

Agenda Item	6
Report No	G/06/24

THE HIGHLAND COUNCIL

Committee: Gaelic Committee

Date: 29 May 2024

Report Title: Performance & Risk Management System (PRMS)

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 monitoring and delivering the Highland Council's third iteration of its Gaelic Language Plan (GLP).
- 1.2 This is the final monitoring report for the current GLP, as the refreshed GLP was approved by Bòrd na Gàidhlig (BnaG) earlier this month. Therefore this provides an opportunity to revisit the monitoring process and procedure for the forthcoming Plan.
- 1.3 PRMS data is shown in **Appendix 1**, which includes the full report, and **Appendix 2** is a summarised infographic.
- 1.4 The results of the online survey of Gaelic Committee Members' views on the effectiveness of the Gaelic Committee are also presented within this report. The survey questions are available in **Appendix 3** and the results are presented in **Appendix 4**.

2. Recommendations

- 2.1 Members are asked to:
 - i. Discuss, and note the report.
 - ii. Note that the next PRMS report available will be a transitional report between the current GLP and the refreshed GLP.

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. Progress against the third edition of the Highland Council GLP

4.1 There are 126 enabling actions in the Highland Council's third iteration of its GLP, which span six themes.

Most of the actions are subject to and supported by the following:

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

4.2

Action Status	Q1 23/24	Q2 23/24	Q3 23/24	Q4 23/24
On Target	88	80	84	78
Slippage	10	6	2	4
No Significant Progress	0	0	0	0
Completed	28	40	40	44
TOTAL	126	126	126	126

5. Transition to the refreshed GLP

5.1 The Highland Council was informed by Bòrd na Gàidhlig on the 7 May 2024 that they had approved the GLP 2024–29.

5.2 The transition process between the two versions of the GLP is currently underway. Many of the enabling actions within GLP 2018–23 are ongoing between iterations of the GLPs and constitute much of the day-to-day work of the Gaelic Team. All of the stated actions within the GLP, including new and enhanced outcomes, are currently being transferred into PRMS.

5.3 Reporting against GLP 2024–29 will commence in July 2024. Therefore, a transitional monitoring report will be provided at the next meeting of the Gaelic Committee in September. It is hoped that the first full monitoring report will be available in November 2024.

6. Gaelic Committee Member Survey 2024

- 6.1 An online survey of Gaelic Committee Members' views on the effectiveness of the Gaelic Committee was circulated between January and April 2024 with six responses collected. The focus was on securing Members' views on a range of topics connected to the effectiveness of the Committee including the use of Gaelic within the Gaelic Committee, its effectiveness in delivering its core functions and training and development needs. The survey questions can be found in **Appendix 3** and the results are summarised in **Appendix 4**.

Designation:






Date: 22 May 2024






Author: Morag Anna MacLeod Mitchell, Eoina Rodgers






Background Papers:






Appendices:






Appendix 1






Theme 1 - Gaelic in the Home, Early Learning and Childcare Q4 23/24	
 completed to date	0
	6
	0
	0
	0

Theme 2 - Gaelic in the Community Q4 23/24	
 completed to date	1
	11
	4
	0
	0

Theme 3 - Gaelic in Education Q4 23/24	
 completed to date	23
	29
	0
	0
	0

Theme 4 - Gaelic in the Arts, Culture and Heritage Q4 23/24	
 completed to date	8
	10
	0
	0
	0

Theme 5 - Gaelic in the Workplace Q4 23/24	
 completed to date	4
	16
	0
	0
	0

Theme 6 - The Social, Economic and Cultural Value of Gaelic Q4 23/24	
 completed to date	8
	6
	0
	0
	0

Theme 1: Gaelic in the Home, Early Learning and Childcare

1.1 Encourage and support parents or guardians in using Gaelic in the home

Enabling Action	RAG	Comment	Latest Update
Undertake a survey of parents/guardians of children accessing Gaelic education to create a linguistic Gaelic skills-based audit for future planning of services to support learning in the home. Autumn 2018, Autumn 2020, Autumn 2022	Q4 23/24 ●	Comunn na Parant Portree issued a parental questionnaire in January 2024 therefore HC questionnaire to be carried forward into GLP 4.	Q4 23/24 ●
Organise and deliver language classes for parents around The Highland Council's ASGs where GME is provided. Classes include: beginners' classes for parents held during the day, beginners family learning classes, beginners and intermediate community-based adult learning classes. Annually.	Q4 23/24 ●		Q4 23/24 ●
Deliver sessions related to Gaelic education, to advise and inform parents on a range of issues e.g., the benefits of bilingualism, available resources, and how to support their children in the home. November of each school session.	Q4 23/24 ●	Gaelic community cafaidh planned to take place in Thurso.	Q4 23/24 ●
Work with partners to organise and expand initiatives such as the Gaelic Family Learning Week. Annually.	Q4 23/24 ●	The Gaelic Team worked in partnership with Sabhal Mor Ostaig to secure external funding to run a face-face event in July 2024. Funding application has been successful through BnaG.	Q4 23/24 ●
Deliver a varied programme of GME promotional events aimed at families of pre-school children. In February of each school session .	Q4 23/24 ●	Gaelic promotional days and events for families of pre-school children are delivered in partnership with GM schools throughout the academic year.	Q4 23/24 ●
Be aware of the needs of young people with Gaelic skills who are under the care of The Highland Council, and provide them with Gaelic services as part of The Highland Council's Corporate Parenting responsibilities. Annually.	Q4 23/24 ●		Q4 23/24 ●

Theme 2: Gaelic in the Community

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

Enabling Action	RAG	Comment	Latest Update
Create language support activities around the Council's Associated School Groups where Gaelic education is provided. October of each school session.	Q4 23/24 ●		Q4 23/24 ●
In partnership with High Life Highland, organise coaching events for Gaelic education secondary school pupils to enable them to deliver activities in Gaelic. Annually.	Q4 23/24 ●	The Gaelic team liaise with HLH to ensure GM secondary pupils engage with the Choose to Lead Sports Leadership programme delivered by HLH. A dedicated Gaelic training event is planned for April 2024.	Q4 23/24 ●
Support existing and expand on future extra-curricular activities such as after-school clubs which are delivered through Gaelic. October of each school session.	Q4 23/24 ●	Working with Spors Gaidhlig to deliver some activities during the summer term and holidays.	Q4 23/24 ●
Continue with and support a programme of community-based adult learning classes. Annually.	Q4 23/24 ●		Q4 23/24 ●
Further develop the Adult Literacy Initiative through a programme of classes aimed at speakers whose first language is Gaelic. Annually.	Q4 23/24 ●	The Gaelic Team continue to engage with Alzheimer Scotland to further develop opportunities to adults whose first language is Gaelic, this project will continue in GLP 4	Q4 23/24 ●
Establish a programme of training for Gaelic tutors. Annually.	Q4 23/24 ●	Training day being held in Inverness	Q4 23/24 ●
Provide opportunities for inter-generational Gaelic usage, particularly between senior citizens and young people. May of each school session.	Q4 23/24 ●		Q4 23/24 ●
Organise and deliver Seachdain nan Deugairean for fluent and learner secondary pupils each year at SMO. Annually.	Q4 23/24 ●	The 2024 event was postponed until 2025, external factors such as senior pupils prioritising studies, discussion to take place in relation to the timing of the event, Feb/March more suitable for schools.	Q4 23/24 ●
Enhance community learning and development liaison within stand-alone Gaelic education provision. September of each school session.	Q4 23/24 ●	CLD Gaelic officers provide programmes of support to GME pupils and families around the three stand-alone Gaelic schools. Gaelic development plans to further support the three stand-alone Gaelic schools will be delivered in GLP 4	Q4 23/24 ●
Work with partners to deliver a programme of Arts and Sporting activities around GM stand-alone schools. September of each school session.	Q4 23/24 ●		Q4 23/24 ●

Create opportunities through Provincial Mòd organisers that allow inter-generational exchange of skills and ideas, leading to greater confidence in language usage by young people. Annually.	Q4 23/24 ●		Q4 23/24 ●
Continue to support sporting events, such as the football competition 'Cuach na Cloinne' and the national shinty competition 'Cupa Iomain na h-Òige' for primary GE pupils (a pilot project hoped to become an annual event based in the Highlands but open to schools across Scotland). September of each calendar year. September of each calendar year.	Q4 23/24 ●	Supporting Cuach na Cloinne locally. Supporting new afterschool football coaching in BSGI led by FC Sonas.	Q4 23/24 ●
Liaise with High Life Highland to include Gaelic in their activity programmes as per the terms of The Highland Council Gaelic Language Plan. Annually.	Q4 23/24 ●	The Gaelic team liaise with HLH to ensure that Gaelic medium pupils have access to sporting activities delivered through the medium of Gaelic. A Gaelic sports festival was organised in July 2023 and a 2024 event is planned for July 2024.	Q4 23/24 ●
Work with partners to provide opportunities to develop transferable skills through events such as GM Primary Schools debating and heritage activities. September of each school session.	Q4 23/24 ●	The Highland Council Gaelic Team continue to develop and offer initiatives that develop their transferable skills such as The Laithean Cultur and Seachdain na Gaidhlig	Q4 23/24 ●
2.2 Contribute to and support Community Partnership Development Plans			
Enabling Action	RAG	Comment	Latest Update
Develop marketing and awareness events and material, promoting the many benefits of bilingualism through Gaelic, including use in the home. Target Date May 2019	Q4 23/24		Q1 19/20 ●
Produce pre-school enrolment information that promotes the benefits of bilingualism through Gaelic education. February each school session.	Q4 23/24 ●		Q4 23/24 ●

Theme 3: Gaelic in Education

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

Enabling Action	RAG	Comment	Latest Update
Through membership of the National Gaelic Education Strategy Steering Group and other forums, contribute to and engage with initiatives which inform and influence national policy and guidance. Each Academic year.	Q4 23/24 ●		Q4 23/24 ●
Work with Bòrd na Gàidhlig on a national Gaelic Education Workforce Planning Strategy. Each Academic year.	Q4 23/24		Q3 22/23 ●
In response to robust self-evaluation processes, establish working groups and workstreams to respond to areas for development as highlighted within a Local Authority Gaelic Education Operational Improvement Plan, contributing to national development priorities. Each Academic year.	Q4 23/24 ●		Q4 23/24 ●
Work with Partners on a national Gaelic Education Additional Support Needs Strategy, taking account of resource priorities for learning and teaching. Target date June 2019.	Q4 23/24		Q1 23/24 ●
Review and update existing Highland Council Additional Support Needs policy and guidance for Gaelic Medium Education. Target date June 2019.	Q4 23/24		Q1 23/24 ●
Ensure engagement and involvement with academic sources, research bodies, conferences, studies and reports which may inform and influence national policy, guidance and resources for our schools. Each academic year.	Q4 23/24 ●		Q4 23/24 ●
Ensure that teachers engage in ongoing self-evaluation processes to support and inform developments associated with the creation and distribution of resources. Each academic year.	Q4 23/24 ●		Q4 23/24 ●
Continue to work in collaboration with partners in the production of generic Gaelic education marketing material in order to establish a national strategy for student teacher placements. Each academic year.	Q4 23/24 ●		Q4 23/24 ●
Work in collaboration with partners to establish a baseline of linguistic competency and confidence for staff working across Gaelic education. June 2019, June 2021, June 2023.	Q4 23/24 ●	Central Teams identified and provided support with Gaelic where HTs had recommended additional professional learning would benefit provision.	Q4 23/24 ●
In collaboration with partners, develop and enhance linguistic competency as part of Career Long Professional Learning, through promotion and access to both Highland Council and external training opportunities. Each academic year.	Q4 23/24 ●		Q4 23/24 ●

Work with partners to deliver the annual Gaelic careers event 'Siuthad!' for secondary fluent and learner pupils. Each academic year.	Q4 23/24		Q4 20/21 ●
Increase the percentage of the pupil population who are being educated through the medium of Gaelic in primary school to 10%. June 2019, June 2021, June 2023.	Q4 23/24 ●		Q4 23/24 ●
Continue the ongoing development of Gaelic Primary Language Learning (PLL) planning materials and associated high-quality teaching resources. June 2019, June 2021, June 2023.	Q4 23/24 ●	New resources (games/ideas) created to be used by teachers during Live Lessons.	Q4 23/24 ●
3.2 Gaelic education embedded in The Highland Council's Strategic Education Improvement Planning			
Enabling Action	RAG	Comment	Latest Update
Ensure that Gaelic education is considered as an important component within The Highland Council's estates and associated management meetings. Each academic year.	Q4 23/24 ●		Q4 23/24 ●
Ensure a lead officer for Gaelic education will support strategic education reviews, assessments and developments. Each academic year.	Q4 23/24 ●		Q4 23/24 ●
Encourage and support career development opportunities within Gaelic education. Each academic year.	Q4 23/24 ●		Q4 23/24 ●
Ensure that all Highland School Improvement Plans will demonstrate measures that support the implementation and embedding of meaningful learning about Gaelic language, culture and heritage as part of entitlements to learn about Scotland through Curriculum for Excellence Social Studies delivery. Each academic year.	Q4 23/24 ●	Improvement Plan templates in all schools have a designated Gaelic section for Gaelic self evaluation and improvement planning.	Q4 23/24 ●
Work closely with Education Scotland and Stòrlann to develop a Gaelic Grammar Progression Framework that enhances Gaelic learning and teaching. June 2019	Q4 23/24		Q1 23/24 ●
Ensure that Care and Learning Officers deliver ongoing, high-quality support for school staff, relevant to the unique context of our Highland schools. Each academic year.	Q4 23/24 ●		Q4 23/24 ●
Update Gaelic Medium Additional Support Needs Policy and Guidance; consider and respond to implications e.g. training or resources. June 2019	Q4 23/24		Q1 23/24 ●
Develop and share Highland Council policy and guidance regarding entitlements to Gaelic Medium Primary Education with schools and parents. November each year.	Q4 23/24		Q4 20/21 ●

