

Agenda Item	10
Report No	G/6//23

THE HIGHLAND COUNCIL

Committee: Gaelic Committee

Date: 30 March 2023

Report Title: Gaelic Specific Grant – 2023/24

Report By: Executive Chief Officer Performance and Governance

1. Purpose/Executive Summary

- 1.1 The purpose of this report is to inform Gaelic Committee Members of the grant application made to the Scottish Government for Gaelic Specific Grant 2023/24 and provide an opportunity to consider the projects that this funding will help to support.

2. Recommendations

2.1 Members are asked to:

- i. Consider the 3 projects outlined in the Gaelic Specific Grant bid;
- ii. Note the ambitious programme of work that the grant will help to support and that these may need to be adjusted should the full amount not be secured;
- iii. Note the application is still under consideration by the Scottish Government with a decision expected by the end of April.

3. Implications

- 3.1 Resource – the funding provided by the Scottish Government through the Gaelic Specific Grant (GSG) provides invaluable support for a wide range of projects that assist the Council in delivering its commitments under the Gaelic Language Plan with the majority dedicated to the delivery of Gaelic Medium and Gaelic Learner Education. Whilst this is significant and welcome, it should be noted that the majority of the Council's Gaelic expenditure comes from core Council budgets.

For the financial year 2022/23 the Council submitted a GSG application for £1,105,060 against total planned expenditure of £6,807,056 and was awarded £910,000. For the financial year 2023/24 the Council is bidding for £1,223,875 in Gaelic Specific Grant, against a total projected spend of £7,665,701.

In addition to core Council funding and the Gaelic Specific Grant, the Gaelic budget also secures additional funding through project-specific bids to Bòrd na Gàidhlig, and Gaelic Language Act Implementation Fund (GLAIF).

- 3.2 Legal - The Highland Council is required to implement its Gaelic Language Plan under the Gaelic Language (Scotland) Act of 2005.
- 3.3 Community (Equality, Poverty, Rural and Island) – the projects supported by the Gaelic Specific Grant help to sustain and grow Gaelic in communities across the Highlands.
- 3.4 Climate Change / Carbon Clever - All meetings take place virtually and activities are carried out online.
- 3.5 Risk – the Scottish Government’s Gaelic Specific Grant budget is usually over-subscribed which means that it is unlikely that the full amount being applied for in the Council’s application will be granted. If this is the case, and once the amount of grant has been confirmed, it will be necessary to reassess the projects within in the bid and adjust to reflect the resource available.
- 3.6 Gaelic – the application demonstrates that the Council is ambitious about preserving and growing the Gaelic language across all the sectors and age groups and values the educational, social, cultural and economic benefits of the language.

4. Purpose

- 4.1 The purpose of this covering report is to introduce and summarise the Council’s application bid for Gaelic Specific Grant. The full application is included at Appendix 1.
- 4.2 The application was submitted by the Scottish Government on the 8th December 2022 and is currently pending a decision on the award from Scottish Government.
- 4.3 The Scottish Government have outlined that there are increasing calls on the Gaelic budget and that, as this has not been increased, there is a likelihood that our full bid will not be paid out and this has been the case for a number of years now. However, the Gaelic Team were successful in maintaining the payment last year and this has given the Gaelic Team increased confidence for this year’s application.

5. Background to the purpose and requirements of the Gaelic Specific Grant

- 5.1 The primary purpose of the Gaelic Specific Grant is to assist in meeting the targets as set by Bòrd na Gàidhlig’s National Gaelic Language Plan and the Highland Council’s Gaelic Language Plan. The Gaelic Language (Scotland) Act 2005 (the Act) seeks to secure the status of Gaelic as an official language of Scotland commanding equal respect to the English language. The grant provides support to new and current projects that can, or will, demonstrate their value in supporting growth in the Gaelic Education. All Local Authorities have duties under the Education (Scotland) Act 2016 to support and promote Gaelic and this is reflected in the Highland Council’s application for Gaelic Specific Grant.
- 5.2 Under the Grants for Gaelic Education (Scotland) Regulations 1986 (Annex B), bids are welcomed in respect of expenditure to be incurred for purposes approved by the Scottish Ministers in, or in connection with, the teaching of the Gaelic language or the teaching in that language of other subjects. The Scottish Government takes the view

that for Gaelic Specific Grant, the term “teaching” includes teaching all age groups in formal and informal settings.

- 5.3 The **scope** of the scheme encompasses the context for projects that *“embraces such things as early years, specially arranged courses, the development of Gaelic Education and Learning in primary and secondary schools, measures taken within schools or more widely to facilitate the teaching and use of Gaelic at appropriate levels, adult learning the production of books and other materials (including their writing, printing, publication and distribution) and research relating to the teaching and use of Gaelic. In addition, costs incurred in employing teachers or lecturers, in training them, in holding and attending courses, in providing buildings and making facilities available, in the production and purchase of books, materials and equipment and in undertaking research work will all be treated as coming within the scope of the legislation.”*

Grants under the scheme will not exceed 75% of the cost of the approved activity.

6. Gaelic Education Projects

- 6.1 The Highland Council is the largest provider of Gaelic Medium Education (GME) and Gaelic Learner Education (GLE) in Scotland. Our Education service has 199 schools in total, covering a geographical area nearly the size of Belgium. The area is a mix of urban, semi urban and rural and remote areas and we have ambition to provide opportunities for Gaelic across the whole region.
- 6.2 Over the last 3 years, the Council has ensured an increased profile of Gaelic, invested in the team, established a Gaelic Committee and has embedded Gaelic within the Council’s Executive Leadership Team.

This reflects that the Council is committed to growing and developing the GM and GL Education sector; Gaelic learning and curriculum development; and Gaelic culture and communities. Increasing Gaelic pupil numbers evidence our continued commitment to growing Gaelic usage across our Highland schools and communities.

The Highland Council’s refreshed GLP is currently out for public consultation. The key desirable education outcomes across the themes of the plan are to ensure Gaelic has a sustained and strong presence in Highland’s communities, increasing pupil numbers in GME and GLE, supporting 0-3, delivering secondary curriculum development, with a focus on increasing opportunities for language use within our communities for all our children and young people.

Currently, an ‘Invitation to Quote’ is underway with a view to producing a 3-18 GME feasibility study for expanding provision in Inverness. This will scope the demand profile for 3-18 Gaelic Medium provision and associated outcomes.

- 6.3 There are three overarching Project headings related to Gaelic Education in Highland Council’s application:

Project 1 – Gaelic Planning, Policy Implementation and Resources

Project 2 – Gaelic in the Home and in Communities - Learning & Development Projects including 0-3

Project 3 – Gaelic in Early Learning and Childcare, Primary and Secondary Education

- 6.4 The bid sets out GSG resource and Council resource across the three overarching projects. From this it is apparent how much the Council is investing in Gaelic and how

this has reflected the higher priority and the strategic commitment the organisation is giving to the language and culture.

6. Project Outcomes

6.1 Project 1 – Gaelic Planning, Policy Implementation and Resources

The project has planned outcomes under each of the following;

- Provide a strategic direction for Gaelic within the Education specific priority areas of GLP3
- Agree and deliver refreshed Education Strategic Priorities for GLP4
- Ensure a pan Highland approach for an equitable provision of resourcing and project delivery
- Ensure Gaelic in Highlands is actively promoted, and quality assured within a framework of performance and governance and is adaptive to the needs of all our communities

6.2 Project 2 – Gaelic in the Home and in Communities - Learning & Development Projects including 0-3

The project has planned outcomes under each of the following headings;

- Gaelic in the Home and Communities.
- Gaelic community in ELC & Childcare.
- Gaelic community in Primary.
- Gaelic community in Secondary.

Gaelic and Gaelic Education is supported by the work of the Gaelic Community Learning and Development Officers and Gaelic Team and Education Development officers.

For context, the Gaelic Community Learning and Development Officers deliver programmes to education settings utilising local authority services, voluntary sectors, youth workers and other sector partnerships, building and strengthening the community within which the language can be used for each education setting.

They play a vital role in promoting the value of Gaelic and opportunities for lifelong learning or Developing the Young force as part of the skills for life, learning and work agenda for 3-18. Additionally, the source external funding to support adult learning for Gaelic and to co-ordinate and deliver family support for families and 0-3 years.

6.3 Project 3 – Gaelic in Early Learning and Childcare, Primary and Secondary Education Description:

Outcomes within this project encompass the work in Education for the demographic of 3-18 years. This is provided via support and development work that is lead and implemented by Education Officers with a remit for Gaelic within a context of strategic planning in relation to all Education priorities.

7.0 Processes and Project Promotion

7.1 Specific project promotion within each project follows the outcomes outlined within each project including reference to activity that aims to achieve growth in the area.

- 7.2 Within these, there are new projects, ongoing projects and projects that are undertaking a renewed direction, following recent review and developments. It is important to note the new projects are an important aspect of the bid and are most likely to attract funding as the expectation is that authorities will mainstream activity over time, applying for GSG to provide additionality.
- 7.3 The Gaelic Team's annual survey of pupil numbers across Highland is illustrated within the bid. This demonstrates the cumulative growth through the ingathering of pupil numbers collated for session 2022/23.
- 7.4 The Highland Council Gaelic Team will continue to work collaboratively with the Corporate Communications Team for events and projects, ensuring visibility and promotion of Gaelic within bilingual press and media releases which will also be made available on all social media platforms. The Teams' will also continue to work in partnership and liaise with other Authorities and Gaelic and cultural organisations to issue joint media releases. See the following examples: -
[Sgoil Stafainn](#)
[Deasbad](#)
[Coimhearsnachd](#) (Gairloch)
[Leugh is Seinn le Linda](#)
[Highland Music, Culture and Language Event](#)
- 7.6 The bid culminates with a section on targets in Gaelic Education for 2023/24. The outcomes and promotion activity in the Highland Council application supports the aim of increasing pupil numbers in Gaelic Education.

It also includes a breakdown of the details of capital investment projects and expansions to Gaelic Medium provision to support this target.

Designation: Executive Chief Officer Performance and Governance

Date: 14 March 2023

Author: Lena Walker

Background Papers:

Appendix

APPLICATION FOR THE SCHEME OF GAELIC SPECIFIC GRANT FOR GAELIC EDUCATION 2023/24

Name of Authority: The Highland Council	
Authority Contact: Kate Lackie Email: kate.lackie@highland.gov.uk Telephone Number: 07990 782197	
Name of Project The Highland Council Specific Grants Projects for 2023-24	
Status (New/Ongoing/Cross Border)	
Commencement Date: April 2023	
Description (including, staff and pupil numbers, breakdown of costs, National Plan Priorities and Gaelic Language Plan commitments)	<p><u>Outlined in this application are three overarching Project headings related to Gaelic Education:</u></p> <p>Project 1 – Gaelic Planning, Policy Implementation and Resources Project 2 – Gaelic in the Home and in Communities - Learning & Development Projects including 0-3 Project 3 – Gaelic in Early Learning and Childcare, Primary and Secondary Education</p> <p>Description: The application is split into areas within the 3 project sections. The first description is relevant to all 3 projects and provides the strategic context and the following areas break down descriptions and costs under each of the project headings.</p> <p>The Draft National Plan 2023-2028 has 2 main aims -</p> <ol style="list-style-type: none"> 1. Increase the use of Gaelic 2. Increase the learning of Gaelic. <p>The National Plan and The Highland Council Gaelic Language Plan are co-dependent. Both plans require commitment, collaboration, investment. The National Plan outlines the following areas of key activity -</p> <p><u>Communities</u> Support for all Gaelic users and learners in their communities and in the networks in which they operate is increased; recognising the three main types of community – island and rural; towns and cities; and online.</p> <p><u>Home</u> Opportunities to use Gaelic at home through various media - both digital and physical resources.</p> <p><u>Media, arts, culture, and heritage</u> Gaelic media and arts output, creating opportunities for expression, skills, access, participation, and creativity</p>

Business and the economy Using Gaelic in businesses and social enterprises; and Gaelic as an economic asset in Scotland.

Public authorities Public authority support for Gaelic and recognition of the importance of wider social and economic measures for Gaelic.

Home Promotion of all influences and measures that encourage Gaelic language learning for young people and families in the home.

School Growth of the GME sector from 3-18; in quality of provision and ensuring promotion and support in place for GME and GLE at all levels.

Post-school Opportunities to learn Gaelic, to provide Gaelic learning at Further and Higher Education level, routes into GME/GLE teaching and research.

Scottish Government Gaelic Plan 2022-27 states that “the position of Gaelic remains fragile. If Gaelic is to have a sustainable future, there needs to be a concerted effort on the part of Government, the public sector, the private sector, community bodies and individual speakers to:

- promote the acquisition of speaking, reading and writing skills in Gaelic
- use and enable the use of Gaelic in a range of social, formal and work settings
- expand the respect for, and visibility, audibility and recognition of Gaelic
- develop the quality, consistency and richness of Gaelic

The Scottish Government GLP commits to embedding Gaelic in all new education policy initiatives. The Highland Council recognise the interdependence between Scottish Government and the GSG outcomes for The Highland Council. The commitment is enhanced by the support from Highland Council who realise these initiatives through continued strong partnership and project delivery with Education Scotland, Bòrd na Gàidhlig, Stòrlann and the Northern Alliance.

Our Context - Highland Council is the largest provider of Gaelic Medium Education in Scotland. Our education service has 29 secondary schools and 170 primary schools. The total number of operational schools, 199, covers a geographical area nearly the size of Belgium. 48% of our secondary schools offer Gaelic Education. 12% of our primary schools offer GME. The area is a mix of urban, semi urban, and rural and remote areas and we have ambition to provide opportunities for Gaelic across the whole region.

Recent Background - The Highland Council have recently increased their investment in the Gaelic team. We have established a Gaelic Committee and ensured that Gaelic is embedded in the Council’s Executive Leadership Team, led by the Interim Depute Chief Executive and Head of Primary and ELC. This reflects that the Council is committed to growing and developing the GM and GL Education sector; Gaelic learning and curriculum development; and Gaelic culture and communities. We have extended our

Gaelic offering by incorporating Gaelic Learners into our Virtual Academy, promotion of Gaelic education resulting in increasing our pupil numbers, investing in extended provisions. All of which evidence our continued commitment to growing Gaelic useage across our Highland schools and communities.

Next Steps – Currently, internal stakeholder engagement is underway for The Highland Council's refreshed GLP4. The key aim is to ensure Gaelic has a sustained and strong presence in Highland's communities; sustaining numbers in ELC and 0-3, secondary curriculum development, with the focus on language use within our communities for both our children and our fragile communities. A feasibility study for 3-18 GME provision in Inverness is underway which will scope the demand profile and benefits of a stand alone 3-18 GME school.

Our Challenges - Highland's geography, demographics which illustrate a declining population, and the protection needed our fragile Gaelic communities creates challenges. Our growth in GME is impacted by a shortage of probationer teachers, difficulty in recruiting and retaining Gaelic teachers and a narrowing of curriculum choice at the senior phase. An understanding of our challenges helps us direct resource to where it will have most effect and this re-invigoration of our ambition for Gaelic means we are confident that additional funding, will make a positive and lasting impact

Gaelic Language Plan 4 - Our draft strategic priorities are in discussion with Bòrd na Gàidhlig. Please note that the priorities proposed by Bòrd na Gàidhlig and shared below are in draft. The Highland Council is engaging with Bòrd na Gàidhlig to co-create a final draft that focuses on the long term sustainable growth of Gaelic in Highland. The bid for 2023/2024 will allow the Gaelic Team to support the delivery of the Strategic Priorities which are as follows -

Draft Strategic Priorities from Bòrd na Gàidhlig

Increasing the Use of Gaelic –

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. 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.

Increasing the Learning of Gaelic –

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. 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.

Promoting a positive image of Gaelic –

Increase the visibility of Gaelic across all Council buildings and services with a vision of securing bilingual delivery. Work with other public authorities, private and 3rdsector organisations to promote awareness of the relevance of Gaelic language and culture.

Highland Council Commitment to Gaelic –

In our bid, we have set out how much is GSG resource and how much is Council resource. From this it is apparent how much the Council is investing in Gaelic and how this has reflected the higher priority and the strategic commitment the organisation is giving to the language and culture.

Summary Breakdown of Costs

Proposed Projects 2023-24	Gaelic Specific Grant contribution	Highland Council contribution	Total cost of project
1. Gaelic Planning, Policy Implementation and Resources	£151,981	£126,671	£278,652
2. Gaelic in the Home and in Communities - Learning & Development Projects including 0-3	£138,602	£46,201	£184,803
3. Gaelic in Early Learning and Childcare, Primary and Secondary Education	£936,292	£6,265,954	£7,202,246
TOTAL	£1,226,875	£6,438,826	£7,665,701

National Plan Priorities and Gaelic Language Plan commitments

The Highland Council's third generation Gaelic Language Plan 2018-2023 was submitted to Bòrd na Gàidhlig on September 18th, 2017. The Plan has been developed under the Gaelic Language (Scotland) Act 2005. The Highland Council has received statutory approval from Bòrd na Gàidhlig.

The Plan has 6 priority areas which are as follows:

1. Gaelic in the Home, Early Learning and Childcare
2. Gaelic in the Community
3. Gaelic in Education
4. Gaelic in the Arts, Culture and Heritage
5. Gaelic in the Workplace
6. The Social, Economic and Cultural Value of Gaelic

The specific Strategic Commitments within each Priority Areas are bulleted below.

