

The Highland Council

Agenda Item	6
Report No	G/15/24

Committee: Gaelic Committee

Date: 20 November 2024

Report Title: Progress against Gaelic Language Plan 2024-29

Report By: Assistant Chief Executive – People

1. Purpose/Executive Summary

1.1 This report is to inform Members of the progress in delivering the Gaelic Language Plan 2024–29 (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.

1.3 PRMS data is presented in a booklet format in Appendix 1.

2. Recommendations

2.1 Members are asked to:

- i. Discuss and note the report
- ii. Note the progress made in relation to GLP Corporate Service Aims, as outlined in section 6.

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

Under the Gaelic Language (Scotland) Act 2005, The Highland Council has a statutory duty to have a Gaelic Language Plan. The statutory duty includes the obligation to implement and accurately report GLP commitments.

3.3 Risk

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

3.4 Health and Safety (risks arising from changes to plant, equipment, process, or people)
No risks identified.

3.5 Gaelic
Very positive implications regarding the preservation and development of the 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. Impacts

4.1 This is a monitoring and update report and therefore an impact assessment is not required.

5. The Highland Council Gaelic Language Plan (GLP) 2024–29

5.1 The Highland Council GLP 2024–29 was approved by Bord na Gàidhlig 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. This is therefore the first full monitoring report available since the GLP was approved. The PRMS data is available in appendix 1 in the format of a Briefing Booklet.

5.2 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

13 of the enabling actions are not currently being reported against as they are due to commence in the future.

There is a degree of slippage in relation to the delivery of outcomes for Gaelic Learner Classes for Adults. A range of delivery approaches are being considered for future classes to increase availability and participation.

5.3 The RAG status of each of the active enabling actions within each Strategic Priority of the GLP is listed below:

Strategic Priority 1.1 - Increase support for all Gaelic users and learners, in their communities, and in the networks in which they operate.	
On Target	18
Slippage	1
No significant progress	0
Completed	0
TOTAL	19

Strategic Priority 1.2 - Provide initiatives to encourage Gaelic language learning for young people and families in the home.	
On Target	6
Slippage	0
No significant progress	0
Completed	0
TOTAL	6

Strategic Priority 2.1 - Gaelic Media and Arts output – create opportunities for expression, skills, access, participation and creativity.	
On Target	5
Slippage	0
No significant progress	0
Completed	0
TOTAL	5

Strategic Priority 3.1 - Use Gaelic in businesses and social enterprises, and as an economic asset in Scotland.	
On Target	3
Slippage	0
No significant progress	0
Completed	0
TOTAL	3

Strategic Priority 4.1 - Deliver continued promotion and growth in GME and GLE at all levels including delivery of Gaelic as a modern language, with 70%* of primary schools providing Gaelic as an L2 and L3 to increase the provision of Gaelic across the authority.	
On Target	8
Slippage	0
No significant progress	0
Completed	0
TOTAL	8

Strategic Priority 4.2 - 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.	
On Target	4
Slippage	2
No significant progress	0
Completed	1
TOTAL	7

6. Corporate Service Aims

- 6.1 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. Many of the desired outcomes within the Corporate Service Aims are already being fulfilled by adhering to the policy and guidelines on the use of Gaelic in Highland Council services.

6.2 Website re-design

The Highland Council website is currently undergoing re-design. The GLP 2024–29 contains Corporate Service Aims relating to the use of Gaelic on the website. Consequently, Gaelic requirements have been taken into consideration since the initial planning stages of the project which will result in the increased visibility of Gaelic on the website.

- 6.3 Currently, scoping has included the following options:

- A button in the header which links to Gaelic content and resources,
- A bilingual header on the homepage,
- An auto-translation tool which will allow users to toggle between English and Gaelic,
- And a note on webpages to indicate that an auto-translation tool had been used which could result in translation errors.

- 6.4 Several challenges have been identified in relation to increasing Gaelic content:

- The use of multiple languages on one webpage can impact accessibility negatively,
- The use of duplicate webpages can result in issues relating to Search Engine Optimisation,
- And the use of auto-translation tools can result in translation errors and reduced consistency.

- 6.5 It is anticipated that the upgrades to the website will contribute towards GLP Corporate Service Aims and that the visibility of Gaelic will be increased. This project reports to the Redesign Board as part of the My Council Programme and a report on the website redesign will be taken to a future meeting of the Board.

6.6 Staff inductions

- 6.7 Since the latest iteration of the GLP was approved by Bòrd na Gàidhlig, progress has been made towards the Corporate Service Aims relating to staff inductions.

The Gaelic section within the staff induction course was recently reviewed and expanded. The module now provides new employees with information on The Highland Council Gaelic Language Plan and contains links to training opportunities, including classes.

- 6.8 A Gaelic skills section will also be added to the Employee Review and Development (ERD) process to identify training needs. This will provide an opportunity to promote training opportunities relating to Gaelic on an ongoing, annual basis.
- 6.9 Workshops relating to Gaelic legislation and policy have also been delivered to education staff:

New and acting headteachers

A workshop on 'Legislation for Gaelic Education in the Highland Context' was recently delivered to 16 new and acting headteachers; 7 of whom work within schools delivering Gaelic education.

Probation teachers

A training event for 61 probation teachers was also delivered which featured a session on 1+2 Language and Gaelic support. Information on the GLP was included within this workshop.

The view rate for the Gaelic section of the Professional Learning and Leadership Academy has also been increasing since the delivery of the workshops.