Work with schools to support accessibility to software and applications specific to Gaelic education on ICT devices. Each academic year.	Q4 23/24 ●	Met with software companies to look at possible uses of their products with Gaelic.	Q4 23/24 ●
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.	Q4 23/24		Q2 23/24 ●
3.3 Support the 0–3 Early Learning and Childcare sector			
Enabling Action	RAG	Comment	Latest Update
Agree a financial package in collaboration with Bòrd na Gàidhlig to ensure the continuation of working partnerships with the Third Sector. Annually	Q2 23/24		Q4 22/23 ●
In conjunction with the Third Sector, create an online training module, introducing Gaelic language to parents and babies/toddlers. June 2019.	Q2 23/24		Q1 19/20 ●
In conjunction with partners, ensure input to HNC Course in Early Learning and Childcare. June 2019	Q2 23/24		Q1 19/20 ●
Continue, in conjunction with Bòrd na Gàidhlig and Third Sector, to promote Gaelic education to pre-school children and families. 2018 to 2023.	Q2 23/24		Q4 20/21 ●
Work with Partners to develop a training programme for Early Years staff engaged in Gaelic Language Learning to assist with all areas of Gaelic education. April 2019 and ongoing.	Q2 23/24		Q3 21/22 ●
3.4 Develop 3-18 Gaelic Education			
Enabling Action	RAG	Comment	Latest Update
Continue Scottish Government partnerships to deliver new stand-alone Gaelic schools. Ongoing	Q4 23/24 ●	BSGLA extension is now underway.	Q4 23/24 ●
Agree a sustainable funding package with Bòrd na Gàidhlig for new developments and additional provision to support growth. Annually	Q4 23/24 ●	The Highland Council is now applying via the Strategic Planning Fund Stream	Q4 23/24 ●
In collaboration with Bòrd na Gàidhlig and the Gaelic National Strategy Group, explore a core suite of subjects for secondary Gàidhlig education. June 2020.	Q4 23/24 ●		Q4 23/24 ●
Support ongoing professional development through a training programme to deliver 1+2. Ongoing.	Q4 23/24 ●	2 x 6 week courses held in Term 1 and Term 3 for teachers from Highland and the NA.	Q4 23/24 ●
Audit Gaelic medium capacity in existing provision in order to target and promote expansion. June 2020.	Q4 23/24		Q3 22/23 ●

Identify and support 3–5 pre-school provision in targeted locations, taking account of the increase in hours of Early Learning provision, to improve the transitions to primary Gaelic education and in the longer term, secondary schools. 2020-2021 onwards.	Q4 23/24		Q2 21/22 ●
Identify Gaelic community development activities within Associated School Groups, to complement and link with formal Gaelic education provision. Annually.	Q4 23/24 ●	CLD Gaelic officers have developed pilot Gaelic Development Plans to formally link with schools with GME provision, and will continue to further develop and refresh the plans with schools in GLP4	Q4 23/24 ●
Respond to demand for full Gaelic wraparound care provision. As required	Q4 23/24 ●		Q4 23/24 ●
Support staff in accessing a progressive and coherent curriculum for Gaelic Language Learning as part of the 1+2 approach in English medium settings. Encourage all schools which have GM provision to include Gaelic as an L2 for GM classes. Annually.	Q4 23/24		Q2 21/22 ●
Work collaboratively with Comhairle nan Eilean Siar and e-Sgoil to expand access to secondary Gaelic subject delivery. Ongoing.	Q4 23/24 ●		Q4 23/24 ●
Engage with stakeholders to identify an action plan to support and encourage transition at key stages, in order to maintain and develop pupil numbers. June 2020.	Q4 23/24 ●		Q4 23/24 ●
Develop links between Gaelic medium primary and Gaelic medium secondary schools, where Gaelic teaching provision for S1–S3 might usefully be supported by primary teachers. As required.	Q4 23/24 ●		Q4 23/24 ●
Support ongoing promotion and marketing material, highlighting the benefits of Gaelic education and bilingualism. Annually.	Q4 23/24		Q2 23/24 ●
Provide guidance and support for relevant Council staff, including in schools, to encourage parents to choose the Gaelic education route to bilingualism. Annually.	Q4 23/24 ●		Q4 23/24 ●
Collaborate with partners to develop the range and availability of Gaelic language learning opportunities for teachers delivering Gaelic as L2 or L3. Ongoing.	Q4 23/24 ●	Worked with North Ayrshire and Argyll & Bute to develop Live Lessons in Gaelic; team teaching with the class teacher - Term 2 and Term 4.	Q4 23/24 ●
Engage with neighbouring local authorities to examine where joint working and shared services might benefit the sustainability and expansion of Gaelic education. As required.	Q4 23/24 ●	Highland Literacy is supported by 0.4 development work until the end of June, teachers from Argyll and Bute are working collaboratively with The Highland Council teachers on literacy development	Q4 23/24 ●
Encourage schools to promote GME on their websites. Ongoing.	Q4 23/24 ●		Q4 23/24 ●

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

Enabling Action	RAG	Comment	Latest Update
Work in collaboration with Education Scotland to deliver standardised assessments suitable for Gaelic Medium Education's model of delivery. December 2019.	Q4 23/24		Q1 23/24 ●
Support Highland staff in sharing resources within a digital platform. June 2019	Q4 23/24		Q1 22/23 ●
Work with partners to develop resources for Gàidhlig and Gaelic (Learners), for example, reading schemes. Ongoing.	Q4 23/24 ●		Q4 23/24 ●
Enable teachers to have confidence to engage with Gaelic Primary Language Learning materials and provide subsequent feedback relative to their use. Ongoing.	Q4 23/24 ●	Continued support through language learning sessions and live lessons.	Q4 23/24 ●
Highland Council Grammar Working Group, in collaboration with Education Scotland and Stòrlann, create a grammar teaching framework and supporting resources. June 2019.	Q4 23/24		Q1 23/24 ●
Highland Council Additional Support Needs Working Group work towards the development of policy and resource materials to support pupils with Additional Support Needs. June 2019.	Q4 23/24		Q1 23/24 ●
Work with Bòrd na Gàidhlig and Partners on a National Gaelic Education Additional Support Needs Strategy and associated resources. Ongoing.	Q4 23/24 ●		Q4 23/24 ●

