

Agenda Item	6
Report No	G/19/23

THE HIGHLAND COUNCIL

Committee: Gaelic Committee

Date: 8 December 2023

Report Title: Performance against Gaelic Language Plan 3 (GLP3)

Report By: Interim Executive Chief Officer – Performance and Governance

1. Purpose/Executive Summary

- 1.1 This report is to inform Members of the progress in delivering the Gaelic Language Plan 3 (GLP3) and how it is monitored.
- 1.2 The Highland Council uses a Performance and Risk Management System (PRMS) for monitoring corporate plans. GLP3 has been adopted as part of the Corporate Plan and is therefore incorporated into PRMS which facilitates streamlined and focussed reporting.
- 1.3 PRMS data is shown in **Appendices 1 and 2**
- 1.4 Members are aware from previous reports that the Highland Council are awaiting a response to the submission of its draft Gaelic Language Plan.

2. Recommendations

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

3. Implications

- 3.1 Resource
The delivery of the GLP is funded by The Highland Council, Scottish Government grants and various Bòrd na Gàidhlig (BnaG) funding streams.
- 3.2 Legal

The Highland Council is required to have an approved Gaelic Language Plan within the duties of Gaelic Language (Scotland) Act 2005. There are obligations in ensuring that the GLP commitments are implemented.

3.3 Community (Equality, Poverty, Rural and Island)

The outcomes of the GLP have a strong community focus across the Highlands.

3.4 Climate Change / Carbon Clever

The Gaelic Team continue to maximise the use of technologies in relation to meetings, travel, online tuition, and other online Gaelic cultural events.

3.5 Risk

Outcomes with the GLP are not achieved.

3.6 Gaelic

Very positive implications regarding the preservation and development of Gaelic language and culture across corporate, education and community sectors. This also enhances the social and economic value of Gaelic and its associated culture.

4. Gaelic Language Plan

4.1 There are 126 enabling actions in GLP3 which span the 6 themes. Most of the actions are subject to and supported by the following:

- available resources
- Scottish Government
- support from BnaG
- positive key stakeholder engagement and partnership working
- engagement and collaboration with schools and community groups

4.2

Action Status	Q3 22/23	Q4 22/23	Q1 23/24	Q2 23/24
On Target	97	88	88	80
Slippage	10	10	10	6
No Significant Progress	0	0	0	0
Completed	19	28	28	40
TOTAL	126	126	126	126

4.3 In Theme 5, Gaelic in the Workplace, the Gaelic Team continue to work with services across The Highland Council. The aim is to increase the status, profile, awareness, and usage of Gaelic across all Council services.

Going forward, the areas where slippage has been recorded will be addressed by identifying and providing training opportunities for Elected Members and Officers to learn and engage with Gaelic.

Additionally, ICT services, The Gaelic Team and Corporate Communications will collaborate to improve Gaelic content and accessibility on the website. This will increase opportunities to raise the profile and use of Gaelic.

Further detail on slippage in all themes is included within **Appendix 2**. Appendix 2 provides an interim infographic, supplementary to Appendix 1, while we continue to

explore the best way to demonstrate performance measurement in Gaelic Language Planning.

5. Key Performance Indicators (KPIs)

The Gaelic Team are currently progressing a series of Key Performance Indicators (KPIs) for use during the monitoring of the refreshed Gaelic Language Plan 2023–28 (GLP).

Designation:

Date: 17 November 2023

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Background Papers:

Appendices: