

Agenda Item	6
Report No	G/10/24

## THE HIGHLAND COUNCIL

**Committee:** Gaelic Committee

**Date:** 4 September 2024

**Report Title:** Transitional report: Progress against Gaelic Language Plan 2024-29

**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 2024–29 (GLP) and the work underway to transition between the current and previous iterations of the GLP.
- 1.2 The Highland Council uses a Performance and Risk Management System (PRMS) for monitoring corporate plans. The latest iteration of the GLP was approved on 7 May 2024 and work has been ongoing to enter the GLP into PRMS.
- 1.3 PRMS data is presented in a booklet format and can be viewed in **Appendix 1**.
- 1.4 A short instructional video will be played during the committee meeting to demonstrate how to access and navigate PRMS to view the indicators of progress against the GLP outcomes.
- 1.5 A short summary of the latest census data relating to Gaelic will be provided.

### 2. Recommendations

- 2.1 Members are asked to:
  - i. Discuss, and note the report
  - ii. Note that the next PRMS report available will also 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 has a statutory duty to have a Gaelic Language Plan in terms of Gaelic Language (Scotland) Act 2005. The statutory duty includes the obligation to implement and accurately report GLP commitments.

#### **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 events.

#### **3.5 Risk**

Outcomes with the GLP are not achieved.  
Negative impacts upon Gaelic language and culture.

#### **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. Transitioning to GLP 2024–29**

4.1 The Highland Council GLP 2024–29 was approved on 7 May 2024. The implementation of the refreshed GLP has involved transferring the outcomes from the plan into PRMS. This transfer is now complete and GLP outcomes can now be reported against. A full monitoring report will be available for the next meeting of the Gaelic Committee.

4.2 There are 91 enabling actions in the Highland Council's fourth iteration of its GLP, which span four themes:

- Communities and Home
- Media, Arts, Culture and Heritage
- Business and the Economy
- Education

4.3 There are 38 actions relating to the Corporate Service Aims outlined within the GLP. The Corporate Service Aims will be utilised with the aim of standardising and normalising key Gaelic services across all Council services during the lifetime of the Plan  
All public authorities preparing Gaelic language plans are required to include these within each edition of their plan with the understanding that these will be achieved through incremental growth.

4.4 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

4.5 The enabling actions within the latest edition of the Highland Council Gaelic Language Plan focus on growth and enhancing our provision of Gaelic Services. However, much of the Gaelic work the Highland Council engages in is ongoing and embedded practice. This includes ongoing work to achieve our Corporate Service aims in relation to Gaelic. Many of the desired outcomes within the Corporate Service aims are already being fulfilled by adhering to the policy guidelines on the use of Gaelic in Highland Council services.

Furthermore, we also continue to work with a range of Gaelic organisations to deliver extra-curricular activities in sport, drama, music and the arts. Therefore, initiatives which are deemed to be current practice will also be reported on within PRMS.

4.6 As of 1 July 2024, the Highland Council implemented a new approach to carrying out Integrated Impact Assessments (IIA) which includes a stage 1 Screening process and a stage 2 Full Impact Assessment. We undertake impact assessments to ensure that we:

- understand the impact of our business proposals, policies or decisions on different groups and communities
- use our understanding of impacts to develop better policies and practices
- help prevent or mitigate against potential negative impacts and reduce disadvantage
- are more transparent and accountable by demonstrating that likely impacts of proposals have been considered as well as any mitigating action to overcome negative impacts

Any new or revised policy, practice or strategic decision relating to the delivery of Council services are considered for impacts at an early stage. The outcomes, including planned projects, within the refreshed GLP will be screened and assessed in accordance with the IIA process.

## 5. PRMS outputs

- 5.1 The full PRMS data can be accessed in **Appendix 1**. The booklet format used is a newly-implemented approach for presenting the data for it to be more accessible and easier to interpret.
- 5.2 A short instructional video will be played that demonstrates how to access and navigate PRMS to view the indicators of progress against the GLP outcomes.