Theme 4: Gaelic in the Arts, Culture and Heritage

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

Enabling Action	RAG	Comment	Latest Update
Participate in the work of the National Gaelic Arts Strategy. Autumn 2017 - Autumn 2023	Q4 23/24 ●		Q4 23/24 ●
Work with Sabhal Mòr Ostaig to support and maximise the impact and the outcomes of the Residency Programme, further developing links with schools and communities. Each academic year.	Q4 23/24		Q4 22/23 ●

4.2 Increase profile/usage of Gaelic across the Highlands

Enabling Action	RAG	Comment	Latest Update
Work with An Comunn Gàidhealach to deliver a Royal National Mòd in Inverness in 2020, building on the success of Lochaber 2017. Autumn 2018 and 2021	Q4 23/24		Q4 20/21 ●
Work with An Comunn Gàidhealach and other stakeholders to increase the number of young people and adults participating at Royal National Mòds, through the Mòd Academy. Autumn 2018 and 2021	Q4 23/24		Q4 21/22 ●
Through Gaelic language classes, encourage adult learners to participate in Provincial and National Mòds. Annually.	Q4 23/24 ●		Q4 23/24 ●
Work with An Comunn Gàidhealach to ensure the number of young people participating in Provincial Mòds remains stable and, when opportunities allow, that the numbers increase. Support Mòd Academy and Mòd Roadshow initiatives when it is appropriate. October 2020	Q4 23/24		Q1 23/24 ●
Work with Fèisean nan Gàidheal and Fèis Rois through our Service Delivery Contracts, to support Fèisean based in the Highlands in promoting and increasing Gaelic in their outputs. Annually.	Q4 23/24 ●		Q4 23/24 ●
Work with High Life Highland and partners to raise the profile and increase the usage and visibility of Gaelic throughout visitor attractions, leisure facilities, museums, archive centres and at events. Annually	Q4 23/24 ●		Q4 23/24 ●
Work in collaboration with Comunn na Gàidhlig to organise and support sporting activities through the medium of Gaelic. September each year.	Q4 23/24		Q4 22/23 ●

Support and promote arts events. September each year.	Q4 23/24 ●		Q4 23/24 ●
4.3 Opportunities for people to engage with Gaelic through the arts and creative industries			
Enabling Action	RAG	Comment	Latest Update
Work with Sabhal Mòr Ostaig to implement the broad range of projects agreed between both organisations under the Memorandum of Understanding. Each academic year.	Q4 23/24 ●		Q4 23/24 ●
Work with media specialists, such as FilmG to support Gaelic Medium and Learner pupils to create short films through the medium of Gaelic. Annually	Q4 23/24 ●		Q4 23/24 ●
Continue to work with media and film-making professionals to support the annual Gaelic FilmG Awards. March each year.	Q4 23/24		Q4 22/23 ●
Continue to work with partners to develop a programme of creative writing workshops in schools. March each year.	Q4 23/24		Q4 22/23 ●
Continue to develop links with the broader linguistic and cultural diaspora, for example Nova Scotia and other countries with lesser-used languages such as Ireland and Wales. October 2019.	Q4 23/24 ●		Q4 23/24 ●
Engage with MG ALBA in relation to national issues which may affect Gaelic broadcasting. October 2019.	Q4 23/24		Q3 19/20 ●
In collaboration with Sabhal Mòr Ostaig and the Provincial Government of Nova Scotia, develop a programme to celebrate educational, cultural and economic links. Annual review.	Q4 23/24 ●		Q4 23/24 ●
Over the lifetime of the Plan, organise and support exchange visits for young people and adults. October 2019/2021/2023.	Q4 23/24 ●	A trip for GM secondary pupils from Thurso, Tain and Glenurquhart taking place during June 2024 to the Western Isles. The pupils will be visiting the Nicolson Institute in Stornoway while there	Q4 23/24 ●

Theme 5: Gaelic in the Workplace

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

Enabling Action	RAG	Comment	Latest Update
Ensure that Highland Council Senior Management Team will continue to ensure that when Council policies and initiatives are being scoped, account is taken of the potential impact on Gaelic. Quarterly.	Q4 23/24 ●		Q4 23/24 ●
Work with contractors (third party sector) who provide services and work for The Highland Council to engage with and increase the use of Gaelic within their companies, encouraging them to support Gaelic and cultural events in the Highlands. Annually.	Q4 23/24 ●		Q4 23/24 ●
Reinforce the message that customers who write to The Highland Council in Gaelic are guaranteed a written response in Gaelic. Autumn 2018	Q4 23/24		Q1 23/24 ●
Update and refresh the Gaelic Toolkit which is currently available on the intranet. Summer 2019	Q4 23/24 ●		Q4 23/24 ●
Provide training for front-line staff to use the standard bilingual welcome phrases. Summer 2019.	Q4 23/24		Q2 19/20 ●
Update the online Bilingual Toolkit for Members and The Highland Council staff. Autumn 2019	Q4 23/24 ●		Q4 23/24 ●
Continue the requirement for all Services to use the internal Gaelic Translation Service for quality and consistency. Ongoing	Q4 23/24 ●		Q4 23/24 ●
Ensure that press releases relating to Gaelic matters will appear in Gaelic first on the Council's website, with a bilingual heading and a 'Read in English' option. Summer 2019	Q4 23/24		Q1 23/24 ●
Create a prominent Gaelic portal on the The Highland Council website which will include information on Gaelic education, bilingualism, the learning toolkit, Gaelic developments across the Council and links with partners. Autumn 2019.	Q4 23/24 ●		Q4 23/24 ●
Ensure that bilingual door signs, e-mail signatures and out-of-office messages will be actively offered and promoted to staff across The Highland Council services. Autumn 2018 - Autumn 2023	Q4 23/24 ●		Q4 23/24 ●
Provide training for front-line staff to use the standard bilingual welcome phrases. Ongoing.	Q4 23/24 ●		Q4 23/24 ●

5.2 Opportunities for elected members and officer to learn Gaelic

Enabling Action	RAG	Comment	Latest Update
Establish up-to-date baseline data, by conducting a Gaelic language skills audit, which will include Gaelic usage within the Council. Autumn 2020	Q4 23/24 ●		Q4 23/24 ●
Provide workplace Gaelic Awareness sessions for Elected Members and Council Staff. Autumn 2020	Q4 23/24		Q2 22/23 ●
Explore the potential for using external funding to support Gaelic learning in the workplace. Autumn 2020	Q4 23/24 ●	Highland Council staff and Members receive 50% class fee discount if enrolling onto HC Gaelic Adult Learning classes. The Gaelic Team received funding from the GLP fund (BnaG) to develop online resources to support Gaelic in the workplace	Q4 23/24 ●

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

Enabling Action	RAG	Comment	Latest Update
As part of the Community Partnership, continue to liaise with other Local Authorities, public sector organisations such as University of the Highlands and Islands, NHS Highland, Police Scotland, Highlands & Islands Fire & Rescue Service, and Highlands and Islands Enterprise, especially in relation to the development of Gaelic language plans. Annually.	Q4 23/24 ●		Q4 23/24 ●
Continue to liaise with organisations such as Forestry and Land Scotland, Scottish Natural Heritage and Crofting Commission, to signpost provision of Gaelic awareness or language learning courses across Highland. Quarterly.	Q4 23/24 ●		Q4 23/24 ●
Keep abreast of Gaelic corpus issues, including Gaelic orthographic developments and issues relating to translation and interpretation quality control and accreditation. 2018-2023	Q4 23/24 ●		Q4 23/24 ●
Continue to work in collaboration with and support Ainmean-Àite na h-Alba as the national experts on Gaelic place-names. 2018-2023	Q4 23/24 ●		Q4 23/24 ●
Continue to ensure that Gaelic headings and sub-headings are included in standard contracts, service delivery agreements and associated schedules. Autumn 2020	Q4 23/24 ●		Q4 23/24 ●
Maximise the use of digital technology and social media. Quarterly	Q4 23/24 ●		Q4 23/24 ●

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

6.1 Gaelic within general economic development and cultural tourism in Highlands

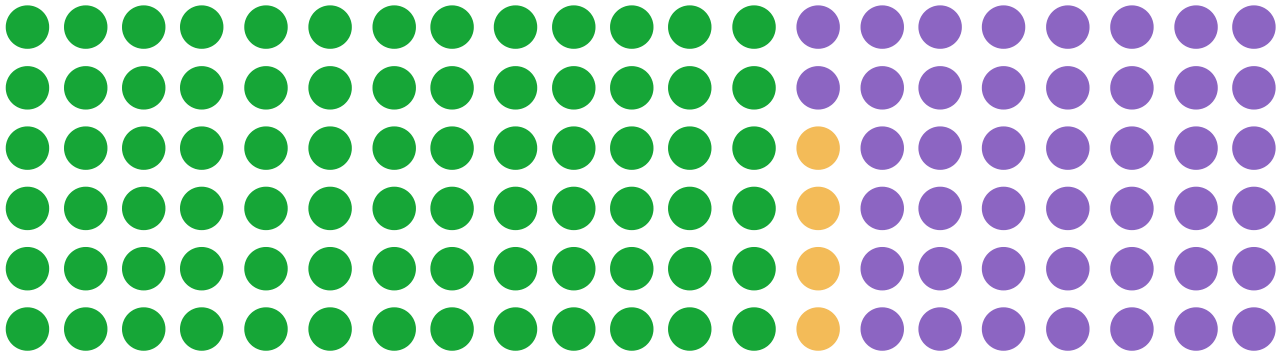
Enabling Action	RAG	Comment	Latest Update
Collaborate with VisitScotland to secure a higher profile and visibility for Gaelic in the promotion and advertising campaigns of the Highland Council area relating to genealogy, language, music, topography, flora and fauna, food and drink, and the natural environment. Annually.	Q4 23/24 ●		Q4 23/24 ●
Contribute to, and engage with, the development of VisitScotland's Gaelic Tourism Strategy for Scotland. Ongoing.	Q4 23/24		Q4 22/23 ●
Collaborate with internal services to secure a higher profile and visibility for Gaelic in the development of links with the film and media industry. Ongoing	Q4 23/24		Q4 22/23 ●
Add 'Gaelic Impact' to internal Service process checklists and plans for cultural and sporting events, including the creative industries. Annually	Q4 23/24		Q4 22/23 ●
Work in collaboration with key partners in order to increase the visibility and use of the language in high-profile national events. Annually	Q4 23/24		Q4 22/23 ●
Increase the visibility of Gaelic in retail, commercial development and small businesses signage at the formal planning stage. Annually	Q4 23/24 ●		Q4 23/24 ●
Collaborate with local groups and Ainmean-Àite na h-Alba to promote Gaelic place-names in housing and commercial developments. Ongoing.	Q4 23/24 ●		Q4 23/24 ●
Help to increase the number of participants at, and sponsorship engagement with, Gaelic-related events in the Highlands. Ongoing	Q4 23/24		Q4 22/23 ●
Work in collaboration with key partners to develop a Gaelic tourism strategy for the Highlands. Autumn 2021.	Q4 23/24 ●		Q4 23/24 ●
Continue to work with An Comunn Gàidhealach to further develop the Economic Impact Assessment Study of the Royal National Mòd when it is held in the Highlands. December 2020.	Q4 23/24		Q4 21/22 ●

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

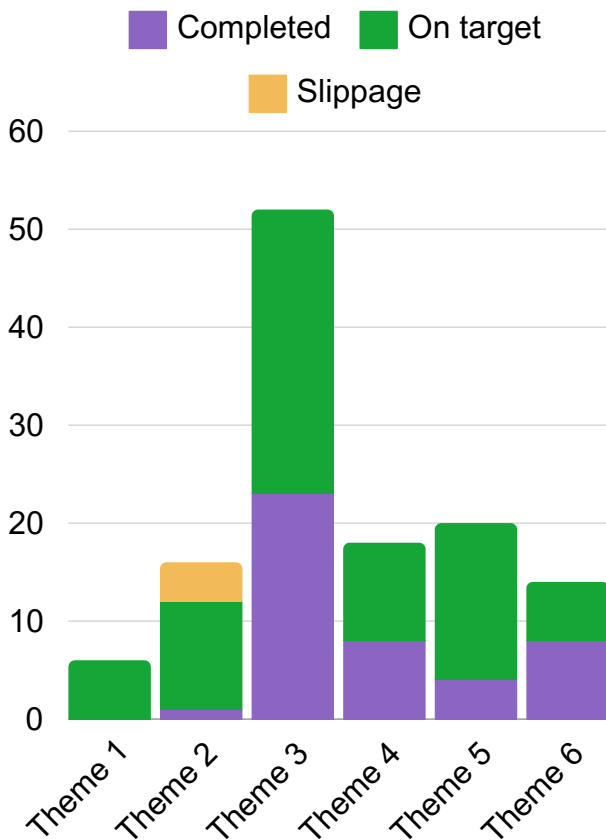
Enabling Action	RAG	Comment	Latest Update
-----------------	-----	---------	---------------

Contribute to targeted campaigns advising on Gaelic careers and skills, outlining the educational, economic and cultural benefits of bilingualism, and the breadth of careers options and opportunities that Gaelic provides. Assess the potential for developing our young workforce appropriately, seeking cross-sectoral development/pilots/case studies, and engaging with national initiatives and with potential employers. Annually.	Q4 23/24 ●		Q4 23/24 ●
Under the terms of the Memorandum of Understanding, work with Sabhal Mòr Ostaig to develop partnership projects, including increasing educational and economic opportunities for Gaelic, media training, project management, young people and adult learning collaboration. Quarterly.	Q4 23/24 ●	The Highland Council have an MOU with Sabhal Mor Ostaig and continue to deliver projects that are agreed within the MOU, such as the National Family Learning Week and Gaelic Youth Residential Week	Q4 23/24 ●
Continue to work with Sabhal Mòr Ostaig to deliver and implement The Highland Council Gaelic Bursaries Scheme. Annually	Q4 23/24 ●		Q4 23/24 ●
Make Gaelic learning training available to Customer Service staff. Annually	Q4 23/24 ●		Q4 23/24 ●

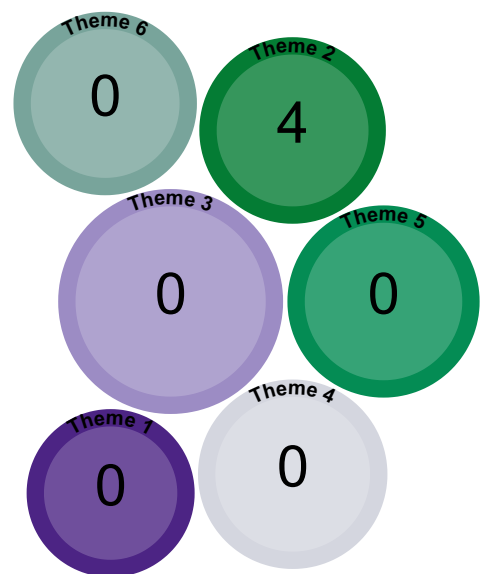
Appendix 2 Infographic Report- Gaelic Language Plan



On Target: 78
Slippage: 4
No Significant Progress: 0
Completed: 44



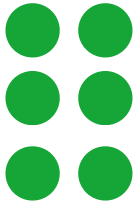
Overall Performance



Slippage by Theme

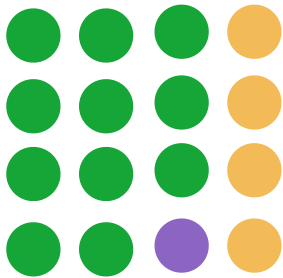
Overall performance, segregated by theme.

S l i p p a g e



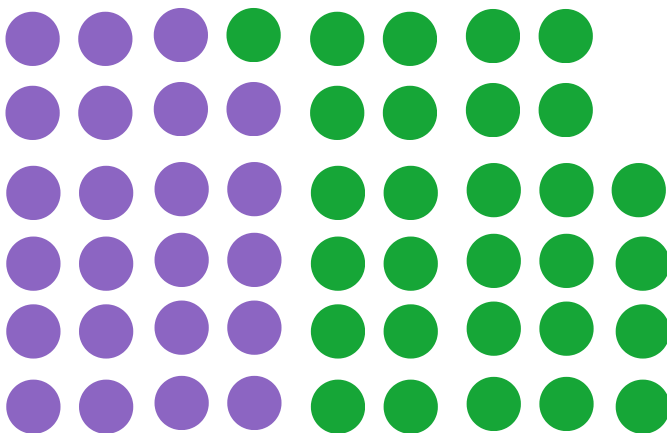
Theme 1
Gaelic in the Home, Early
Learning & Childcare

On target - 6



Theme 2
Gaelic in the Community

On target - 11
Completed - 1
Slippage - 4

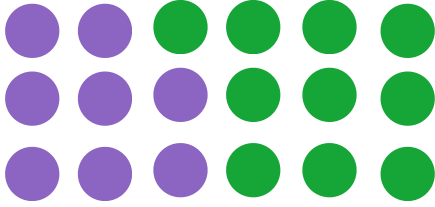


Theme 3
Gaelic in Education

On target - 23
Completed - 29
Slippage - 0

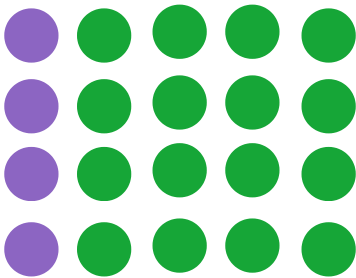
Overall performance, segregated by theme.

S l i p p a g e



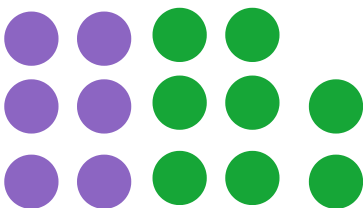
Theme 4
Gaelic in the Arts, Culture & Heritage

