Return 2021-2022;
 - GLP4 development;
 - Gaelic and Scots and Scottish Languages Bill consultation;
 - Scottish Government 'Faster Rate of Progress'; and
 - Draft National Gaelic Language Plan.

2. Recommendations

- 2.1 Members are asked to:
- Consider and note the annual return to Bòrd na Gàidhlig
 - Consider and note Bòrd na Gàidhlig's Strategic Priorities which must be included in Highland Council's refreshed Gaelic Language Plan
 - Consider whether to have a workshop to consider the draft response to the Gaelic and Scots and Scottish Languages Bill consultation.

3 Implications

- 3.1 Resource - The events and activities are funded buy Scottish Government Gaelic Specific Grant Budget, Bòrd na Gàidhlig – Gaelic Language Act Implementation Fund, Gaelic Language Plan Strategic Budget, and Gaelic Team staff time.
- 3.2 Legal – Under the Gaelic Language Act (Scotland) 2005 the Highland Council is required to submit the Annual Return to Bòrd na Gàidhlig and to review its Gaelic Language Plan every 5 years.

- 3.3 Community (Equality, Poverty, Rural and Island), Climate Change / Carbon Clever, Risk – there are no specific implications arising as a consequence of this report.
- 3.4 Gaelic - There are many positive implications relating to Gaelic in the report.

4. Annual Return to Bòrd na Gàidhlig

- 4.1 Under the Gaelic Language Act (Scotland) 2005 the Highland Council is required to submit an Annual Return to Bòrd na Gàidhlig. This specifies the type of information required by the Bòrd for it to assess the Council's performance against our current Gaelic Language Plan (GLP3) and also against primary indicator data under the headings of Communications to the Public; Dissemination of Information; Staff; Publications and Status.
- 4.2 The Council's return is included at **Appendix 1** to this report. It provides a comprehensive overview of the Council's activities over the past 12 months and illustrates the strong ongoing commitment that the Council has made to protect and enhance the Gaelic language.

5. Gaelic Language Plan 4

- 5.1 GLP3 requires to be renewed and will form GLP4 2023 – 2028. BnaG is engaging with the Highland Council on the development of the next iteration of the Gaelic Language Plan. The three high level strategic priorities for the development of GLP4 are as follows:
- Increasing the use of Gaelic
 - Increasing the Learning of Gaelic
 - Promoting a positive image of Gaelic
- 5.2 **Appendix 2** contains a letter from BnaG which sets out the expectations that the Bòrd has for the Council in delivering against the above strategic objectives. This has also formed the basis of initial discussions in October 2022 between the Highland Council's Depute Chief Executive and the Bòrd's Ceannard. There was consensus on the three strategic objectives and many of the underpinning actions, but it was also agreed that on the education specific aspects in particular, there would need to be further development to ensure that expectations are realistic and achievable.
- 5.3 At an operational level an internal Gaelic Team workshop will take place in early November to consider the development of GLP 4 in the context of the priorities identified by BnaG. The draft Plan will come forward to the Gaelic Committee next year prior to being submitted to the Bòrd for approval.

6. The Scottish Government Gaelic and Scots and Scottish Languages Bill: Scottish Government commitments and the Scottish Government 'Faster Rate of Progress'.

- 6.1 The Scottish Government initiated a consultation on its commitments to the Gaelic and Scots languages in the form of a draft Scottish Languages Bill: [GaelicScots consultation](#) The consultation was launched by Shirley-Anne Somerville MSP, The Cabinet Secretary for Education and Skills, on August 24th 2022 and closes on November 17th 2022. There are 4 key commitments which are highlighted as particularly significant with the other commitments falling under these broad areas.

The 4 key commitments are:

- to establish a new strategic approach to Gaelic medium education (GME)
- to explore the creation of a Gàidhealtachd
- to review the structure and functions of BnaG
- to take action on the Scots language.

6.2 A response to the consultation will be submitted within the stated timeframe and Members of the Committee are asked to consider whether they wish to participate in a workshop to consider the draft response, prior to submission. The final response will be brought back to the next Committee meeting for homologation.

6.3 Council Officers are also engaging with the ‘**Faster Rate of Progress**’ cohort which is led by the Scottish Government and includes representatives from Local Authorities across Scotland and other key stakeholders including HIE. There are various workstreams which are led by selected Local Authorities, where they are required to report to the Scottish Government on their individual workstreams which populates and creates a national picture and vision for strategic Gaelic and cultural development.

7. National Gaelic Language Plan – Consultation

7.1 BnaG received more than 250 responses and organised a programme of community meetings, both in-person and online. The majority (65%) of organisations and individuals who responded agreed with the direction of the draft plan, which has a particular focus on increasing the **use** of Gaelic and its learning. Further details are included in the link attached. <https://www.gaidhlig.scot/en/initial-findings-from-nationwide-consultation-ahead-of-updating-the-gaelic-language-plan/>

7.2 The Gaelic Team took part in a Teams workshop which focussed on drafting a response to the consultation on the Draft National Plan. A questionnaire was also designed and sent to Executive Chief Officer's, Senior Managers across Council Services. The questionnaire was also sent key partners including High Life Highland and Eden Court. The Highland Council submitted a response and Officers attended a public consultation meeting.

Designation: Executive Chief Officer, Performance and Governance

Date: 24 October 2022

Author: Morag Anna MacLeod Mitchell, Gaelic Development Officer

Background Papers:

FOIRM DÀTA BLIADHNAIL 2021-2022

ANNUAL RETURN FORM 2021-2022

Ainm na buidhne Organisation's name	Comhairle na Gàidhealtachd Highland Council
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Prìomh Dhàta Measaidh

Primary Indicator Data

Fios bhon Phoball Communications from the Public	Cia mheud brath sgrìobhte a fhuair am buidheann bhon phoball ann an Gàidhlig am-bliadhna? How many written communications have the organisation received from the public in Gaelic this year?	The Council received 15 written communications – mostly emails – in Gaelic from members of the public and/or Gaelic media.
A' sgaoileadh fiosrachaidh Dissemination of information	Cia mheud pìos a sgaoil am buidheann air na meadhanan sòisealta ann an Gàidhlig am-bliadhna? How many posts did the organisation distribute on social media in Gaelic this year?	Various texts and posts were advertised on or uploaded to social media. These included: <ul style="list-style-type: none"> • Miscellaneous adverts for events; • 37 job adverts for Gaelic essential posts; • 22 Facebook and/or Twitter posts, including promotional videos for events and vacant posts.
	Cia mheud fios-naidheachd a chaidh a sgaoileadh leis a' bhuidheann anns a' Ghàidhlig am-bliadhna? How many press releases did the organisation publish in Gaelic this year?	46 press releases relating to Gaelic events were published bilingually on the Council's website, with Gaelic presented above the English. (27 were issued by The Highland Council and 19 were shared press releases from partners and key stakeholders with whom the Gaelic Team regularly liaise).
	Cia meud neach-obrach a fhuair cothrom trèanaidh ann an sgìlean Gàidhlig am-bliadhna? How many staff received Gaelic skills training this year?	GME training session for school leadership teams – 23 attendees which included Strategic Leads

<p>Luchd-obrach Staff</p>		<p>Gaelic L2/3 training – 4 teachers undertook Gaelic Resources Signposting training and 5 undertook basic Gaelic Language Learning training</p> <p>9 Council staff received Gaelic training by attending South Area classes and 5 in North Area classes.</p>
	<p>Cia mheud dreuchd a th’ agaibh an-dràsta far a bheil Gàidhlig ann mar sgil riatanach? How many posts do you currently have where Gaelic is an essential skill?</p>	<p>8 tutors and assistant tutors’ staff in the South area 16 Sessional Staff for the West area 6 Sessional staff for the North area 7 Gaelic Team Officers There are currently 125 staff members (Teachers and EYPs) where Gaelic is an essential skill. There are 152 people in posts where Gaelic is an essential skill.</p>
	<p>Cia mheud neach-obrach a th’ agaibh an-dràsta aig a bheil sgilean Gàidhlig? How many staff currently within the organisation have Gaelic skills?</p>	<p>As part of the Highland Council’s refreshing of GLP3 to GLP4 the Council is creating a Gaelic skills audit working with Teams within the Highland Council and BnaG. To achieve best value and best practice we are also liaising with other Local Authorities regarding the development of the skills audit.</p>

<p>Foillseachaidhean Publications</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 290 items were published physically or on the Council's website, either fully bilingually or incorporating some Gaelic content. These included:</p> <ul style="list-style-type: none"> • Approximately 148 reports or leaflets, some fully bilingual and some with bilingual headings. • Gaelic Committee agendas (4), minutes (4) and reports (16) which were published fully bilingually. • Headings and sub-headings for approximately 118 miscellaneous corporate agendas. <p>N.B. figures for reports and agendas other than for the Gaelic Committee are approximate due to the nature of the translation request recording system and number of different administrative staff requesting translations.</p>
<p>Inbhe Status</p>	<p>Cia mheud soidhne dà-chànanach a chuir am buidheann an àirde am-bliadhna? How many new bilingual signs has the organisation erected this year?</p>	<p>A total of 334 bilingual signs were processed during this period, including 92 road directional and street signs, and 242 internal and external building signs for THC properties. Most of the building signage during this period was for new schools and ELC centres.</p> <p>15 interpretation panels for sites of cultural, historic or geographical interest were produced with Gaelic content.</p> <p>33 fully or partly bilingual posters and pop-up banners – mostly relating to information or advertising – 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 summaries 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.

- 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., as part of the 1+2 curriculum.
- Outdoor learning opportunities through Spòrs Gàidhlig were delivered to L2 pupils in Raasay,

Broadford and Portree primaries.

- Primary and Secondary teachers from across Highland were invited to attend drop-in sessions, led by Gaelic Education Officers, to discuss any issues and be kept up to date with any new developments associated with GME.
- Schools delivering Gaelic as their L3 language are expected to be implementing or embedding discreet language learning lessons and incorporate some commands and instructions into the daily routine this year.
- Schools delivering Gaelic as an L2 or an L3 can take part in the national GLEANS challenges, where they can enhance the pupils' learning by taking part in creating digital content showing Gaelic speaking with the language they have learnt.
- Schools not delivering Gaelic as an L2 or an L3 are also encouraged to participate in the GLEANS challenges as they are designed to be used by anyone with no prior Gaelic experience. It is hoped that this will also encourage further uptake in schools with Gaelic as an L3 across Highland.
- Some virtual visits continued to take place including the visits from Bodach na Nollaig where online visits to ELC took place involving 16 schools.
- FC Sonas held an online webinar in March 2022 colleagues provided Gaelic technical support through creating an online programme containing links to breakout rooms using Google Suite meets. They also assisted behind the scenes during the event by recording the discussions which could then be viewed by others later.