Priority Area 1. Gaelic in the Home, Early Learning and Childcare

- Continue to support Highland partnerships to create resources to encourage and support parents or guardians in using Gaelic in the home and early learning and childcare provision.

Priority Area 2. Gaelic in the Community

- Provide opportunities to encourage and increase the use of Gaelic in the community.
- Contribute to and support Community Partnership Development Plans and link with existing groups to promote and support an inclusive approach to Gaelic, within Locality Plans.
- Continue to support and advise community groups in relation to Gaelic development and usage.

Priority Area 3. Gaelic in Education

- Contribute to national strategic partnership initiatives and policy formulation across Gaelic education.
- Ensure that Gaelic education is embedded in The Highland Council's Strategic Education Improvement Planning.
- Build on established partnerships to continue to grow a professionally organised and trained staff to support the 0–3 Early Learning and Childcare sector.
- Develop 3–18 Gaelic Education through a systematic and sustainable approach to increase the percentage of Gaelic Learners in establishments.
- Work with partners to review the learning materials and learning resources provided to support Gaelic Education.

Priority Area 4. Gaelic Arts, Culture and Heritage

- Engage with partners and contribute to national strategic initiatives and policy formulation for Gaelic in the arts, culture, and heritage sectors.
- Increase the profile and usage of Gaelic within Council-funded organisations and events across the Highlands.
- Develop opportunities for people to engage with Gaelic through the arts and creative industries.

Priority Area 5. Gaelic in the Workplace

- Continue to increase the status, profile, awareness, and usage of Gaelic across all Council services.
- Identify and provide opportunities for Elected Members and Officers to learn Gaelic and improve their linguistic competence, to increase Gaelic usage.
- Increase opportunities to raise the profile and use of Gaelic when working with external partners and relevant stakeholders.

Priority Area 6. The Social, Economic and Cultural Value of Gaelic

- Create and support initiatives which strengthen the use and profile of Gaelic within general economic development and cultural tourism in the Highlands.
- Work with partners to develop strategies for the Gaelic jobs' markets, including careers advice.

Highland Council Priority Themes

The priorities in the Gaelic Language Plan are included in Highland Council's Programme; the GLP aims to encompass a wider Gaelic agenda and form part of the Council's high-level priority themes which are as follows:

- A Council that champions the Highlands

- A place to live
- A place to thrive
- A place to prosper
- A welcoming place
- Your Highland Council

Scottish Government Strategic Objectives

The Highland Council's GLP 3 links with The Scottish Government's strategic objectives:

- *A Scotland that is: Wealthier and Fairer, Smarter, Healthier, Safer and Stronger, and Greener.*

The Highland Council is building on, and continues to strengthen, the work undertaken in its previous Gaelic Language Plans, and is committed to achieving the Scottish Government's five strategic objectives.

This suite of priority areas has been formulated to fulfil commitments associated with the National Performance Outcomes, and the targets in the Council's Partners' Single Outcome Agreement with the Government. The projects will contribute to closing the attainment gap, which is recognised as a national priority.

In addition, the role, prominence, and value of bilingualism will be strengthened through effective learning and teaching across Gaelic Education and associated support mechanisms and promotion activities. The Highland Council will continue to work collaboratively with Gaelic based organisations to move forward the Community Empowerment agenda within the local areas.

The National Gaelic Language Plan (GLP) 2018-23 and the Council's Gaelic Language Plan 2018-23 are complementary and inter-dependent strategies which have been prepared with the clear aim of delivering the Government's National Performance Outcomes.

All 3 projects provide the implementation support elements required to achieve the Strategic Aims, Key Performance Results and Enabling Actions in The Highland Council GLP 2018-23; and to assist the Scottish Government and Bòrd na Gàidhlig in implementing the Outcomes, Rationales and Strategic Priorities in the National GLP 2018-23. The Council has long standing collaborative and partnership links with the Scottish Government, Bòrd na Gàidhlig, other Local Authorities and public bodies (GLAN, GLAD, GMòr). The Council also has Memoranda of Understanding with the Provincial Government of Nova Scotia and with Sabhal Mòr Ostaig, and maintains positive relations, in furtherance of Gaelic, with Gaelic and non-Gaelic related organisations across Highland and Scottish public life.

**Project 1 – Gaelic Planning, Policy Implementation and Resources
Breakdown of Costs including staffing**

This table exemplifies the strategic vision, governance, communications strategy, and corporate commitment and how this grows the profile of Gaelic within the Council itself and support toward the community engagement around both education settings and the wider community within Highland.

Gaelic Development Staffing, Projects, and Resources 2023-24		Total
Corporate Strategic Lead for Gaelic (contribution) *		
Gaelic Development Officer 0.6 FTE (incl. on costs) *		
Gaelic Development Manager (incl. on costs)		
Senior Translation Officer (incl. on costs)		
Gaelic Admin Assistant (incl. on costs)		
Policy Officer 0.6 FTE (incl. on costs) **		
Secondary senior phase resource translation for National Secondary Teacher Collaborative Working Group GLEANS – 1 plus 2 digital network support		
Gaelic Education resources – purchasing materials, ICT support and traveling expenses		
Inter-authority projects - contribution to projects that benefit cross border projects for example through GLAD		
Gaelic Secondary Schools National Debating project contribution administered by Comhairle nan Eilean Siar		
Residential event, school trips and exchanges support for schools for Colmcille, National Mòd support for families		
Oideas 3 (partnership project with SMO Teacher Education) Pan Highland GLE program for 1 plus 2 training Supply Costs to support Teacher participation at National CPD Events/Board membership/Working groups		
Corporate Communications promotion of Gaelic Education (social media and Press Releases)		
Total Estimate		£278,652
Includes estimated 5% pay award for 2023-24		
* Funded by Highland Council		
** Part funded by Highland Council		
Cost of Project – £278,652		
Specific Grant Contribution – £151,981		
Highland Council Contribution – £126,671		
Project 2 – Gaelic in the Home and in Communities – Learning & Development Projects including 0-3		
Breakdown of cost including staffing		
Gaelic Community Projects 2023-24		Total

1 FTE Gaelic CLD Officer (South) (incl. on costs)	
1 FTE Gaelic CLD Officer (North) (incl. on costs)	
1 FTE Gaelic CLD Officer (West) (incl. on costs)	
Community Development Projects	
Total	184,803

Includes estimated 5% pay award for 2023-24

Cost of Project – £184,803

Specific Grant Contribution – £138,602

Highland Council Contribution – £46,201

**Project 3 – Gaelic in Early Learning and Childcare, Primary and Secondary Education
Breakdown of costs, including staffing**

Early Learning and Childcare

Gaelic Nursery – estimate for academic year 2023/24 – 41.86 FTE Gaelic Early Years Practitioners.

Primary

Gaelic Primary Teachers – estimate for academic year 2023/24 – 61.4 FTE

Secondary

Gaelic Secondary Teachers – estimate for academic year 2023/24 – 25.6 FTE

Gaelic Education - Early Learning and Childcare, Primary, Secondary 2023-24	Total
Gaelic Early Learning and Childcare (Nursery) staffing (incl. on costs)	1,542,928
GM primary staffing (incl. on costs)	4,017,485
GM secondary staffing (incl. on costs) *	1,641,834
Total Estimate	7,202,246

Includes estimated 5% pay award for 2023-24

Does not include any non-staffing overheads for GME (i.e., School transport, Facilities Management, cleaning, utilities etc)

*Highland Council also operates an additionality-funding model to identified Secondary School DSM budgets where GME is provided. This allows Secondary schools to enhance their staffing teacher to pupil ratio for Gaelic Medium and recognises that support is required to deliver an expanded offer of Gaelic Medium Curriculum to meet the expectations from Education Scotland regarding the proportionality of Gaelic in secondary curriculum offers.

The Highland Council has mainstreamed and committed to 21 FTE Gaelic Secondary teacher posts. These posts are funded as additionality to DSM in Secondary Schools. Gaelic Specific Grant annually contributes between 10-13% to this additionality to enable schools to deliver a proportionate Gaelic offer as per Education Scotland's Advice on Gaelic Education within their curriculum model.

Cost of Project – £7,202,246
 Specific Grant Contribution – £936,292 (13%)
 Highland Council Contribution – £6,265,954

Pupil numbers

School Name 22-23	TOTAL P1-7	GME P1-7	EM P1-7	%GME in school	% Increase / decrease from 21-22
Acharacle Primary School	49	36	13	73%	+2%
Broadford Primary School	81	35	46	43%	no change
Bun-Sgoil Shlèite	60	49	11	82%	no change
Bun-Sgoil Stafainn	39	31	8	79%	no change
Craighill Primary School	208	56	152	27%	+1%
Dingwall Primary School	444	79	365	18%	+1%
Dunvegan Primary School	45	22	23	49%	+1%
Gairloch Primary School	49	13	36	27%	+2%
Glenurquhart Primary School	141	15	126	11%	no change
Kilmuir Primary School	19	13	6	68%	-2%
Lochcarron Primary School	56	18	38	32%	+2%
Mallaig Primary School	65	27	38	42%	+1%
Millbank Primary School	255	31	224	12%	-3%
Mount Pleasant Primary School	184	14	170	8%	-2%
Newtonmore Primary School	113	40	73	35%	+5%
Plockton Primary School	40	30	10	75%	+11%
Ullapool Primary School	133	75	58	56%	+1%
Bun-Sgoil Ghàidhlig Loch Abar	133	133	0	100%	

Bun-Sgoil Ghàidhlig Phort Rìgh	161	161	0	100%	
Bun-Sgoil Ghaidhlig Inbhir Nis	223	223	0	100%	

School Name	Associated Secondary Gaelic Provision
Glenurquhart Primary School	Glenurquhart High School
Acharacle Primary School	Ardnamurchan High School
Dingwall Primary School	Dingwall Academy
Gairloch Primary School	Gairloch High School
Bun-Sgoil Ghaidhlig Inbhir Nis	Inverness Royal Academy
Newtonmore Primary School	Kingussie High School
Bun-Sgoil Ghàidhlig Loch Abar	Lochaber High School
Mallaig Primary School	Mallaig High School
Millbank Primary School	Nairn Academy
Lochcarron Primary School	Plockton High School
Plockton Primary School	
Broadford Primary School	Portree High School
Bun-Sgoil Ghàidhlig Phort Rìgh	
Bun-Sgoil Shlèite	
Bun-Sgoil Stafainn	
Dunvegan Primary School	
Kilmuir Primary School	
Craighill Primary School	Tain Royal Academy
Mount Pleasant Primary School	Thurso High School
Ullapool Primary School	Ullapool High School
Applecross Primary School GMPE Request ongoing	Plockton High School

The first table indicates that there is a total number of 339 pupils in GME nurseries and partner centres at the beginning of academic year 2022/23. As ELC pupils don't have a unique identifier we are unable to give a total number of pupils across

Highland as there will be some double counting because of split placements. Therefore, we are comparing year on year changes in GME nurseries and partner centres.

GME ELC changes

Pupils in publicly funded GME nurseries and partner centres								
	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
GM Pupils	256	264	287	307	320	283	307	339
Change		+8	+23	+20	+13	-37	+24	+32
% Change		+3.03%	+8.01%	+6.51%	+4.06%	-13.07%	+7.82%	+9.43%

The Gaelic team will work with provisions to ensure that parents are confident in committing to GME and numbers are strong relative to community context such as population and rurality factors, to ensure a positive start. Projects include events with 'Bilingualism Matters,' working with Argyll & Bute and Comhairle nan Eilean Siar on promotional materials and with Comann nam Parant to ensure families have access to support when making the commitment of Gaelic Medium Education for their child/ren.

The following tables exemplifies pupil numbers across Highland in Primary.

Pupils in P1	2020/21	2021/22	2022/23
Total Highland P1	2,161	2,221	2,241
GM P1	170	179	170
% GM P1	7.87%	8.06%	7.59%
% Increase	0.36%	0.19%	-0.47%

Pupils in publicly funded primary schools								
	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Total Highland	17,263	17,381	17,422	17,351	17,316	16,843	16,799	16,657
GM Pupils	881	896	923	963	1,034	1,058	1,082	1,101
% GM Pupils	5.10%	5.16%	5.30%	5.55%	5.97%	6.28%	6.44%	6.61%
% Change		0.06%	0.14%	0.25%	0.42%	0.31%	0.16%	0.17%

Secondary Pupil Numbers

Pupils in publicly funded secondary schools								
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	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Total Highland	13,390	13,337	13,228	13,229	13,458	13,841	14,046	13,903
Fluent Gaelic	328	343	341	373	388	414	438	436
% Fluent Gaelic	2.45%	2.57%	2.58%	2.82%	2.88%	2.99%	3.12%	3.14%
% Change		0.12%	0.01%	0.24%	0.06%	0.11%	0.13%	0.02%
GME Subjects	255	265	259	282	261	286	287	354
% GME Subjects	1.90%	1.99%	1.96%	2.13%	1.94%	2.07%	2.04%	2.55%
% Change		0.09%	-0.03%	0.17%	-0.19%	0.13%	-0.03%	0.51%
Gaelic Learners	1,474	1,829	2,012	1,887	2,131	2,208	2,204	2,030
% Gaelic Learners	11.01%	13.71%	15.21%	14.26%	15.83%	15.95%	15.69%	14.6%
% Change		2.7%	1.5%	-0.95%	1.57%	0.12%	-0.26%	-1.09%

2022-23
S1/2 Gaelic Learners classes in one school were taking Gaelic but following advert the school was unable to appoint a Gaelic teacher and had to change course to Scottish Studies with a link to Gaelic place names – these Gaelic Learners are not included in the table above.
S5 Scottish Studies Class have option to use Gaelic although SQA have not yet produced GME qualification, school would be keen to present – 29 pupils included in GME subject numbers.

Outcomes (Please describe the expected outcomes of this activity or project)

Project 1 – Gaelic Planning, Policy Implementation and Resources
Project 2 – Gaelic in the Home and in Communities - Learning & Development Projects including 0-3
Project 3 – Gaelic in Early Learning and Childcare, Primary and Secondary Education

Further details on outcomes and promotion of Priority Area 1, 2 and 3 outlined under Outcomes section below.

Project 1 – Outcomes (Within the Strategic Context)
We will...

- **Provide a strategic direction for Gaelic within the Education specific priority areas of GLP3**
- **Agree and deliver refreshed Education Strategic Priorities for GLP4**
- **Ensure a pan Highland approach for an equitable provision of resourcing and project delivery**
- **Ensure Gaelic in Highlands is actively promoted, and quality assured within a framework of performance and governance and is adaptive to the needs of all our communities**

Process
The Highland Council has a corporate commitment and remit for the preservation and development of Gaelic language and culture. The remit is set against the National Plan which aims to achieve a faster rate of growth for Gaelic in Scotland. A formal Gaelic Committee continues to promote and support the usage of the Gaelic language, heritage, and culture of the Highlands and to oversee the implementation of the Council's **Corporate** third generation Gaelic Language Plan and provide public accountability.

The Committee also has a remit for monitoring expenditure and providing governance and scrutiny of performance and delivering on statutory reporting requirements. The Gaelic Committee has a workplan which forms part of the Gaelic language and cultural planning for the Council and this includes reports which are submitted by the Gaelic Team and Senior Executive Officers on a quarterly basis. The reports generated include recommendations which relate to the 6 Themes within the current Gaelic Language Plan and focus on the implementation of targets within the Plan. The Highland Council Gaelic Development Officer is part of the Gaelic Team within the Authority and has a pan Highland remit.

Sabhal Mor Ostaig, the national Gaelic College, is located within our Local Authority. Whilst we have a memorandum of understanding with the college, and the Highland Council contributes support to students with bursary awards, we aim to build on this relationship following discussions with the Director and Deputy Director of Studies with a collaborative approach to this post and projects that will follow.

This initiative will also help to inform the development of the 2nd project in this bid.

The Gaelic Development Officer works with the Community Learning and Development Officers and the Senior Translation Officer regarding the regular reporting to the Gaelic Committee. Additionally, where appropriate joint working on project development, supporting the Gaelic Team in the promotion of projects which are part funded by Gaelic Specific Grant. This is achieved by producing regular press releases and using both traditional and social media to further the promotion of the events, projects, and activities.

The remit of the Gaelic Development Officer also includes working with stakeholders/ external agencies and key organisations in Highland, several of which receive financial support from the Council. As part of the Council's governance the organisations who receive support are required to demonstrate where reasonable and appropriate how the support assists the Council in implementing specific targets with GLP3, that includes targets within the **priority areas** Gaelic in the Home, Early Learning and Childcare, Gaelic in the Community and Gaelic in Education. A collaborative and strategic approach between the Development Officer and the Community Learning Officers is crucial to the overall impact of this work for Highland for our GLP3 progress.

As shared in or bid 22/23, to deliver on the strategic aims of The Highland Council for Gaelic Education and in preparation for Highland Council's Gaelic Language Plan 4 there is an agreed commitment to enhance the remit of Gaelic within the Authority through the creation of a permanent Senior Gaelic Officer with strategic management responsibility. The post has been successfully recruited to. This is a new permanent senior post for Highland Council evidence the strategic commitment and ambition during this significant stage in the lead up to the 4th generation Gaelic Language Plan.

Critical to making progress will be the identification of sustainable resourcing which means access to both capital and revenue funding; high quality curriculum and extra curriculum content and choice; and reliable teacher supply.

This can only be achieved by taking a connected, partnership approach through all 3 project areas.

Project 2 – Outcomes within the Community Context (A-D)

A - Gaelic in the Home and Communities. We will:

- Increase 'Benefits of Bilingualism' awareness events in targeted areas where GME is available, enabling parents to make informed choices.
- Increase the range of opportunities parents have to become more informed about Gaelic Medium Education.
- Further develop Gaelic Parent Classes in communities to enable parents to be more confident in supporting their children in GME.
- Support Gaelic Community groups and organisations with delivery of their activities to increase Gaelic usage and visibility in their community.
- Develop new online resources which support Gaelic in the Home and community.
- Continue to expand and develop family learning opportunities and events which encourage parents and children to engage together.
- Through the Gaelic Learning and Development Group (GLAD) increase and develop new Gaelic usage projects aimed at supporting the Gaelic Adult Learning sector and Gaelic Medium Education families.

B – Gaelic community in ELC & Childcare. We will:

- In collaboration with BnaG develop a strategic 3-year support structure for Gaelic Birth to Three sector including working with Fas Mor to provide support in the Skye area.
- Following a bridging period, and in liaison with BnaG deliver the Birth to three strategic plan.
- Ensure consistent training opportunities for all partners involved in 0 to 3.
- Ensure added resources are created to support ELC with support from partners (CALA).

C – Gaelic community in Primary. We will:

- Work in collaboration with partners and community groups to increase the opportunities available to GME pupils to use Gaelic in their local Community.
- Increase Gaelic usage for GM pupils out with formal education through GM after school / holiday clubs and activities.

D – Gaelic community in Secondary. We will:

- Work with key partners to further develop a programme of events to support and provide opportunities for Gaelic fluent and learner pupils.
- In collaboration with key partners provide sports coaching opportunities for Gaelic fluent speakers.
- Continue to raise awareness of the opportunities available to young people with Gaelic skills and to encourage young people to continue with their Gaelic learning journey.
- Increase liaison with secondary learners and fluent speakers to strengthen their Gaelic community.

Process

Gaelic and GME is supported by the work of the Gaelic Community Learning and Development Officers and Gaelic Team and Education Development officers. For context, the Gaelic Community Learning and Development Officers deliver programmes to education settings utilising local authority services, voluntary sectors, youth workers and other sector partnerships, building and

strengthening the community within which the language can be used for each education setting. They play a vital role in promoting the value of Gaelic and GME and opportunities for lifelong learning or Developing the Young force as part of the skills for life, learning and work agenda for 3-18.

Through their work, they contribute directly to the purposes of Curriculum for Excellence. Often, many of the pupils who benefit from the projects and innovative initiatives, including extra-curricular activities have opportunities to learn and use Gaelic that would otherwise not have been available to them. The partnership working between education, external agencies and the Gaelic Community Learning and Development Officers in turn maximises the impact on our GME and Gaelic learner's progress and achievement. The refreshed narrative for schools within the curriculum for excellence, labours on the importance of community context for curriculum planning and the officers have a fundamental role in supporting the Gaelic element of this

Project 3 – Outcomes

We will...

- **Use the outcomes of the feasibility study for 3-18 GME to build for the future on the progress of GME and GLE within Inverness and Highland.**
- **Provide activities that strengthen partnerships with our ELC and schools through the Gaelic Team and ensure quality delivery of the outlined education priorities within our GLP3 and agreed new directions within GLP4.**
- **Fully engage in both Strategic and Gaelic Team stakeholder activity to inform and create the priorities and planning for Education as part of Highland Council's GLP4.**
- **Plan and deliver opportunities for continued professional development for teachers. We will work with our school communities and GME provision senior managers within schools to ensure we are responsive to their needs, working in partnership with other authorities when required.**
- **Provide guidance support for Quality Assessment to ensure high quality immersion experiences across our Highland GME settings who are being inspected by Care inspectorate and HMI.**
- **Continue to review our secondary planning and reporting within the quality frameworks for improvement planning to map out how to expand and support opportunities for wider Gaelic achievement. A Gaelic empowerment agenda for schools encompassing curricular, extra-curricular and accreditation pathways will be promoted. We will work with senior GME leadership within schools and commit to developing our Virtual Education options for GME mitigation, sustainability as well as to improve our provision and experiences for all our pupils.**
- **Continue to provide translation of secondary curriculum materials that are being utilised by the National Secondary GME teacher network to support expanding subject choices in the senior phase across Scotland.**
- **GME Community activities such as FilmG, Deasbad, Spòrs Gàidhlig, Fèisean nan Gaidheal and Fèis Rois are supported financially through project working with schools. We aim to increase our promotion of Gaelic on Highland Council social media and continue to create and promote press releases for GME and GLE in Gaelic.**
- **Support schools to represent The Highland Council at events such as Deasbad and Mòd Naiseanta/ionadail. Pupils from The Highland Council schools are excellent Gaelic and cultural ambassadors, not only for their school, the Island, but indeed the Highlands. Their continued representation at events ensures role models for all our pupils.**

	<ul style="list-style-type: none"> • Represent Gaelic Education in collaborative working groups to support outcomes, strategic accounting for GME / GLE planning, attainment and professional learning. • Continue to review and update our promotional activity for GME enrolment, engaging with both policy personnel and corporate communications team to map out a new plan for media, website and publications. • Use pedagogical approaches to improve the quality of our GME learning experience, through supporting practitioners with professional development, enquiry opportunities and resourcing as well as improve children’s access to opportunities to use their language skills out with the classroom to ensure they become confident social users of the language within their own communities. • Continue to build on our success and increase the numbers of pupils in GME to support National targets • Continue to plan in partnership with the Northern Alliance to build on the resources for Early Years Total Immersion Phase. The resources support practitioners build children’s confidence in social use of the language, founded on pedagogical research into language acquisition and Education Scotland’s Realising the Ambition. <p>Process Outcomes for Project 3 will be performance measured within a quarterly cycle as part of the GLP3 monitoring. This will be reported to Gaelic Committee. Reporting on Gaelic Education will also be included in the Education Committee Agenda. Officers will represent The Highland Council with partners at every relevant opportunity in national networks, working groups and collegiate activities. Gaelic Education will be discussed with the monitoring of progression and support to schools at Strategic Officer meetings. Stakeholders in Gaelic Education from both schools and their communities across Highland will have the opportunities to ensure their voice is heard and represented. Regular professional development and engagement with Senior Management in schools to ensure high quality provision of GME is monitored and supported.</p>
<p>Promotion (Please describe the promotion how this project/activity currently promote the project (if currently funded) and how you intend to promote the project to achieve growth in the area)</p>	<p><u>Specific project promotion within each project follows including reference to activity that aims to achieve growth in the area.</u></p> <p>Project 1 – Gaelic Planning, Policy Implementation and Resources Project 2 – Gaelic in the Home and in Communities - Learning & Development Projects including 0-3 Project 3 – Gaelic in Early Learning and Childcare, Primary and Secondary Education</p> <p>Project 1 – Promotion & Actions within Project Activity</p> <p>Strategic The Highland Council has a Gaelic Committee which includes 14 Elected Members who meet quarterly to oversee the development, improvement and delivery of Gaelic and Culture within the Authority. The Gaelic Team will continue to support the Gaelic Committee, and this is currently being achieved by submitting bilingual reports for discussion and approval. The approved minutes are formally endorsed and approved by the full Highland Council.</p>

The bilingual agenda includes standard reports which report on the performance on the Council's implementation of Gaelic Language Plan 3 (GLP3) the reporting system on GLP3 is undertaken with the Council's standard Performance Management System (PRMS) see the link attached as an example [here](#) This framework for performance monitoring will be on going in 2023- 24.

The Highland Council organised and managed an Elected Members and Council Officer workshop consultation on the Scottish Government draft Gaelic and Scots and Scottish Languages Bill. Chair of the Gaelic Committee chaired the workshop. Scottish Government Officials were present and delivered a presentation which focussed on 4 key areas which formed the basis where primary legislation is required.

The Highland Council are currently strategically planning and developing for the 4th generation corporate GLP which requires to be submitted to BnaG in June 2023. The planning has included the recruitment of a Policy Officer. The planning, drafting, consultation and submission of GLP4 to BnaG continues to be one of the main priorities for educational and corporate delivery within the Authority.

The Gaelic Team will continue to work and liaise with other local authorities, and agencies including VisitScotland who are currently developing Gaelic Language Plans.