On target - 10
Completed - 8



Theme 5
Gaelic in the Workplace

On target - 16
Completed - 4
Slippage - 0

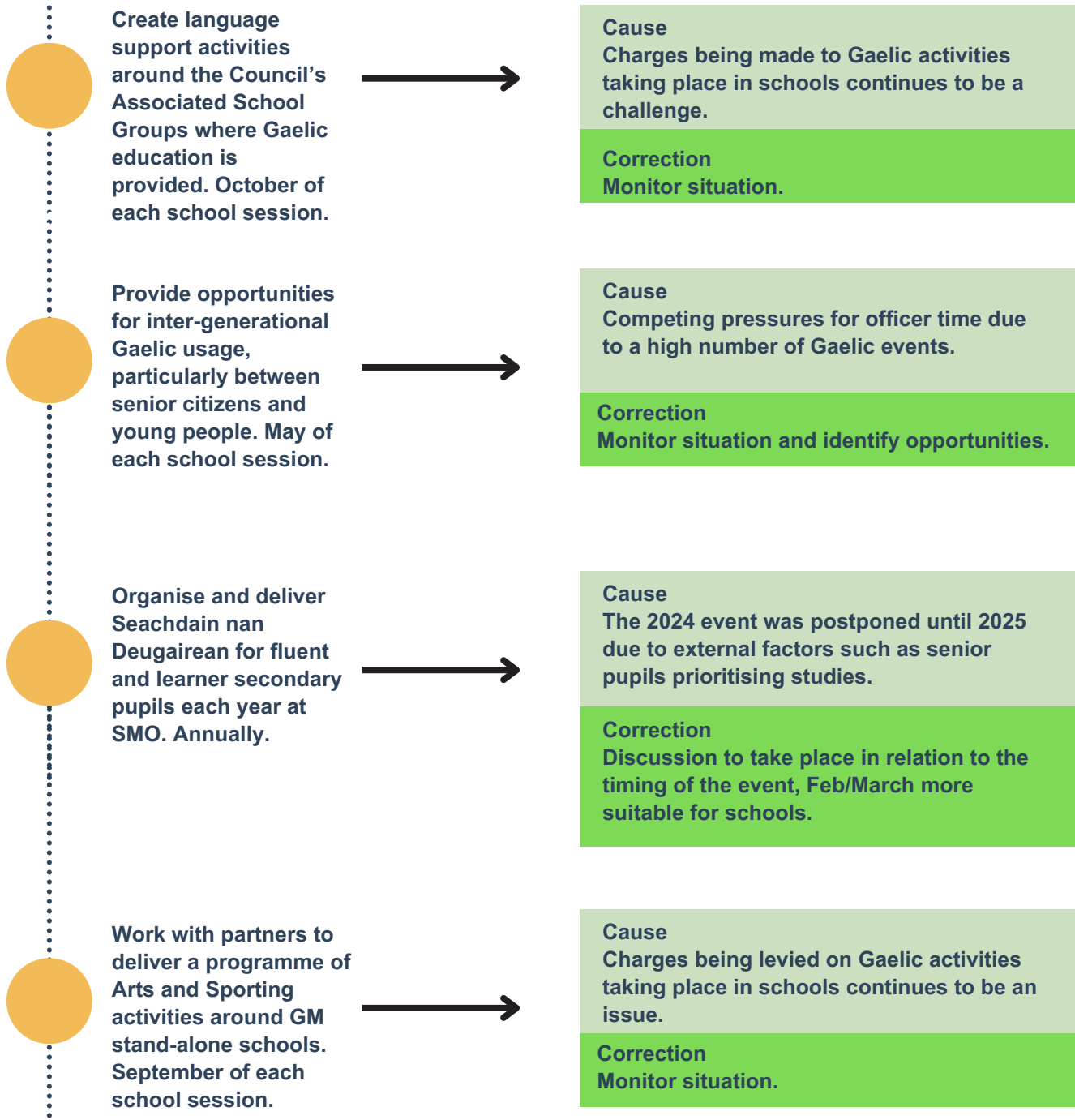


Theme 6
The Social, Economic and Cultural Value of Gaelic

On target - 8
Completed - 6
Slippage - 0

SLIPPAGE

Theme 2



Suirbhidh Bhall Chomataidh na Gàidhlig 2024

Gaelic Committee Member Survey 2024

Comhairle na Gàidhealtachd – Suirbhidh Bhall Chomataidh na Gàidhlig 2024

The Highland Council – Gaelic Committee Member Survey 2024

Cha bu chòir dhan t-suirbhidh toirt nas fhaide na 10 mionaidean ri lionadh.

Thathar a' brosnachadh gach Ball de Chomataidh na Gàidhlig an t-suirbhidh a lionadh. Faodar cuid de na ceistean no na ceistean air fad a fhreagairt.

Thèid am fios air ais a chleachdadh gus leasachaidhean leantainneach a thoirt air obrachaidhean Chomataidh na Gàidhlig agus an taic a tha ri fhaotainn do bhuill na Comataidh.

Is e an ceann-latha mu dheireadh airson freagairtean 25/04/24.

Ma tha ceistean sam bith agaibh, cuiribh fios gu glp@highland.gov.uk

This survey should take less than 10 minutes to complete.

All Members of the Gaelic Committee are encouraged to complete the survey. You may answer some or all of the questions.

The feedback will be used to facilitate ongoing improvements to the operation of the Gaelic Committee and the support provided for members of the Committee.

The closing date for responses is 25/04/24.

If you have any questions, please contact glp@highland.gov.uk.

Sgeama Tiomnaidh – Comataidh na Gàidhlig

Scheme of Delegation - Gaelic Committee

Please read the following before completing the survey

The role and remit of the Gaelic Committee is as follows:

- To approve Highland Council's Gaelic Language Plan in line with statutory requirements.
- To promote and support the indigenous Gaelic language, heritage and culture of the Highlands and to oversee the implementation of the Council's Gaelic Language Plan.
- To monitor, scrutinise and promote the implementation of the Council's Gaelic Language Plan, including the delivery of Gaelic education.
- To liaise with Bòrd na Gàidhlig on the strategic development of Gaelic language.
- To work with Gaelic development agencies in promoting, developing and sustaining the Gaelic language, heritage and culture in the Highlands.
- To work with the Scottish Government and Parliament with regard to legislation relating to Gaelic language.
- To monitor the implications of legislation in respect of Gaelic language and advise the Council of its impact across the Highlands.
- Budget monitoring and scrutiny of Gaelic specific funding, grants and expenditure.
- Governance: Committee minutes will be reported to Full Council.

The Gaelic Committee contributes to the key aim of the National Gaelic Language Plan that Gaelic is used more often, by more people and in a wider range of situations

Cleachdadh na Gàidhlig ann an Comataidh na Gàidhlig

The Use of Gaelic within the Gaelic Committee

1. A thaobh Comataidh na Gàidhlig, measaibh na h-aithrisean a leanas:
In relation to the Gaelic Committee, please rate the following statements:

	Strongly disagree	Somewhat disagree	Somewhat agree	Strongly agree
There is sufficient written Gaelic at the Committee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is sufficient spoken Gaelic at the Committee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Simultaneous translation of Gaelic to English should be available during the Committee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. Beachdan/Molaidhean
Comments/Suggestions

An dreuchd agaibh ann an Comataidh na Gàidhlig

Your role within the Gaelic Committee

3. A thaobh na dreuchd agaibh ann an Comataidh na Gàidhlig, measaibh na h-aithrisean a leanas:

In relation to your role within the Gaelic Committee, please rate the following statements:

	Strongly disagree	Somewhat disagree	Somewhat agree	Strongly agree
I understand the role expected of me in the Committee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I actively engage in questioning during the Committee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have received sufficient training and support in my role on the Committee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gaelic Awareness training would assist me in my role on the Committee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Tha Comataidh na Gàidhlig èifeachdach sna gnìomhan a leanas:

(Measaibh na h-aithrisean)

The Gaelic Committee is effective in the following functions:

(Please rate the statements)

	Strongly disagree	Somewhat disagree	Somewhat agree	Strongly agree
Monitoring, scrutinising and promoting the implementation of the Highland Council's Gaelic Language Plan, including the delivery of Gaelic education.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Monitoring, scrutinising, promoting and delivering Gaelic Education with regard to the Statutory Guidance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Liaising with Bòrd na Gàidhlig on the strategic development of the Gaelic language.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working with Gaelic development agencies in promoting, developing and sustaining the Gaelic language, heritage and culture in the Highlands.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working with the Scottish Government and the Scottish Parliament with regard to legislation relating to the Gaelic language.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Monitoring the implications of legislation in respect of the Gaelic language and advising the Council of its impact across the Highlands.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Budget monitoring and scrutiny of Gaelic specific funding, grants and expenditure.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Beachdan/Molaidhean
Comments/Suggestions

Obrachaidhean Chomataidh na Gàidhlig

The Operations of the Gaelic Committee

6. A thaobh Comataidh na Gàidhlig, measaibh na h-aithrisean a leanas:

In relation to the Gaelic Committee please rate the following statements:

	Strongly disagree	Somewhat disagree	Somewhat agree	Strongly agree
Committee agendas are sufficient in terms of content and recommendations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Chair of the Committee is sufficiently independent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I make the most of the advice and support available from relevant officers prior to the Committee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All relevant Officers are accessible to support my role on the Committee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive sufficient information in committee reports to support my role.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Committee adds value to the work of the Council as a whole.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Gaelic Committee contributes to the key aim of the National Gaelic Language Plan that Gaelic is used more often, by more people and in a wider range of situations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is sufficient cross-service collaboration to support the implementation of the Gaelic Language Plan.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Committee Members have the appropriate skills and expertise to fulfil their roles effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. Beachdan/Molaidhean
Comments/Suggestions

Na sgilean Gàidhlig agaibh

Your Gaelic skills

Chaidh an earrann seo a dhealbh gus faighinn a-mach mu na h-ìrean comais agaibh sa Ghàidhlig. Bheir seo cothrom dhuinn Trèanadh Mothachadh na Gàidhlig a leasachadh agus feumalachdan sònraichte sam bith a chomharrachadh.
This section has been designed to determine what level of proficiency you have in Gaelic. This will allow us to develop Gaelic Awareness Training and to identify whether there are any specific requirements.

8. Cuiribh cromag air na sgilean Gàidhlig anns a bheil sibh misneachail.

Please tick which Gaelic language skills you are confident in

	Confident	Somewhat confident	Not confident
Speaking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reading	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Writing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. Beachdan/Molaidhean

Comments/Suggestions

This content is neither created nor endorsed by Microsoft. The data you submit will be sent to the form owner.

Appendix 4 - Gaelic Committee Member Survey 2024

Introduction

An online survey of Gaelic Committee Members' views on the effectiveness of the Gaelic Committee was circulated between January and April 2024 with six responses collected. The focus was on securing Members' views on a range of topics connected to the effectiveness of the Committee including the use of Gaelic within the Gaelic Committee, its effectiveness in delivering its core functions and training and development needs. The survey questions can be found in appendix 2.

Key findings

Key findings are:

Gaelic visibility in the Gaelic Committee

Members agreed that:

- There is sufficient written Gaelic at the Committee,
- There is sufficient spoken Gaelic at the Committee, and
- Simultaneous translation of Gaelic to English should be available during the Committee.

Comments received indicate the Members feel that simultaneous translation from Gaelic to English would be a positive improvement to the Gaelic Committee meetings.

The Members' roles within the Gaelic Committee

Members agreed that:

- They understand the role expected of them in the Committee and
- That they actively engage in questioning during the Committee.

Members neither agreed nor disagreed that:

- They had received sufficient training and support for in their role on the Committee and
- Gaelic Awareness training would assist them in their role on the Committee.

Comments received indicate that Members feel the Highland Council's work with the Scottish Government and the monitoring of legislation could be more prominent within the Committee meetings.

The Effectiveness of the Gaelic Committee

Members agreed that the Committee is effective in the following functions:

- Monitoring, scrutinising and promoting the implementation of the Highland Council's Gaelic Language Plan, including the delivery of Gaelic education.
- Monitoring, scrutinising, promoting and delivering Gaelic Education with regard to the Statutory Guidance.
- Liaising with Bòrd na Gàidhlig on the strategic development of the Gaelic language.
- Working with Gaelic development agencies in promoting, developing and sustaining the Gaelic language, culture and heritage in the Highlands and
- Monitoring the implications of legislation in respect of the Gaelic language and advising the Council of its impacts across the Highlands.

Members neither agreed nor disagreed that the Committee is effective in the following functions:

- Working with the Scottish Government and the Scottish Parliament with regard to legislation relating to the Gaelic Language and
- Budget monitoring and scrutiny of Gaelic specific funding, grants and expenditure.

The Gaelic Committee

Members agreed with the following statements:

- The Chair of the Committee is sufficiently independent,
- I make the most of the advice and support available from relevant officers prior to the Committee,
- All relevant Officers are accessible to support my role on the Committee,
- I receive sufficient information in committee reports to support my role,
- The Committee adds value to the work of the Council as a whole and
- The Gaelic Committee contributes to the key aims of the National Gaelic Language Plan that Gaelic is used more often, by more people and in a wider range of situations.

Members neither agreed nor disagreed with the following statements:

- Committee agendas are sufficient in terms of content and recommendations,
- There is sufficient cross-service collaboration to support the implementation of the Gaelic Language Plan and
- The Committee Members have the appropriate skills and expertise to fulfil their roles effectively.

Gaelic Skills

The level of confidence in Gaelic skills varied across Members.

Comments received indicate that Members would like access to Gaelic training and/or Gaelic classes.

Analysis and Areas for Improvement

The main areas for improvement identified through the survey are the use of spoken Gaelic and simultaneous translation during the committee meetings, cross-service collaboration, training in Gaelic skills, and the role of the Members in the Committee.

Proposals for Improvement

A suite of Gaelic awareness and Gaelic in the Workplace courses are currently under development. It is intended that a training session will initially be delivered face-to-face to elected Members and will then be supplemented by an online training resource.

Work is currently underway to determine the best method for providing simultaneous translation during the Committee meetings. Bòrd na Gàidhlig funding was recently secured for the Highland Council's "Conaltradh is Corporra" project which will be used to enhance our digital communications. The implementation of simultaneous translation during Gaelic Committee meetings is listed as an outcome of this project.

A cross-service GLP implementation group will be established.