[Seiminear-lìn aig FC Sonas | The Highland Council](#)

- FC Sonas delivered in partnership with the Gaelic Team organised a Gaelic football camp in the Easter school break, where over 40 Gaelic medium pupils throughout Skye participated.
- FC Sonas in partnership with the Gaelic Team organised a Gaelic football camp during the October school holidays this took place at BSGI and 29 pupils attended.

- National Mòd

The Gaelic Team worked closely with An Comunn Gàidhealach (ACG) in relation to Royal National Mòd which was held in Inverness last October. The Gaelic Team established a Mòd Liaison Group which included representatives from various services within the Highland Council and also Senior representation from HighLifeHighland, VisitScotland, Inverness BID Team, PoliceScotland and Eden Court.

- https://www.highland.gov.uk/news/article/14031/sgioaba_na_g%C3%A0idhlig_a_foilseachadh_bhid_io_a_cur_f%C3%A0ilte_air_m%C3%B2d_2021_a_dh_inbhir_nisgaelic_team_unveil_video_welcoming_the_2021_mod_to_inverness
- https://www.highland.gov.uk/news/article/14021/m%C3%B2d_n%C3%A0iseanta_r%C3%ACoghail_2021_a_fosgladh_ann_an_inbhir_nis_agus_tosgaire_%C3%B9r_na_g%C3%A0idhlig_ga_ainmeachadh
- https://www.highland.gov.uk/news/article/13997/outdoor_choir_performance_to_round_off_inverness_royal_national_m%C3%B2d_2021_in_style
- https://www.highland.gov.uk/news/article/14025/ce%C3%B2l_sp%C3%B2rs_is_cultar_na_g%C3%A0idhlig_ga_chomharrachadh_sam_m%C3%B2d_a_dol_air_bhog
- Gaelic Team worked in collaboration with CnaG and CnaP Nàiseanta to organise an extensive the week-long programme of Fringe Events for the Mòd which included a Pop Up Cèilidh, A Family Cèilidh, a Story and Music Session in Culloden, a free day Mini Fèis Event in BSGI and a Family Picnic Abriachan.
- Iomain Colm Cille - The Gaelic Team works in partnership with Iomain Colm Cille for the national shinty competition which is open to all primary schools in Scotland who provide GME. Further details are provided in the link below
https://www.highland.gov.uk/news/article/14521/cupa_iomain_na_h-%C3%B2ige
- Cuach na Cloinne - The Gaelic Team worked in partnership with Comunn na Gàidhlig (CnaG) to deliver the national football competition which is open to all primary schools who provide GME. Further details are included in the links below.
https://www.highland.gov.uk/news/article/14542/cuach_na_cloinne_2022_air_ais

- https://www.highland.gov.uk/news/article/14567/cuach_na_cloinne_-_farpais_sg%C3%ACre_na_g%C3%A0idhealtachd
- Mios nan Gàidheal <https://twitter.com/HighlandCouncil/status/>
- The Gaelic Team worked with the Executive Office of Gaelic Affairs in Nova Scotia to develop bilingual placenames of the day which were placed on the Highland Council social media platforms. The placenames were common to both areas - Highlands and Nova Scotia. Some Gaelic proverbs were also posted on social media with the Mios nan Gàidheal hashtag.
- FilmG - The Gaelic Team worked in partnership with FilmG and the Highland Council sponsors a FilmAward. FilmG is a very successful in relation to the number of schools who participate in the event and community groups and individuals. Further details are available in the links below. https://www.highland.gov.uk/news/article/14442/buannaichean_farpais_filmichean_g%C3%A0idhealtachd
- https://www.highland.gov.uk/news/article/14446/comhairlichean_a_moladh_luchd-buannachaidh_filmg_na_g%C3%A0idhealtachd
- The Gaelic Team worked in partnership with Sabhal Mòr Ostaig to organise the annual Gaelic secondary residential event, Seachdain nan Deugairean, which took place in February/March 2022 at the Gaelic college, Sabhal Mòr Ostaig. Sixteen Gaelic medium and twelve learner secondary pupils from Portree and Plockton High schools participated in Drama, outdoor learning, and media workshops.
- A range of Gaelic medium activities took place in the summer holidays to support Gaelic usage out-with school. This included a week of Gaelic outdoor learning in Fort William in partnership with Stramash outdoor nursery as part of the Summer of Hope initiative. In the West area Gaelic medium pupils attending Bun-Sgoil Ghàidhlig Phort Rìgh participated in a week of Spòrs Samhraidh, sporting activities delivered through Gaelic. Pupils from Staffin and Kilmuir participated in Gaelic outdoor education activities delivered in partnership with Skye Outdoor centre, - 'Whitewave'. Further details are available in the link below
- [Spòrs Samhraidh](#). Pupils in the Inverness and the North Area participated in a wide range of activities which took place over a five period as part of the 'Summer of Hope Programme'. The activities include drama, music, arts, and crafts, as well as outdoor activities which included paddleboarding and bush craft.
- After-school and extra-curricular clubs and activities were re-introduced to support the language recovery programme for Gaelic medium schools, providing language usage opportunities out-with the classroom. The following are examples included within the Gaelic after-school programmes:
 Gaelic Drama in partnership with Fèisean nan Gàidheal took place in Nairn, and Bun-Sgoil Ghàidhlig Phort Rìgh.
 Sailing taster sessions were offered to pupils in Dunvegan, Kilmuir, Staffin and Bun-Sgoil Ghàidhlig Phort Rìgh. https://www.highland.gov.uk/news/article/14010/seiseanan_se
 A programme of after-school clubs was organised in partnership working with Staffin and Kilmuir, Plockton primaries, these included a Film G club, a club Gàidhlig and Gaelic football.
- Seachdain na Gàidhlig
 - Schools were invited to take part in SnaG through a variety of Gaelic and Gaelic learning activities and share their results with the Gaelic Team.
 - Members of the Gaelic Team took part in online workshops with pupils at Inverness Royal Academy to tell them about their own posts and to highlight the various career options available to Gaelic speakers.
 - Videos and photographs of pupils taking part in SnaG were collated and added to a padlet, which was then shared across Highland.
 - A series of online Leugh le Linda Gaelic stories and songs were delivered to Gaelic medium schools and nurseries on an online platform to celebrate Seachdain na Gàidhlig.