## 6. Overview of the work of the Gaelic Team

- 6.1 The GLP is multidisciplinary and spans multiple fields and industries, including sport, culture, music, education and the economy.
- 6.2 The range of work undertaken by the Gaelic Team to implement the GLP is displayed in a one-page synopsis in **Appendix 2**.

## 7. Census data

7.1 Census data relating to Gaelic was published on 21 May 2024. The results of the census will be used to inform programmes of work outlined within the GLP and to ensure that key demographics are targeted with greater accuracy.

The census found that, on a national level, 2.5% of people aged 3 and over had some skills in Gaelic in 2022. This is an increase of 43,100 people since 2011 when 1.7% had some skills in Gaelic. In the Highland region this figure increased from 7.4% to 8.1%.

7.2 An overview of the census data relating to Gaelic skills in the Highland regions is available below:

<b>2011 Highland region – Gaelic skills</b>							
All people aged 3 and over	Understands but does not speak, read or write Gaelic	Speaks, reads and writes Gaelic	Speaks but does not read or write Gaelic	Speaks and reads but does not write Gaelic	Reads but does not speak or write Gaelic	Other combination of skills in Gaelic	No skills in Gaelic
224606	3830	6927	3837	1275	510	217	208010

<b>2022 Highland region – Gaelic skills</b>							
All people aged 3 and over	Understands but does not speak, read or write Gaelic	Speaks, reads and writes Gaelic	Speaks but does not read or write Gaelic	Speaks and reads but does not write Gaelic	Reads but does not speak or write Gaelic	Other combination of skills in Gaelic	No skills in Gaelic
229631	5053	7733	3040	1267	1098	365	211076

<b>2011 vs 2022 Highland region – Gaelic Skills (Understands, speaks, reads or writes Gaelic)</b>			
	2011	2022	% change
<b>Age</b>			
<b>All people aged 3 and over</b>	16596	18552	11.79% increase
<b>3 - 15</b>	2475	3339	34.9% increase
<b>16 - 24</b>	1602	1627	1.56% increase
<b>25 - 34</b>	1436	2010	39.97% increase
<b>35 - 49</b>	3266	2941	9.95% decrease
<b>50 - 64</b>	3769	3923	4.09% increase
<b>65 and over</b>	4048	4713	16.43% increase

A further release of data, including data relating to migration, will be released in winter 24/25. It is anticipated that this information will allow for further interrogation of the data relating to Gaelic. A report on census data and Gaelic language skills will be available at a future meeting of the Gaelic Committee.

Designation:

Date: 20 August 2024

Author: Eoina Rodgers

Background Papers:

Appendices:

**Gaelic Plan Themes**

**1: Communities and Home**

**2: Media, Arts, Culture and Heritage**

**3: Business and the Economy**

**4: Education**

**Strategic Priorities**

**1.1 Increase support for all Gaelic users and learners, in their communities, and in the networks in which they operate.**

**1.2 Provide initiatives to encourage Gaelic language learning for young people and families in the home.**

**2.1 Gaelic Media and Arts output – create opportunities for expression, skills, access, participation and creativity.**

**3.1 Use Gaelic in businesses and social enterprises, and as an economic asset in Scotland.**

**4.1 Deliver continued promotion and growth in GME and GLE at all levels including delivery of Gaelic as a modern language.**

**4.2 Expand the delivery of Gaelic Medium Education [includes creation of new schools and increased provision]**

**1.1 Increase support for all Gaelic users and learners, in their communities, and in the networks in which they operate. [1]  
Q1 24/25**

Completed

0

On Target

18

Some Slippage

1

No Significant Progress

0

Not Updated

0

Actions PIs being Monitored in Gaelic Plan	Period	Data	Period	Data	Target Value	Completion/ Update Date
Continue to support and increase extra-curricular activities which are delivered through Gaelic	Q4 23/24		Q1 24/25	On Target		ongoing annually
Deliver opportunities to support adult learners within a community context	Q4 23/24		Q1 24/25	On Target		ongoing annually
Enhance and further develop CLD and development liaison within the standalone Gaelic schools	Q4 23/24		Q1 24/25	On Target		ongoing annually
GME schools develop and implement CLD plans to support pupils and wider Gaelic community	Q4 23/24		Q1 24/25	On Target		ongoing annually
Increase and further develop cultural events in partnership with Gaelic schools	Q4 23/24		Q1 24/25	On Target		ongoing annually
Increase opportunities for GME pupils to engage in Gaelic arts, music and culture	Q4 23/24		Q1 24/25	On Target		ongoing annually
Increase sporting and outdoor learning opportunities for GME pupils	Q4 23/24		Q1 24/25	On Target		ongoing annually
Increase the delivery of Gaelic cultural activities across the Highlands	Q4 23/24		Q1 24/25	On Target		ongoing annually
Increase the networking support to GME pupils in the secondary schools	Q4 23/24		Q1 24/25	On Target		ongoing annually
Work with Ainmean-Àite na h-Alba to develop a Gaelic place-name course for GME primary pupils	Q4 23/24		Q1 24/25	On Target		Ongoing

**1.1 Increase support for all Gaelic users and learners, in their communities, and in the networks in which they operate. [2]  
Q1 24/25**

Completed

0

On Target

18

Some Slippage

1

No Significant Progress

0

Not Updated

0

Actions PIs being Monitored in Gaelic Plan	Period	Data	Period	Data	Target Value	Completion/ Update Date
Continue to work in partnership to deliver Gaelic sporting and leadership events	Q4 23/24		Q1 24/25	On Target		Ongoing current practice
Continue to work in partnership to support the deliver of drama/media/cultural events	Q4 23/24		Q1 24/25	On Target		Ongoing current practice
Deliver a range of inter-generational Gaelic community events	Q4 23/24		Q1 24/25	On Target		Ongoing current practice
Deliver Gaelic cultural days in partnership with targeted GME schools	Q4 23/24		Q1 24/25	On Target		Ongoing current practice
Gaelic tutor training event organised annually	Q4 23/24		Q1 24/25	On Target		Ongoing current practice
In partnership with SMO deliver the Seachdain nan Deugairean project annually	Q4 23/24		Q1 24/25	Some Slippage		Ongoing current practice
Provide programmes of Gaelic activities/events during school holidays	Q4 23/24		Q1 24/25	On Target		Ongoing current practice
Provide an annual secondary Gaelic careers event with SDS and other organisations	Q4 23/24		Q1 24/25	On Target		Ongoing current practice
Progressive programme of adult learning community-based Gaelic classes	Q4 23/24		Q1 24/25	On Target		Ongoing current practice



**1.2 Provide initiatives to encourage Gaelic language learning for young people and families in the home.  
Q1 24/25**

Completed

**0**

On Target

**6**

Some Slippage

**0**

No Significant Progress

**0**

Not Updated

**0**

Actions PIs being Monitored in Gaelic Plan	Period	Data	Period	Data	Target Value	Completion/ Update Date
Create an online Gaelic language resource for GME parents	Q4 23/24		Q1 24/25	On Target		Ongoing
Deliver the three-year Gaelic Birth to Three plan	Q4 23/24		Q1 24/25	On Target		Starts Apr24/ Completes Dec27
Family learning initiatives/promotional events to support GME parents/pupils	Q4 23/24		Q1 24/25	On Target		Ongoing current practice
Fàs Foghlaim resource to promote GME with early years parents	Q4 23/24		Q1 24/25	On Target		Ongoing current practice
Gaelic Family Learning Week delivered in partnership with SMO	Q4 23/24		Q1 24/25	On Target		Ongoing current practice
Suite of progressive Gaelic classes to support language in the home	Q4 23/24		Q1 24/25	On Target		Ongoing current practice

**2.1 Gaelic Media and Arts output – create opportunities for expression, skills, access, participation and creativity.  
Q1 24/25**

Completed



On Target



Some Slippage



No Significant Progress



Not Updated



Actions PIs being Monitored in Gaelic Plan	Period	Data	Period	Data	Target Value	Completion/ Update Date
In partnership deliver the MG ALBA Traditional Music Awards in the Highland area	Q4 23/24		Q1 24/25	On Target		Starts Apr24 / Completes Dec25
Increase the delivery of Gaelic cultural activities across the Highlands	Q4 23/24		Q1 24/25	On Target		ongoing annually
In partnership with An Comunn Gàidhealach deliver the Royal National Mòd in autumn 2025	Q4 23/24		Q1 24/25	On Target		Starts Apr24 / Completes Dec25
Representatives from across the Highlands participate annually in FilmG	Q4 23/24		Q1 24/25	On Target		ongoing annually
Continue to support Gaelic cultural centres such as Cultarlann Inbhir Nis	Q4 23/24		Q1 24/25	On Target		Ongoing current practice

**3.1 Use Gaelic in businesses and social enterprises, and as an economic asset in Scotland.  
Q1 24/25**

Completed

**0**

On Target

**3**

Some Slippage

**0**

No Significant Progress

**0**

Not Updated

**0**

Actions PIs being Monitored in Gaelic Plan	Period	Data	Period	Data	Target Value	Completion/ Update Date
Promote/realise the benefits of Gaelic community hubs and Cultarlanns	Q4 23/24		Q1 24/25	On Target		ongoing annually
Work with agencies/partners to realise the economic benefits of Gaelic and its culture	Q4 23/24		Q1 24/25	On Target		Ongoing
Work with Ainmean-Àite na h-Alba to promote the economic benefits of Gaelic place-names/signage	Q4 23/24		Q1 24/25	On Target		ongoing annually

**4.1 Deliver continued promotion and growth in GME and GLE at all levels including delivery of Gaelic as a modern language. [1]  
Q1 24/25**

Completed

**0**

On Target

**6**

Some Slippage

**2**

No Significant Progress

**0**

Not Updated

**0**

Actions PIs being Monitored in Gaelic Plan	Period	Data	Period	Data	Target Value	Completion/ Update Date
% GM Nursery Pupils    CP1.11	AY 23/24	9.25 %	AY 24/25			annual update January
% GM Primary Pupils    CP1.11	AY 23/24	6.71 %	AY 24/25			annual update January
% Gaidhlig Secondary Pupils    CP1.11	AY 23/24	3.17 %	AY 24/25			annual update January
Increase access to L2 and L3 Gaelic to 70% through digital support	Q4 23/24		Q1 24/25			
Promotion of online training for teachers delivery of 1+2 Gaelic	Q4 23/24		Q1 24/25	On Target		Ongoing
Map and target-set schools for Gaelic L2 and L3 support	Q4 23/24		Q1 24/25	Some Slippage		Starts Apr24/ Complete Dec24
The number of schools delivery Gaelic L2 and L3	Q4 23/24		Q1 24/25	6		
The number teachers trained to deliver 1+2 Gaelic	Q4 23/24		Q1 24/25	52		

**4.1 Deliver continued promotion and growth in GME and GLE at all levels including delivery of Gaelic as a modern language. [2]  
Q1 24/25**

Completed

0

On Target

6

Some Slippage

2

No Significant Progress

0

Not Updated

0

Actions PIs being Monitored in Gaelic Plan	Period	Data	Period	Data	Target Value	Completion/ Update Date
Annually develop the 3–18 GME curriculum vision across Highland with focus on senior phase	Q4 23/24		Q1 24/25	On Target		ongoing annually
Annually promote/support Career-Long Professional Learning (CLPL) for all Gaelic education providers	Q4 23/24		Q1 24/25	On Target		ongoing annually
Develop the digital offer across Highland to support the Secondary GME Rationale	Q4 23/24		Q1 24/25	On Target		ongoing annually
Promote and support schools to deliver pathways for Gaelic learning	Q4 23/24		Q1 24/25	Some Slippage		ongoing annually
Provide opportunities for EM pupils within GM schools to learn about Gaelic language and culture	Q4 23/24		Q1 24/25	On Target		Ongoing
Undertake community consultation on models of opportunities for GME ELC	Q4 23/24		Q1 24/25	On Target		Ongoing

**4.2 Expand the delivery of Gaelic Medium Education [includes creation of new schools and increased provision]  
Q1 24/25**