The Gaelic Team organised Elected Members' Gaelic/ Cultural Training Sessions which were offered online over 2 different days. The Training Sessions are also available on the Elected Members intranet. The Gaelic Team aim to organise further training in 2023.

Policy Implementation

The Highland Council will continue to, as required by Bord na Gàidhlig (BnaG) to submit an Annual Return which focusses on the Council's key performance indicators (KPI'S) as set out within GLP3 see Appendix 1 of the link attached which is an example of the format and data which is submitted [here](#).

The Gaelic Team will continue to provide agreed resources (from within the Councils Gaelic Language Plan Grants Budget) support and liaise with the following organisations as their strategic priorities, targets and outcomes do, and will continue to play an important as part of the Council 4th generation GLP.

- Ainmean Àite na h-Alba (Gaelic Placenames of Scotland)
- An Comunn Gàidhealach – Royal National Mòd – Highland in 2025
- Cuach na Cloinne – Annual Primary Schools' Gaelic National Football Competition
- Deasbad Nàiseanta na h-Àrd -sgoiltean – Annual event
- Fèisean nan Gàidheal – All Local Fèisean within the Highland area and subsequent developments including Gaelic Drama
- Fèisean nan Gàidheal – Annual event Blas Festival
- Fèis Rois – Annually Fèis nan Deugairean and the subsequent developments
- FilmG – Annual event
- Iomairt Colm Cille – Primary Schools' Gaelic National Shinty Competition – Annual event

- UHI/SMO Bursary Scheme Annually
- Seachdain na Gaidhlig – promotion / activity delivery

The Highland Council Gaelic Team will continue to engage with Corporate Communications Team for events and projects, ensuring visibility and promotion of Gaelic within bilingual press and media releases which will also be made available on all social media platforms. The Teams' will also continue to work in partnership and liaise with other Authorities and Gaelic and cultural organisations to issue joint media releases. See the following examples: -

[Sgoil Stafainn](#)

[Deasbad](#)

[Coimhearsnachd](#) (Gairloch)

[Leugh is Seinn le Linda](#)

[Highland Music, Culture and Language Event](#)

Gaelic Youth Ambassador

The Gaelic Team secured GLAIF funding to provide full time one year post for a Gaelic Youth Ambassador. The Gaelic Team managed recruitment of the post in collaboration with Bòrd na Gàidhlig, unfortunately the Gaelic Team were unsuccessful in recruiting to the Post.

Gaelic and Social Media Internship

The Gaelic Team and the Communication Team advertised for a Graduate Placement for Gaelic and social media despite advertising several times the Council were unable to recruit for the Post.

Future Development - Fàs Foghlam 2

The Gaelic Team aim to project plan, develop and deliver a new Fàs Foghlaim (originally funded by SG) video aimed at parents/guardians of GM pupils who have completed primary and are transitioning into secondary school. The video would aim to encourage and inspire families to continue with Gaelic into secondary education.

Gaelic Translation Service

The Gaelic Translation Service (GTS) is an integral part of the Gaelic Team, helping to ensure that the Council fulfils its Gaelic Language Plan (GLP) commitments, both internally and in terms of Gaelic development across the whole Highland area.

There is one translation officer who administers some 800–1000 translation, proofreading and linguistic advice requests each year. These requests range from individual words to documents running to many thousands of words.

Most requests are from the Gaelic Team and wider Council services, though assistance is also provided to Council Members, High Life Highland, Ainmean-Àite na h-Alba (AÀA) and occasionally to external organisations who wish to incorporate Gaelic into their signage and marketing texts.

Due to the high level of requests received, and the consequential demands on the translation officer's time, it is difficult to promote the service beyond what is currently provided, but steps have been taken to adopt a more proactive approach, and it is hoped that further time can be allocated to initiate projects—e.g., offering personalised job titles, email signatures and out-of-office messages to individual staff.

The GTS has updated and enhanced the Council's bilingual policy document which provides guidance to Council staff on the use of Gaelic on bilingual signage and in other contexts. This is currently being redesigned and will be promoted across all Council services.

The GTS is engaged in staff training to reinforce 'welcome' phrases and greetings for reception and frontline staff. This will continue as part of the refreshed GLP.

The GTS is currently investigating ICT options to resume simultaneous translation at Gaelic Committee meetings, which are now held in-person in the Council Chamber and with remote attendees.

Translation requests fall broadly into the categories of corporate documents, educational materials, and road/street and building signage. These are an ongoing part of the GTS's work, undertaken alongside miscellaneous projects as they arise. Further detail regarding these three main categories is provided in the sub-bullets below:

Corporate materials relating to committee documents, policy documents, press releases, and information and marketing materials regarding Council services are translated. Social media posts relating to Gaelic and culture are also posted in Gaelic, or bilingually.

All agendas, reports and minutes for the Council's Gaelic Committee are fully bilingual and simultaneously distributed in Gaelic and English. All documents and press releases, etc., directly related to Gaelic, are also provided bilingually.

Council publications and corporate documents, not directly related to Gaelic, require Gaelic headings and sub-headings or other appropriate Gaelic content.

Presentations by Council officers are required to include Gaelic.

Educational materials relate to teaching and assessment resources for all sectors of education. There is a particular focus on secondary subject resources to assist teachers and improve the GME secondary curriculum. Current projects include History and Modern Studies PowerPoint presentations and documents. Materials are regularly uploaded to the Council's digital hub for Gaelic resources.

Administrative and wider support materials for schools and education officers are provided. These include correspondence to parents and stakeholders, newsletters, and school dinner menus.

Assistance is provided to Community Learning and Development staff relating to materials for a wide range of ages from Early Years to Adult Learning. These typically include information and advertising for events and classes, held both online and in the community.

In accordance with the Council's bilingual signage policy, and in consultation with AÀA, road directional signs and welcome signs are erected bilingually whenever new, or replacement signs are required. Bilingual street signage is also provided. As many placenames in the Highlands are anglicised names of Gaelic origin, the bilingual aspect serves to illuminate the meaning and reinforce the Gaelic heritage of the area. Ongoing work on road, street and building signage steadily increases the visibility of the language in towns and communities across the Highland area.

Bilingual interpretation panels are erected at sites of historical, cultural, and geographical importance across the Highlands and help to celebrate the area's cultural heritage and raise the profile of the language.

Signage on and in all Council-owned buildings and properties is fully bilingual. These include schools, offices, libraries, museums, sports centres etc. In stand-alone Gaelic schools, monolingual Gaelic signage is used to enhance the immersion ethos of GME.

In recent years bilingual lift commands have been provided in schools and it is hoped that this initiative, as well as other audio-visual features, can be replicated in other buildings in due course so that the language is heard as well as seen.

- Consideration is being given, within available resources, to increasing bilingual content in areas not directly related to Gaelic. This may include provision of key Council documents and/or the inclusion of bilingual forewords, in addition to headings, as a more meaningful and personable contribution.
- Consideration is being given to providing Gaelic tweets and social media posts on topics not related to Gaelic – e.g., for high-profile events such as elections. This has been done occasionally over the past year and it is felt that this helps to normalise Gaelic in all aspects of life. This is particularly important considering the Council's commitment to increase the visibility of Gaelic on the Council's website and social media platforms.
- In collaboration with the wider Gaelic Team, the GTS is actively involved in national Gaelic initiatives such as Seachdain na Gàidhlig and Nova Scotia's Mios nan Gàidheal.
- The Council is a partner of Ainmean-Àite na h-Alba (AÀA) – Gaelic Placenames of Scotland and is also its biggest client. The GTS works in partnership with AÀA and consults with them, as a matter of policy, to ensure correct forms of Gaelic placenames are used on signage and in other contexts.

- The GTS keeps abreast of linguistic developments and corpus issues and contributes to discussions and consultation with other national agencies and partners, thereby contributing to Gaelic development both within the Highland area and nationally.
- The GTS will have a fundamental role in fulfilling the requirements of the forthcoming *Highland Council Gaelic Language Plan 2023–2028* and looks forward to ensuring Gaelic is well-represented, visible, and normalised across the Highlands.

Project 2 – Promotions and Actions under 4 areas of Project 2 Outcomes A-D

A – Gaelic in the Home and Communities

- In partnership with schools and partner centres, organise and deliver information workshops for families of GM pupils.
- Promote family learning by providing a Gaelic adult learning programme in those areas with GM Education including adult classes and community- based learning activities.
- Create opportunities to support parents and families in using Gaelic in the home.
- Develop opportunities for former GM young people to refresh their language skills.
- Establish links between Gaelic adult learners and minority language learners elsewhere.
- In partnership with Local Authorities through GLAD continue to develop national initiatives such as Comhla, the adult learning conference.
- In partnership with Sabhal Mòr Ostaig organise and expand the National Gaelic Family Learning Week to deliver the event in July 2023.
- Support community-based Gaelic groups with their programmes for Gaelic development.
- Provide appropriate Gaelic language training for tutors working with adults.
- Support the development of Gaelic community based early years groups.
- Expand awareness raising and language usage opportunities in conjunction with adult community classes as appropriate e.g., visits to sites of cultural interest.
- Organise online and in-person “open days” to promote Gaelic Medium Education and the benefits of bilingualism.