- A series of Gaelic proverbs with English translations, relating to the Highlands and illustrated by photographs of the Highland area, were shared on social media throughout Seachdain na Gàidhlig.
- High Life Highland (HLH) liaised with the Gaelic Team to promote Seachdain na Gàidhlig via Am Baile posts. HLH's Learn with Lorna lecture also focused on Gaelic material from the Skye and Lochalsh archives.

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

- Highland Council has 20 GME provisions, 9 of which include 3 stand alone provisions and have more than 50% pupils in GME across the school total role. 15 Secondary schools offer GME at secondary. The schools also offer Gaelic Learner pathways with an additional 5 secondary schools offering Gaelic Learners that do not have GME provision.
- 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 are expected to be delivering discreet language learning lessons and incorporate some commands and instructions into the daily routine this year.
- Support is continually offered to schools delivering Gaelic as an L2 or L3 language, through language learning training sessions or Signpost Sessions; highlighting available resources and where to find them.
- Self-study modules, located on the Northern Alliance (NA) SharePoint site take staff through the language needed to deliver Gaelic in class, along with resources, classroom activities and contains options to further their own Gaelic learning as well. Highland Council officers work closely with NA to provide this resource.
- Highland council worked in partnership with Sabhal Mòr Ostaig to deliver an online Family learning event. The National event will return as a face-to-face community event in July 2023.
- Gaelic adult education community classes adapted to circumstances by adopting a hybrid model of delivery with most classes continuing to be delivered online.
- Tutors were trained and classes are now being delivered using the new SpeakGaelic learning resource.
- The Council continues to sponsor the MOU bursary scheme which has contributed financial support to six students on Cùrsa Comas.
- Highland Virtual Academy has expanded access to the online learning option of GLE curriculum if there is no access to a teacher. S1 and S2 pupils in Kinlochleven High School are currently being taught weekly online lessons using Googlesuite.
- Highland Virtual Academy aims to support secondary provisions with access to a GME / Gaelic teacher to promote opportunities to use Gaelic and link schools to maximise teacher access and subject choice.
- Currently a Gaelic teacher is working in Glenurquhart High School, on behalf of the Highland Virtual Academy (HVA), delivering Gàidhlig, History, Geography and PSE through the medium of Gaelic to S1 pupils.
- Virtual networks are supported via the Gaelic Development Teacher to encourage and facilitate networking between schools.
- The Council's Senior Translation Officer undertook initial collaboration with our two largest GME secondary schools on developing resources to help expand subject choice at the senior phase. The current focus is on the development of resources for History and Modern Studies.
- Schools were encouraged to adopt early presentation for GME senior phase accreditation, and this has been adopted by some schools for identified pupils.
- ELC 1140 funded hours expansion has been completed and now includes access to 1140 ELC hrs. GME Glenurquhart Primary has now expanded to include GME ELC.
- Stand-alone GME primary schools update – pupil numbers are monitored and continue to grow. This is reported annually to Scottish Government.

- The Highland Council continues to progress the feasibility of a 3-18 within Inverness for GME.

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 on the Council's website, with Gaelic presented above the English.
- All press releases and statements relating to Gaelic are also promoted on social media platforms.
- Stakeholder and partner social media is also supported by re-tweets.
- Bilingual signs for villages, towns and cities, roads and streets, buildings and properties are regularly erected across the Highlands, thereby increasing the visibility and use of the language in the wider community.
- The Highland Council supports FilmG which links to media training for young people.
- Council has a positive working relationship with SMO and regularly collaborates to project manage the agreed developments from GLP3.
- During this period, the Gaelic Committee meetings moved from being held remotely to being based in the Council Chamber with some Members attending remotely. The hybrid meetings are webcast live and available to view on the Council's website thereafter. The Gaelic Committee continues to raise the profile of the language in the wider Council. The Committee reports and presentations from stakeholders and key partners provide greater insight into Gaelic development as well as the positive partnership working which takes place between external groups and organisations in order to grow and develop Gaelic language and culture in the Highlands.
- The Gaelic Committee promotes via the Good News Items, the following: - achievements of pupils, events, activities, attainment, and inspections to Elected Members.
- Gaelic is also used at the Education Committee, with highlighted school achievements shared with Elected Members.

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 with Highland Council in delivering the National Family Learning week initiative, Gaelic secondary project Seachdain nan Deugairean and the Gaelic in the workplace project.
- 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.
- SMO partnership project – Oideas 2 currently available <https://www.smo.uhi.ac.uk/oideas/?lang=en>
- SMO/UHI Bursary Scheme the Council award bursaries to 6 students who are studying Gaelic at SMO

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'Achd 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 an improved catchment area map in line with ongoing work in catchment consultations. All parents enrolling in ELC are now signposted to the benefits of GME and where this is provided in Highland Council.

During enrolment weeks, Fàs Foghlaim video was promoted by the Gaelic Team via social media platforms.

Within the Highland Council area, there are currently 20 primary schools and 14 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. As at the date of writing, 13 GM catchments have been created for primary schools and 8 for secondary schools, with several other consultation exercises either underway or soon to start.

Recent changes have been made to specific Gaelic pages on The Highland Council website to bring it in line with recommendations from Bòrd na Gàidhlig. This includes hyperlinked contact details for Headteachers of GME settings. Links to other Gaelic organisations were also made as well as updated information on how to register your children for GME.

GME Primary and Secondary teachers were invited to attend drop-in sessions, led by THC Gaelic Education Officers. This gave an opportunity to share good news, discuss good practice and to ask any questions with other colleagues.

A Gàidhlig Secondary Support Group was set up, using TEAMS, for all Secondary colleagues within the Northern Alliance. Highland has had several teachers attending these sessions.

In partnership with the Care and Learning Alliance (CALA), the Gaelic Team worked to provide and support the Birth to Three sector across Highland. A music and play project, 'Ceol is Cluich', was delivered for parents and toddlers in groups across targeted areas.

Highland Council Education Officers are active members of the Northern Alliance, promoting GME and Gaelic training and resourcing as well as participating and supporting in working groups.

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 GME schools.

Highland Council promotes leadership opportunities in GME committing to promoted posts such as Gaelic Principal Teacher posts and permanent contracts to attract applicants and provide stability to provisions. Support is also provided for relocation costs to encourage applicants to Highland.

Highland Council undertook statutory duties in relation to GMPE request in Applecross. Information for parents on how to request GME is now available on HC website -

https://www.highland.gov.uk/info/878/schools/18/gaelic_medium_education/2

Assessment Response https://www.highland.gov.uk/info/878/schools/18/gaelic_medium_education/3

Pàrantan Corporra **Corporate Parenting**

Chan fheum ach Pàrantan Chorporra 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.

*We apologise for omitting 2021/22 data. This will be shared as soon as this data has been made available to the Gaelic Team.

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.'*

Gaelic development activities should be delivered in a non-discriminatory, inclusive manner and in ways that 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 phoblach 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 because 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:

- Seachdain na Gàidhlig (see further details in the Case Study at the end of the document)
- The Gaelic Team regularly collaborates with Ainmean-Àite na h-Alba (AÀA) ~ Gaelic Place-Names of Scotland, the national advisory partnership on Gaelic placenames, to ensure that the correct forms of names are used on signage and in other contexts. THC is AÀA's biggest client and contributes to discussions on corpus and linguistic issues which are of national importance.
- Community Learning and Development Plans in partnership with targeted GME Schools are being developed by the Gaelic Team.
- School Improvement Planning - School Planning has been updated to include 5 key Gaelic priorities. The Gaelic Team support Collaborative Leads and Head Teachers who have a strategic responsibility across schools with School Improvement linked to GME.
- All GME provisions must select from the following and provide a plan outlining how this will be developed within their school community/ASG
 - ✓ Education Scotland Advice on Gaelic Education focus (key messages including high quality immersion experiences, improving fluency, transitions, ethos)
 - ✓ Secondary – Increasing immersion curriculum opportunities in BGE and Senior Phase
 - ✓ Initiatives that promote and support the use of Gaelic in the home, in communities and extra-curricular experiences
 - ✓ Activities to support Gaelic language and culture (arts, media, creative industries, workplace)
 - ✓ Local Authority Gaelic Language Plan priority
 - ✓ Creating an ethos for Gaelic across the school and wider school community
- Highland Digital Hub has been updated and includes additional Gaelic resources for schools and families
- Gaelic Committee meets quarterly with Elected Members this includes quarterly reporting on GLP3 progress to evidence engagement and progress of outcomes MA link to March PRMS report
- The links below provide details information on the Progress set against the Implementation of GLP3
- https://www.highland.gov.uk/download/meetings/id/79773/item_6_-_progress_against_gaelic_language_plan_3
- https://www.highland.gov.uk/news/article/14779/adhartas_le_plana_na_g%C3%A0idhlig

Amasan airson Seirbhisean Corporra	Corporate Service Aims			
Àrd Phrionnsabalan	Overarching Principles			

<p>Spèis Cho-ionann A h-uile gealladh anns a' phlana Ghàidhlig air a lìbhrigeadh dhan aon ìre anns a' Ghàidhlig agus anns a' Bheurla.</p>	<p>Equal Respect Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.</p>	
<p>Cothroman Follaiseach Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonnan air na cothroman a th' ann agus Gàidhlig a chleachdadh leis an ùghdarras phoblach.</p>	<p>Active Offer 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>Treas Phàrtaidhean A' dearbhadh gum bi ALEOs agus cunnraidhean eile ag obair gus plana Gàidhlig an ùghdarrais phoblaich a chur an gnìomh.</p>	<p>Third Parties Ensure that Arm's Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.</p>	
<p>Gàidhlig na nì àbhaisteach 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>Normalisation 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>Pàrantan Corporra Gu bheillear mothachail air na dleastanasan a th' ann mar Phàrant 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>Corporate Parenting 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>Suaicheantas 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. Bu chòir an aon ìre follaiseachd a bhith ann airson an dà chànan san t-suaicheantas.</p>	<p>Logo Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.</p>			
<p>Soidhnichean Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.</p>	<p>Signage Prominent signage will include Gaelic and English as part of any renewal process.</p>			
Conaltradh leis a' phoball	Communicating with the public			
<p>Adhartachadh A' toirt teachdaireachd bhrosnachail seachad gum bithear daonnan a' cur fàilte air conaltradh a nì am mòr-shluagh ris an ùghdarras ann an Gàidhlig.</p>	<p>Promotion Positive message that communication from the public in Gaelic is always welcome.</p>			
<p>Conaltradh sgrìobhte Bithear daonnan a' gabhail ri conaltradh sgrìobhte ann an Gàidhlig (litricean, puist-d agus na meadhanan sòisealta) agus thèid freagairtean Gàidhlig a thoirt seachad a rèir a' phoileasaidh choitchinn.</p>	<p>Written Communication Written communication in Gaelic is always accepted (post, e-mail and social media) and replies will be provided in Gaelic in accordance with the general policy.</p>			
<p>Ionad-fàilte agus am fòn Nuair as urrainn do luchd-obrach le Gàidhlig an t-seirbheis seo a thoirt seachad, gheibh iad taic airson sin a dhèanamh, agus thèid sanasachd a dhèanamh air an t-seirbheis am measg a' mhòr-shluaigh.</p>	<p>Reception and phone 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>			Training workshops are currently being planned to reinforce welcome phrases for frontline staff
<p>Coinneamhan Thèid coimhead gu cunbhalach air na cothroman a th' ann gus coinneamhan poblach a chumail gu dà-chànanach no ann an Gàidhlig, agus thèid sanasachd a dhèanamh orra.</p>	<p>Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p>			

Fiosrachadh	Information			
<p>Fiosan-naidheachd Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.</p>	<p>News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.</p>			
<p>Na Meadhanan sòisealta Thèid susbaint Ghàidhlig a sgaoileadh gu cunbhalach sna meadhanan sòisealta, agus sin a rèir an uiread luchd-cleachdaidh Gàidhlig a th' ann agus a dh'fhaodadh a bhith ann.</p>	<p>Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users</p>			
<p>An Làrach-lìn Bu chòir susbaint Ghàidhlig a bhith ri faotainn air làrach-lìn an ùghdarrais phoblaich, agus prìomhachas ga thoirt do na duilleagan a dh'fhaodadh an àireamh as motha de dhaoine a tharraing.</p>	<p>Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.</p>			
<p>Foillsichidhean Corporra Thèid an ullachadh ann an Gàidhlig is Beurla, agus prìomhachas ga thoirt don fheadhainn a dh'fhaodadh an àireamh as motha de dhaoine a leughadh.</p>	<p>Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.</p>			
<p>Tairbhe a' Chànain Bidh pròiseas ann gus dèanamh cinnteach gu bheil a' Ghàidhlig a gheibhear san fhiosrachadh chorporra uile aig deagh ìre agus gun gabh a tuigsinn</p>	<p>Language Utility A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.</p>			
<p>Taisbeanaidhean Bu chòir beachdachadh gu cunbhalach air cothroman gus taisbeanaidhean poblach a shealltainn gu dà-chànanach no ann an Gàidhlig, le prìomhachas ga thoirt don fheadhainn a dh'fhaodadh a' bhuaidh as motha a thoirt air cùisean.</p>	<p>Exhibitions 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>			

Luchd-obrach	Staff			
<p>Sgrùdadh air sgilean Thèid sgrùdadh a dhèanamh air sgilean Gàidhlig an luchd-obrach agus na feumalachdan trèanaidh aca a thaobh Gàidhlig rè ùine gach plana.</p>	<p>Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.</p>	An audit will be undertaken as part of GLP4 renewal		
<p>Fiosrachadh Inntrigidh Bidh fiosrachadh mu Phlana Gàidhlig an ùghdarrais phoblaich mar phàirt den fhiosrachadh inntrigidh a gheibh luchd-obrach ùr.</p>	<p>Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions</p>	The staff induction programme is currently being refreshed and will include making Staff aware of the Council's commitment of Gaelic		
<p>Trèanadh cànan Thèid cothroman trèanaidh is leasachaidh airson sgilean Gàidhlig a thabhann don luchd-obrach, gu h-àraidh mar thaic do bhith a' coileanadh Plana Gàidhlig an ùghdarrais phoblaich.</p>	<p>Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.</p>			
<p>Trèanadh le Fiosrachadh mun Ghàidhlig Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air luchd-obrach aig àrd ìre, luchd-co-dhùnaidh eile agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.</p>	<p>Awareness training Gaelic awareness training offered, with priority given to senior staff, other key decision makers and staff dealing directly with the public.</p>	<p>The Team in-conjunction with a Training Provider, has devised Gaelic Awareness Training for Elected Members this will be available on the HC intranet for an agreed period.</p> <p>The Gaelic Team presented our workplans via power point where all Elected Members were invited to attend 'An Elected Members' Engagement Day'</p>		
<p>Fastadh A' toirt aithne do is a' cur sùim ann an sgilean Gàidhlig an lùib nam pròiseasan fastaidh air feadh an ùghdarrais phoblaich.</p>	<p>Recruitment Recognising and respecting Gaelic skills within the recruitment process throughout the authority</p>			
<p>Fastadh Bidh Gàidhlig air a h-ainmeachadh mar sgl riatanach agus / no a tha na</p>	<p>Recruitment Gaelic named as an essential and / or</p>			