Completed

**1**

On Target

**4**

Some Slippage

**1**

No Significant Progress

**0**

Not Updated

**0**

Actions PIs being Monitored in Gaelic Plan	Period	Data	Period	Data	Target Value	Completion/ Update Date
3-18 stakeholder groups review and monitor leadership models with CLPL opportunities	Q4 23/24		Q1 24/25	On Target		Ongoing
Develop a complementary GME strand to Highland Literacy	Q4 23/24		Q1 24/25	On Target		Starts Apr24 / Completes Dec29
Develop a strategic and responsive digital offer for online curriculum delivery	Q4 23/24		Q1 24/25	On Target		ongoing annually
Engage with internal/external stakeholders to develop an engagement model	Q4 23/24		Q1 24/25	On Target		ongoing annually
Identify a possible location for a 3–18 campus in Inverness	Q4 23/24		Q1 24/25	Some Slippage		Starts Apr24 / Completes Dec25
Use the 3–18 GME Inverness feasibility study to provide an understanding of parental demand	Q4 23/24		Q1 24/25	Completed		Completed Feb24

Listed below are actions in the Gaelic Language Plan which will be monitored and progressed later in the life of the Plan.

Future Actions within the Gaelic Language Plan	Period	Data	Date Monitoring Starts	Completion Date
Development of strategic aims for education in relation to National GLP	Q1 24/25			Starts Aug24/ Completed Dec25
Research to identify where former GME pupils have studied further education	Q1 24/25			Starts Oct24 / Completes Dec27
Opportunities to create secure/supervised online Gaelic gaming clubs for young people	Q1 24/25			Starts Jan25 / Completes Dec25
Supplement the Fàs Foghlaim resource and update HC parental GME information handbook	Q1 24/25			Starts Jan25 / completes Dec25
Create a rationale to illustrate the GME curriculum offer in the Highland secondary sector	Q1 24/25			Starts Jan25 / Completes Jun26
With agencies/partners develop a Creative Industries (Arts) Economic Impact Study	Q1 24/25			Starts Jan25 / Completes Dec26
Create online Gaelic resource for the business community, to highlight the economic benefits of using Gaelic	Q1 24/25			Starts Apr25 / Completes Dec26
Promote the economic benefits of Gaelic to the local business sector	Q1 24/25			Starts Apr25 / Completes Dec26
Plan and deliver a Gaelic literacy accreditation rationale for all GME pupils by the end of S3 by 2027	Q1 24/25			Starts Aug25 / Completes Jun27
Audit key transition points to understand challenges for young people choosing GME pathway	Q1 24/25			Starts Jan26 / Completes Jun27
Establish 3–18 stakeholder groups to review collaborative partnerships	Q1 24/25			Starts Aug 26 / Completes Jun27
Work in partnership with Celtic Media Festival to deliver the festival in the Highlands	Q1 24/25			Starts Jan27 / Completes Dec29
Review school designations, with consideration to supporting the immersion experience	Q1 24/25			Starts Aug27 / Completes Jun28
Take forward the outcomes of the Creative Industries (Arts) Economic Impact Study to the Gaelic Committee	Q1 24/25			Starts Apr29 / Completes Dec29

# CORPORATE SERVICE AIMS

<b>CSA01 Status</b>	<b>Q1 24/25</b>
CSA - Logo and Brand	On Target
CSA - Signage	On Target

<b>CSA02 Communicating with the Public</b>	<b>Q1 24/25</b>
CSA - Promotion	On Target
CSA - Public Meetings	On Target
CSA - Reception and Phone	On Target
CSA - Written Communication	On Target

<b>CSA03 Information</b>	<b>Q1 24/25</b>
CSA - Corporate Publications	On Target
CSA - Exhibitions	On Target
CSA - Language	On Target
CSA - News Releases	On Target
CSA - Social Media	On Target
CSA - Website	On Target