B – Gaelic community in ELC & Childcare

- Liaise with GM schools and Gaelic parent organisations to increase the number of pupils transitioning into GM Early Years 3-5 sector.
- In partnership with BnaG, ensure a smooth transition to a 3-year GLAIF agreed support structure for the Birth to three sector and aim to have appropriately skilled staff in place in relevant priority areas,
- Utilise in-house training opportunities for staff in the 0 to 3 sectors.
- Support the development of the new Croileagan group (2 - 3-year-olds) in Inverness and continue to support and advise Croileagan Grianach in Fort William.
- In collaboration with Early years officers provide Gaelic transition support to ELC 3-5 sector in Lochcarron EM Nursery for children entering GM primary.

C – Gaelic community in Primary

- In collaboration with GM primary schools in the West area and Cullin FM radio station further develop the senior primary GM debate to take place in September 2023.
- Continue to develop Gaelic Community Learning and Development plans in partnership with targeted GME schools.
- Establish a programme of outdoor learning activities for GM pupils, in collaboration with Spòrs Gàidhlig.
- Continue to work in partnership with Ainmean Àite na h-Alba and GM primary schools in the West area to develop a new project, “Facal ‘s Fearann” which will primarily focus on Gaelic placenames within the local communities.
- Continue to work in collaboration with Alzheimer Scotland West to offer clients a programme of Gaelic language activities that meets their needs.
- Work in partnership with GM primary schools to increase pupil participation numbers attending the Gaelic Culture annual events.
- Increase activities that support GM pupils attending the three stand-alone Gaelic schools in Highland.
- Engage with pupils who will guide and suggest contexts for language development opportunities out with school linked to the interests of pupils.
- In association with Iomairt Cholm Cille run a primary schools’ National Gaelic Shinty Competition to increase language usage and promote health and well-being.
- Further develop the Saturday morning Gaelic sports club at BSGLA.
- Continue to organise and further develop a series of family orientated learning events for Gaelic medium pupils in the North area, including Gaelic classes, outdoor and cultural activities.
- Work with Comann Nam Pàrant Nàiseanta and schools to facilitate residential trips for Gaelic medium pupils to help them to participate in Seachdain Dun-Eideann.
- Continue development work with FC Sonas, concentrating on physical and emotional health through learning and the use of football skills. The continued development work will include family and community centred activities. There will be new initiatives in working with FC Sonas and a local football club.
- Continue to develop online interactive sessions with guest Gaelic speakers, notably young Gaelic speaking people in the media or public eye, which is particularly important for schools in more rural areas. This has currently happened on a local basis, linking with schools in Inverness and the North area but will be extended to cover all Highland Council area and other local authority areas e.g., connections are being made with Glasgow Gaelic School. Pupils are invited to meet with the guest speakers online and this is hosted by the Gaelic CL&D staff.
- Establish a project with a focus on intergenerational language transmission.
- An online after school club to provide opportunities for conversational language.
- Support given to GM pupils with the transition process from primary school to secondary through engagement in a variety of summer outdoor education and cultural activities.
- Organise and deliver a wide-ranging programme of Easter and summer extra-curricular activities including arts, crafts, drama, and outdoor events.
- Provide homework and language support to GM pupils through after-school clubs.
- Work in partnership with Gaelic agencies CNAG, ICL, Highlife Highland and FC Sonas to deliver both Gaelic National and Local sporting events and projects.

- Outdoor football camp – work with FC Sonas to deliver football camps will continue and be further extended to include schools throughout the area.
- Project working with Comann Nam Pàrant Nàiseanta to bring awareness of Gaelic Medium Education to parents
- Continue to work in partnership with Eden Court and local Gaelic groups re. development of Drama group for primary school pupils

D – Gaelic community in Secondary

- Expand the Gaelic Sports Leadership project with Highlife Highland to enable an increase of GM young people from both Highland and The Western Isles to participate in Gaelic coaching events. The project will enable senior GM pupils the opportunity to gain employment and lead Gaelic sporting activities for their GM peers in primary school.
- Organise the annual week-long youth residential event Seachdain nan Deugairean in partnership with SMO. The event is offered to both Fluent and learner secondary pupils attending Plockton and Portree High Schools.
- In partnership with schools, organise a cultural residential trip to Ireland for GM secondary pupils.
- In partnership with SDS, organise a face-to-face Gaelic careers event for secondary Gaelic GM and learner pupils across the Highland Council area.
- Work with Lochaber High School to provide additional language support to pupils outwith the classroom.
- Continue to work in partnership with Eden Court and local Gaelic groups re. development of Drama group for young people in rural areas.
- Work in collaboration with local schools and Fèis groups on youth activities e.g., filming, writing workshops.
- In partnership with Ainm Àite na h-Alba develop opportunities for GM pupils in Secondary S1-S2 to participate in the pilot project Facal 's Fearran that is currently being developed.

Project 3 – Gaelic in Early Learning and Childcare, Primary and Secondary Education

New Projects –

Oideas 2

The collaborative project between The Gaelic Team and SMO Initial Teacher Education team has now delivered Oideas 2. The project aims to support teachers with an opportunity to connect through social and digital media. In each podcast, Gwen Culbertson talks to high school or primary school experts about the role, challenges and best solutions working in GME. The questions during the podcasts focus on professional development for teaching students and teachers. The podcast is also a great opportunity for anyone interested in Gaelic Medium Education to listen to teachers and experts reflect and discuss. Oideas aims to provoke new thinking, raise questions and share information between Gaelic teachers who are often facing similar challenges in their respective classrooms.

Podcasts are linked [here](#). The podcasts are also now featured weekly on local radio in the Skye area. Following the success of this podcast series, discussions for Oideas 3 are ongoing.

Senior Phase Curriculum Development

Nationally, the network of Gaelic Secondary teachers are working collaboratively to create more robust senior phase offer for GME pupils. The Highland Council are actively providing and translating resources (provided by teachers as well as the Senior Translation Officer).

Gaelic Medium Teachers – Recruitment and Retention

Workforce Planning and Education officers are engaging with SMO to strengthen the links between students and The Highland Council. Going forward, workshops are planned to showcase Highland schools to students. This is to support and encourage students to choose The Highland Council as a career pathway.

To mitigate impact of available teachers, the Highland Council is providing a package of support measures. This includes re-location packages for teachers moving to the Local Authority. Fixed Term Maternity Posts are also advertised as Permanent Posts to increase the number of GME teachers available to help mitigate supply pressures across the authority.

Building Gaelic School Community

The Gaelic Team provide digital network opportunities, share, and promote opportunities with Gaelic Medium Teachers. See example of newsletter here [Dreachd Gàidhlig](#)

GMPE

The Highland Council undertook the GMPE process with a group of parents from the Applecross Community. The Gaelic Team look to support the community in Applecross with their will to increase Gaelic activity in the community.

Education Committee

Gaelic is visible at the Education Committee through the provision of Gaelic translation and audio for school's Good News Items. Education is represented at the Education Committee in reports where relevant. Gaelic Education is also reported as a standalone item on the agenda annually.

1 plus 2 - Gaelic Learners in Primary Schools

Targets are set for Gaelic within the 1 plus 2 workstream. The Gaelic Team supports The Highland Council work towards the following targets and is included within the outcomes of Gaelic Language Plan 3. Refreshed targets for GLP4 are currently in discussion with Bord na Gaidhlig.

The percentage of pupils learning Gaelic in English medium settings will increase-

- (Target for Gaelic L2 schools: work towards 100% of pupils in P1-P7, receiving Gaelic through the 1+2 Approach).**
- (Target for Gaelic L3 schools: work towards 100% of pupils in P5-P7, receiving Gaelic through the 1+2 Approach).**

(**This means that we are working towards 100% of pupils, in schools that have **chosen** Gaelic as an L2 or L3, receiving Gaelic as an additional language)

- English medium pupils, in schools that have selected Gaelic as Language 2 (L2) or Language 3 (L3), will receive their entitlement to learning Gaelic by 2021, across those schools.

- o Enable staff delivering L2 and L3 Gaelic to have increased confidence in their level of Gaelic and use planners, online activities and other teaching resources. - June 2019 June 2021 June 2023 - (1+2 DO)
- o Delivery will be supported, and growth will be encouraged within English medium schools that have opted for Gaelic as L2 or L3, for pupils learning Gaelic as part of the 1+2 Language Learning Approach.
- o The percentage of secondary pupils studying Gaelic as Learners through the 1+2 Language Learning Approach will increase, supporting and improving transition at key stages, particularly from primary to secondary.