<p>buannachd ann an tuairisgeulan obrach gus cuideachadh le bhith a' cur a' Phlana Ghàidhlig an gnìomh agus a rèir an stiùiridh bho Bhòrd na Gàidhlig airson luchd-obrach fhastadh.</p>	<p>desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.</p>			
<p>Fastadh Bìdh sanasan-obrach dà-chànanach ann no ann an Gàidhlig a-mhàin airson a h-uile dreuchd far a bheil Gàidhlig na sgil riatanach.</p>	<p>Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p>			
<p>Corpas na Gàidhlig</p>	<p>Gaelic Language Corpus</p>			
<p>Gnàthachas Litreachaidh na Gàidhlig Thèid cumail ris an tionndadh as ùire de Ghnàthachas Litreachaidh na Gàidhlig anns na stuthan sgrìobhaidh uile a thèid fhoillseachadh leis an ùghdarras phoblach.</p>	<p>Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p>			
<p>Ainmean-àite Iarrar agus gabhar ri comhairle bho Ainmean-Àite na h-Alba air ainmean-àite Gàidhlig.</p>	<p>Place names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.</p>			

Qualitative Case Study- Seachdain na Gàidhlig (World Gaelic Week)

The Highland Council Gaelic Team engaged with and supported the Seachdain na Gàidhlig (World Gaelic Week) this was 7, day programme of events, which took place from Monday March 21st to Sunday 27th 2022. The Director gave a presentation to the Gaelic Committee at the beginning of March which outlined the aims and objectives of the event.

Highland Council – Events were as follows: -

The Gaelic Team facilitated direct working and engaging in, and supported partnership Working in delivering events across various sectors and communities across the Highlands.

- Promotion and awareness raising of the week via Head Teacher Sharepoint
- Digital network event for GME (Gaelic Medium Education) schools focusing on a celebration of Gaelic culture
- Provision of resources to engage and include all schools across Highland via Highland Online Primary School and 1 plus 2 networks
- Community engagement with schools
- Adult Learners Community Ceilidh
- Alzheimer’s Scotland – partnership project
- <https://www.alzscot.org/news/world-gaelic-week-seachdain-na-gaidhlig-21st-27th-march-2022>
- Corporate Communications to highlight Seachdain na Gàidhlig across Social Media platforms
- Developed Gaelic phrase / placename of the day which was promoted on Social Media Platforms
- Collaborative working with Ainmean-Àite na h-Alba (Gaelic Place-Names of Scotland) to promote Gaelic Highland placename of the day
- Collaborative working between the Gaelic Team and Highlife Highland Highland Archive Centre to deliver a series of talks ‘Learn with Lorna’.

This was very successful, further information can be viewed in the links below.

https://www.highland.gov.uk/download/meetings/id/79772/item_4_-_world_gaelic_week
https://www.highland.gov.uk/news/article/14456/comhairle_na_g%C3%A0idhealtachd_gus_taic_a_thoirt_do_sheachdain_na_g%C3%A0idhlig
https://www.highland.gov.uk/news/article/14501/foillsichidh_seachdain_na_g%C3%A0idhlig_pr%C3%B2gram_thachartasan_airson_na_ciad_seachdainne_diluain_21mh_to_l%C3%A0_na_s%C3%A0baid_27mh_den_mh%C3%A0rt_2022

The padlet below summarises the activities which took place during the week

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

***As per ‘Gaelic Awareness Training’ Power Point Presentation details on p16 of the document.**

<https://docs.google.com/presentation/d/1yg5N1wmW2DOU2WH84h1hGIE7chCq3Jd9/edit?usp=sharing&oid=102440739670973387949&rtpof=true&sd=true>



Donna Manson
Ceannard | Chief Executive
Comhairle na Gàidhealtachd

Le post-d

2 Sulatin 2022
2 September 2022

A Bh-uas Manson chòir,

Plana Gàidhlig Comhairle na Gàidhealtachd: Lèirmheas agus Ùrachadh

Tha mi an dòchas gu bheil sibh agus ur co-obraichean gu math.

A' leantainn air an litir a chur mi thugaibh air 29mh Màrt 2022 mu dheidhinn ùrachadh a' phlana Ghàidhlig agaibh, bu mhath leam coinneamh a chur air dòigh còmhla ruibh airson bruidhinn mu dheidhinn an ath eagrain den phlana Ghàidhlig agaibh.

Anns an litir a chur mi thugaibh, thug mi iomradh air prìomhachasan ro-innleachdail. Tha Bòrd na Gàidhlig air dreachd sheata de phrìomhachasan ro-innleachdail a chruthachadh airson Comhairle na Gàidhealtachd. 'S e pròiseas co-obrachaidh a bhios ann eadar an dà bhuidhinn an aontachadh. Bu mhath leam bruidhinn air an dreachd seo, a gheibhear an cois seo, aig a' choinneimh againn.

Airson a' phròiseas a dhèanamh nas simplidh, tha Bòrd na Gàidhlig air seata de dh'amasan seirbheis corporra nàiseanta a chruthachadh. Tha iad stèidhichte air an eòlas a fhuair sinn bho phlanaichean Gàidhlig a chaidh aontachadh ron seo agus gheibhear iad an cois seo airson fios.

Bidh am Manaidsear Planaidh againn Christie MacLean – christie@gaidhlig.scot toilichte coinneamh a chur air dòigh. Bu mhath leinn seo a chumail taobh a-staigh uair a thìde agus bhiodh e glè chuideachail nam b' urrainn

Highland Council's Gaelic Language Plan: Review and Renewal

I hope that you and your colleagues are well.