## CORPORATE SERVICE AIMS

<b>CSA04 Staff</b>	<b>Q1 24/25</b>
<b>CSA - Awareness Training</b>	On Target
<b>CSA - Induction</b>	On Target
<b>CSA - Internal Audit</b>	On Target
<b>CSA - Language Training</b>	On Target
<b>CSA - Recruitment</b>	On Target
<b>CSA - Using Gaelic</b>	On Target

<b>CSA05 Gaelic Corpus</b>	<b>Q1 24/25</b>
<b>CSA - Gaelic Orthographic Conventions</b>	On Target
<b>CSA - Place-names</b>	On Target

# Sgioba na Gàidhlig The Gaelic Team 2023-24

Income  
Generation  
and Resource  
Support

£97,150  
GPF

£900K  
Gaelic capital  
grants for  
building

£910,000  
GSG



## The social, economic and cultural value of gaelic

"In the past year there has been a... significant increase in interest with the number of users visiting Gaelic-related content (on the VisitScotland website) rising by 151 per cent in 2022 compared to 2021."

Gaelic Tourism Strategy for Scotland, 2024

### Estimated increase in revenue from Inverness hosting Na Trads:

1000 attendees could generate:  
£240,000 in hotel revenue,  
£80,000 restaurant revenue,  
30,000 in retail revenue and  
£20,000 in local transport revenue.

## Education

The Highland Council is the largest provider of Gaelic Medium Education (GME).

## Gaelic Education Pupil Numbers in Highland

**9.25%** of pupils in commissioned playgroups/nurseries are in GME settings.

**6.7%** of pupils in from P1-7 in Highland are in GME settings.

**90** Number of schools teaching 1+2

**2201** Total pupils in GME 3-18

**2123** Total pupils in GLE Secondary

Gaelic is taught as an additional language, in Primary schools, under the 1+2 programme.  
L2 = 27 schools  
L3 = 63 schools

### Statutory grants

ACG (National Mòd) - £37,500  
FnanG (Blas) - £62,869  
FnanG - £37,794  
Fèis Rois - £29,121

### Statutory Grants through SDC

Total : £167,000

## Organisations we support

We provide financial and officer support to AAA, SMO, CNAG and FilmG. CLD officers seek funding from other Gaelic funding to support community projects including Taic Freumhan.

## Gaelic in the arts, culture & heritage

Events and organisation support to The Royal National Mòd, CNAG, SMO, UHI, AAA, FilmG Deasbad Nàiseanta Blas, Fèis Rois and Fèisean nan Gàidheal.

Partnership working ensures we collaborate to support the main aims of the National GLP of increasing the use and learning of Gaelic.

Gaelic cultural events, such as Na Trads, are also significant economic generators in the Highland region.

## Gaelic in the workplace

The GLP 2024-29 contains Corporate Service Aims with 37 discrete outcomes with the aim of standardising key Gaelic services across the public sector.

The Gaelic Team also support other corporate functions through the provision of a translation service and management of the Gaelic committee.

## Sgioba na Gàidhlig (6.5 FTE)

The Gaelic Team National and The Highland Council Gaelic Language Plan, Statutory Advice on Gaelic Education, Advice on Gaelic Education and Gaelic Language Scotland Act (2005) and The Highland Council Gaelic Committee

The Team leads on development across the Strategic Priorities of the National and Highland Gaelic plan, Policy leadership, Translation Services, Gaelic Education Support and Community Learning and Development.

## Gaelic Community Learning and Development in the home, early learning and childcare the community

### 0-3

The 0-3 sector is supported through community liason with key providers and committees.

### GME (Primary)

The Gaelic team supports this demographic through Family learning, parent Gaelic classes, community and cultural events, extra-curricular projects and sports initiatives

### Secondary (GME and GLE)

This sector is supported through Gaelic Sports Leadership programmes, Seachdain nan Deugairean, Gaelic Careers events, residential trips, the AAA project, Spòrs Gàidhlig and drama projects.

### Community

The Gaelic team support the community by facilitating Gaelic awareness and benefits of bilingualism events, liaising with and supporting Gaelic community organisations and through the delivery of Gaelic language and culture community projects.

We offer 16 different Gaelic classes across the Highlands and online, provided by 9 tutors.