An example of 1 plus 2 curricular support can be viewed [here](#). The Gaelic Team also provides teacher training for EM schools delivering Gaelic as 1 plus 2.

Gàidhlig Medium Catchment Areas

Statutory Guidance on Gaelic Education recommends that local authorities should establish GM catchment areas for schools that offer GME. The establishment of GM catchments is subject to statutory consultation under the schools (Consultation) Act Scotland 2010. These are resource intensive exercises, not only for Highland Council but also for Education Scotland, who must appoint an Inspector to assess each proposal. Of the 20 Highland primary schools offering GME, 16 GM catchments have been created, Over the period of the next Gaelic Grant, consultations will continue, and the Gaelic Team will work collaboratively at community engagement as part of this process.

Ongoing Activity Promotion -

The Council will

- be represented at national forums, Stòrlann board of directors, Faster Rate of Progress to engage, inform and influence Gaelic education and policy.
- Work closely with the Education team at Bòrd na Gàidhlig, arranging regular meeting with the Director and officers to communicate and work strategically on national priorities and workforce planning.
- Lead working groups and stakeholder reference groups with a focus on needs directed by the group e.g. addressing persistent literacy difficulties within GME secondary phase and removing this as a barrier to continuing with the language, improving the confidence gap for young learners and enabling them to have opportunities for social language acquisition as well as more formal educational language learning experiences. Work with the Northern Alliance to ensure cross-border working.
- Engage with Sabhal Mòr Ostaig and Higher Education Establishments and the Northern Alliance to work collaboratively on our professional development activities.
- Raise the profile of Gaelic within the agenda for 'Skills for learning, life and work,' through the annual event 'Siuthad' that works with partners and Skills Development Scotland and extend this offer to upper primary with the utilising the new confidence in digital platforms.
- Work with the Council's Corporate Communications Unit to ensure positive media coverage of growing GME provision within Highland and share good news from GME provisions at formal Committee meetings, through the medium of Gaelic and then English subsequently raising the corporate profile of Gaelic within formal setting.

	<ul style="list-style-type: none"> • Report on 1 plus 2 Gaelic within Committee and work with schools and education officer to ensure that there is access to training and resources to deliver within schools as well as embed the delivery within existing schools. • Work with the Strategic Lead Officer for schools on the role of Gaelic within the leadership and empowerment agenda for new school middle leadership to build capacity for future headship confidence. • Quality assurance and partnership working with Care and Learning officers to ensure high quality provision in our Early Years and engaging with the Early Years Education Officers to ensure regular visits and support is available within GME ELC settings. • Work with Education Scotland the Education officers' team at Highland to train a GME experienced practitioner associate assessor, who is GME experienced teacher, with a remit for GME provisions to support school improvement agendas to help ensure quality inspections within Highland GME provisions. In addition to this, use digital platforms to develop an attainment profile platform for pupils' literacy in writing to ensure there is an agreement pan Highland on the standards that are expected within each level. • Plan events such as 'Seachdain nan Deugairean' for secondary pupils with partner provisions such as Sabhal Mòr Ostaig to build community relationships within GME and provide opportunities to use Gaelic outwith the school setting. This also provides an opportunity to see further education opportunities as a pathway for the continuation of their Gaelic language study. • Work with Gigaretts and MCNG to deliver digital Highland training opportunities. We have also agreed to support Phase 2 of MCNG providing local authority representatives, creating content for the sector, and in supporting the quality assurance process that will be led by Education Scotland and the Scottish Government. • Continue the development of a GME Reading Intervention resource, piloting the resource in Highland and working with Stòrlann and Education Scotland for national distribution. • Continue to support all education practitioners who have identified their own confidence gaps in the language, working with partners to provide funding support towards professional development opportunities such as Sreap or SMO support.
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Pupil Numbers (Please provide current numbers and targets for pupil numbers in your area)

Pupil Numbers 2022/23 (Secondary School data currently being collated)

Early Learning and Childcare

As at Autumn 2022, 17 Highland Council Primary Schools have a Gaelic Nursery – 303 young children. In addition, there are two Gaelic Partner Centres (Dingwall and Nairn) providing Gaelic immersion for 36 young children.

Primary

As at Autumn 2022, there are three Gaelic Medium primary schools, Bun-Sgoil Ghàidhlig Inbhir Nis, Bun-Sgoil Ghàidhlig Loch Abar and Bun-Sgoil Ghàidhlig Phort Rìgh.

There are two Gaelic Medium schools with an English provision and pupils in a further 15 primary schools with a Gaelic Medium department – total 1,101 pupils.

Secondary

As at Autumn 2022 there are:
 Seven High Schools with Gaelic Learners only.
 Thirteen High Schools with Gaelic Learners and Gàidhlig Fluent.
 One High School with Gàidhlig Fluent only.

Year	GME Nursery/Partner Centre Pupils	GME Primary School Pupils	Secondary School Pupils Fluent Gaelic	Secondary School Pupils Subjects through Gaelic	Secondary School Pupils Gaelic Learners
2016-17	264	896	343	265	1,829
2017-18	287 Up 8.01%	923 Up 2.93%	341 Down 0.59%	259 Down 2.32%	2012 Up 9.10%
2018-19	307 Up 6.51%	963 Up 4.15%	373 Up 8.58%	282 Up 8.16%	1,887 Down 6.62%
2019-20	320 Up 4.06%	1,034 Up 6.87%	388 Up 3.87%	261 Down 8.05%	2,131 Up 11.45%
2020-21	283 Down 13.07%	1,058 Up 2.27%	414 Up 6.28%	286 Up 8.74%	2,208 Up 3.49%
2021-22	307 Up 7.82%	1,082 Up 2.22%	438 Up 5.48%	287 Up 0.35%	2,204 Down 0.18%
2022-23	339 Up 9.43%	1,101 Up 1.73%	436 Down 0.46%	354 Up 18.93%	2,030 Down 8.57%

Cumulative %s from 2017/18 to 2022/23

ELC – 22.76% increase
Primary – 20.17% increase

Cumulative %s from 2017/18 to 2022/23
Secondary Gàidhlig Fluent – 23.16% increase
Secondary GME – 25.81% increase
Secondary GLE – 8.67% increase

The total number of the Highland primary pupils within GME provision as part of the total Highland primary numbers, shows there has been a steady year on year increase in these numbers with extensions and new school builds to several schools where GME provision is available.

This is currently 6.61%.

<p>Targets (Please provide details of targets for increasing Gaelic Medium Education in your area)</p>	<p>The outcomes and promotion activity in this application will support The Highland Council towards our GLP3 aim of a 10% increase in our pupil numbers –</p> <p><i>Increase the percentage of the pupil population who are being educated through the medium of Gaelic in primary school to 10% by the end of the Plan.</i></p> <p>Increase investment in GME school estate in the following areas aim to increase GME in Highland –</p> <p>The entitlement to funded Early Learning and Childcare (ELC) for all three and four year olds, and eligible two year olds, was increased to 1,140 hours a year from August 2021. The following are the settings where improvements were carried out to Gaelic Medium ELC provision.</p> <ul style="list-style-type: none"> • Acharacle • Broadford • Bun-sgoil Ghàidhlig Inbhir Nis • Bun-Sgoil Ghàidhlig Phort Rìgh • Bun-Sgoil Shlèite • Dunvegan • Gairloch • Glenurquhart • Mallaig • Newtonmore • Ullapool • Nairn (partner) • Dingwall (partner) <p>The new 3-18 Campus in Tain will open in 2024 and is included in Phase 1 of the Scottish Government’s Learning Estate Investment Programme (LEIP). Craighill currently has some Gaelic Medium classes, and these will be part of the combined primary school in the new building.</p> <p>The Council approved capital funding earlier this year for new primary school buildings at Broadford and Dunvegan, with Broadford also included in Phase 2 of the LEIP. Dunvegan is due to open in 2024, with Broadford opening in 2025. Members and Council officials continue to engage with a local Working Group in Broadford on the aspiration to deliver a Community Hub as part of the new campus.</p> <p>Highland Council have continued to financially support Fàs Mòr, in Sleat, with both grant funding and officer support. An increased offer is currently in discussion via a strategic project in partnership with Bòrd na Gàidhlig to support 0-3 across Skye and West Highland.</p>
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	The 0-3 provision is continuing to work with the Highland Council Commissioner Support to enable them to offer funding placements as part of the 1140 agreement, increasing flexibility of choice for parents and access to Gaelic Medium in the area.
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Please return to: Stuart Pescodd at **Stuart.pescodd@gov.scot**