Following on from the letter I sent to you on 29th March 2022 regarding the renewal of your Gaelic language plan, I would like to organise a meeting with you to discuss the next edition of your Gaelic language plan.

In the letter, I referred to strategic priorities. Bòrd na Gàidhlig has created a draft of these for The Highland Council. The agreement of these will be a collaborative process between our two organisations. I would like to discuss this draft, as attached, at our meeting.

To simplify the language planning process, Bòrd na Gàidhlig has developed a set of national corporate service aims. These are based on our experience of approved Gaelic language plans to date and these are attached for information.

Our Planning Manager, Christie MacLean – christie@gaidhlig.scot, will be happy to arrange a meeting. We would like to organise an hour-long meeting and it



dhuibh roghainn de dh'amannan a thoirt dhuinn a bhiodh freagarrach dhuibhse.

would be very helpful if you could give us a range of times that would be suitable for you.

Tha mi a' dèanamh fiughair ri coinneachadh ribh.

I look forward to meeting you.

Shona Nicllinnein

Is mise le spèis,

Shona Nicllinnein

Ceannard

Cc: Lena Walker, Manaidsear Leasachaidh na Gàidhlig
Morag Anna NicLeòid Mitchell, Oifigear Gàidhlig
Anna Walker, Oifigear Phlanaichean Cànain, Bòrd na Gàidhlig



Bòrd na Gàidhlig,
Taigh a' Ghlinne Mhòir, Rathad na Leacainn,
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Prìomhachasan ro-innleachdail: Plana Gàidhlig Comhairle na Gàidhealtachd | **Strategic Priorities: The Highland Council Gaelic Language Plan**

Tha Bòrd na Gàidhlig airson taic a bharrachd a thoirt do Ùghdarrasan Poblach a tha ag uallachadh nam Planaichean Gàidhlig aca le bhith ag obrachadh còmhla riutha gus prìomhachasan ro-innleachdail aontachadh airson na planaichean as fheàrr a chruthachadh gus fàs a thoirt air cleachdadh na Gàidhlig, ionnsachadh na Gàidhlig agus airson cur ri deagh ìomhaigh na Gàidhlig.

Tha sinn air seata de phrìomhachasan ro-innleachdail uallachadh gu h-ìosal airson Comhairle na Gàidhealtachd agus bu mhat leinn co-obrachadh orra airson an gabhail a-steach anns a' phlana Ghàidhlig agaibh.

Bòrd na Gàidhlig seeks to provide further support to public authorities who are preparing Gaelic language plans by working together to agree overall strategic priorities for the development of their respective plans to further growth of the use of Gaelic, the learning of Gaelic and to promote a positive image of the language.

We have prepared a draft set of strategic priorities below for the Highland Council and we seek to work collaboratively to agree these for inclusion in your Gaelic Language Plan.

A' toirt fàs air cleachdadh na Gàidhlig	Increasing the use of Gaelic
Dèan cinnteach gu bheil a' Ghàidhlig air a fighe a-steach do phoileasaidhean, mhodhan-obrach is àiteachan-obrach uile na Comhairle gus àbhaisteachadh na Gàidhlig àrdachadh, a' gabhail a-steach leasachadh coimhearsnachd, eaconamaidh, planadh, agus modhan-obrach is pròiseasan trusaidh is maoineachaidh.	Ensure that Gaelic is embedded into all policies, procedures and workplaces within the Council to increase the normalisation of Gaelic, including community development, economy, planning, recruitment and funding processes and procedures.
Obraich còmhla ri com-pàirtichean agus ùghdarrasan faisg air làimh gus leudachadh a thoirt air na tha de ghnìomhachdan cultarail is spòrs tro mheadhan na Gàidhlig rim faighinn do sgoiltean agus don choimhearsnachd.	Work with partners and neighbouring authorities to expand the availability of cultural and sporting activities through the medium of Gaelic available to schools and the community.
A' toirt fàs air ionnsachadh na Gàidhlig	Increasing the learning of Gaelic
Leudaich libhrigeadh Foghlam tro Mheadhan na Gàidhlig le barrachd liubhairt cuspairean àrd-sgoile, cruthachadh sgoiltean fa-leth ùra agus solar ùr tràth-bhliadhnaichean, bun-sgoile agus àrd-sgoile.	Expand the delivery of Gaelic Medium Education with increased secondary subject delivery, creation of new standalone schools and new early-years, primary and secondary provision.
Leudaich libhrigeadh na Gàidhlig mar nuadh-chànan, le 90% de bhun-sgoiltean a' teagasg Gàidhlig mar L3 agus barrachd solar na Gàidhlig mar L2 air feadh an ùghdarrais.	Expand the delivery of Gaelic as a modern language, with 90% of primary schools providing Gaelic as an L3 and further increase the provision of Gaelic as an L2 across the authority.
A' cur deagh ìomhaigh air adhart airson na Gàidhlig	Promoting a positive image of Gaelic
Meudaich faicsinneachd na Gàidhlig thar togalaichean agus seirbheisean na Comhairle gu lèir le lèirsinn airson libhrigeadh dà-chànanach a dhèanamh tèarainte.	Increase the visibility of Gaelic across all Council buildings and services with a vision of securing bilingual delivery.
Obraich còmhla ri ùghdarrasan poblach eile, buidhnean prìobhaideach agus treas roinn gus mothachadh a bhrosnachadh mu bhuntanas cànan is cultar na Gàidhlig.	Work with other public authorities, private and 3rd-sector organisations to promote awareness of the relevance of Gaelic language and culture.