7. Strategy for Gaelic youth fluency

- 7.1 A new strategy for Gaelic youth fluency is being developed to help increase the learning of Gaelic beyond the classroom and during extra-curricular activities. New data sources and tools will also be developed to better measure fluency and language affinity.

The strategy will be developed between Bòrd na Gàidhlig and Comunn na Gàidhlig and is listed as an action within the [National Gaelic Language Plan 2023–28](#). The process will run until March 2026, when the Gaelic Youth Strategy is due to be completed.

- 7.2 The new strategy for Gaelic youth fluency relates directly to the Highland Council GLP Strategic Priority 1.2, '*Provide initiatives to encourage Gaelic language learning for young people and families in the home*'. It is anticipated that the activities and recommendations arising from the strategy will positively contribute towards outcomes relating to youth within the Highland Council GLP.

It is also anticipated that data tools developed through the strategy will enable the capture of labour market intelligence regarding the career paths of young people following Gaelic education.

Designation:

Date: 6 November 2024

Author: Eoina Rodgers

Background Papers:

Appendices: Appendix 1 – PRMS data booklet

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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]
Q2 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	Q1 24/25	On Target	Q2 24/25	On Target		ongoing annually
Deliver opportunities to support adult learners within a community context	Q1 24/25	On Target	Q2 24/25	On Target		ongoing annually
Enhance and further develop CLD and development liaison within the standalone Gaelic schools	Q1 24/25	On Target	Q2 24/25	On Target		ongoing annually
GME schools develop and implement CLD plans to support pupils and wider Gaelic community	Q1 24/25	On Target	Q2 24/25	On Target		ongoing annually
Increase and further develop cultural events in partnership with Gaelic schools	Q1 24/25	On Target	Q2 24/25	On Target		ongoing annually
Increase opportunities for GME pupils to engage in Gaelic arts, music and culture	Q1 24/25	On Target	Q2 24/25	On Target		ongoing annually
Increase sporting and outdoor learning opportunities for GME pupils	Q1 24/25	On Target	Q2 24/25	On Target		ongoing annually
Increase the delivery of Gaelic cultural activities across the Highlands	Q1 24/25	On Target	Q2 24/25	On Target		ongoing annually
Increase the networking support to GME pupils in the secondary schools	Q1 24/25	On Target	Q2 24/25	On Target		ongoing annually
Work with Ainmean-Àite na h-Alba to develop a Gaelic place-name course for GME primary pupils	Q1 24/25	On Target	Q2 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]
Q2 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	Q1 24/25	On Target	Q2 24/25	On Target		Ongoing current practice
Continue to work in partnership to support the deliver of drama/media/cultural events	Q1 24/25	On Target	Q2 24/25	On Target		Ongoing current practice
Deliver a range of inter-generational Gaelic community events	Q1 24/25	On Target	Q2 24/25	On Target		Ongoing current practice
Deliver Gaelic cultural days in partnership with targeted GME schools	Q1 24/25	On Target	Q2 24/25	On Target		Ongoing current practice
Gaelic tutor training event organised annually	Q1 24/25	On Target	Q2 24/25	On Target		Ongoing current practice
In partnership with SMO deliver the Seachdain nan Deugairean project annually	Q1 24/25	Some Slippage	Q2 24/25	On Target		Ongoing current practice
Provide programmes of Gaelic activities/events during school holidays	Q1 24/25	On Target	Q2 24/25	On Target		Ongoing current practice
Provide an annual secondary Gaelic careers event with SDS and other organisations	Q1 24/25	On Target	Q2 24/25	On Target		Ongoing current practice
Progressive programme of adult learning community-based Gaelic classes	Q1 24/25	On Target	Q2 24/25	Some Slippage		Ongoing current practice

**1.2 Provide initiatives to encourage Gaelic language learning for young people and families in the home.
Q2 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	Q1 24/25	On Target	Q2 24/25	On Target		Ongoing
Deliver the three-year Gaelic Birth to Three plan	Q1 24/25	On Target	Q2 24/25	On Target		Starts Apr24/ Completes Dec27
Family learning initiatives/promotional events to support GME parents/pupils	Q1 24/25	On Target	Q2 24/25	On Target		Ongoing current practice
Fàs Foghlaim resource to promote GME with early years parents	Q1 24/25	On Target	Q2 24/25	On Target		Ongoing current practice
Gaelic Family Learning Week delivered in partnership with SMO	Q1 24/25	On Target	Q2 24/25	On Target		Ongoing current practice
Suite of progressive Gaelic classes to support language in the home	Q1 24/25	On Target	Q2 24/25	On Target		Ongoing current practice

**2.1 Gaelic Media and Arts output – create opportunities for expression, skills, access, participation and creativity.
Q2 24/25**

Completed

0

On Target

5

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
In partnership deliver the MG ALBA Traditional Music Awards in the Highland area	Q1 24/25	On Target	Q2 24/25	On Target		Starts Apr24 / Completes Dec25
Increase the delivery of Gaelic cultural activities across the Highlands	Q1 24/25	On Target	Q2 24/25	On Target		ongoing annually
In partnership with An Comunn Gàidhealach deliver the Royal National Mòd in autumn 2025	Q1 24/25	On Target	Q2 24/25	On Target		Starts Apr24 / Completes Dec25
Representatives from across the Highlands participate annually in FilmG	Q1 24/25	On Target	Q2 24/25	On Target		ongoing annually
Continue to support Gaelic cultural centres such as Cultarlann Inbhir Nis	Q1 24/25	On Target	Q2 24/25	On Target		Ongoing current practice

**3.1 Use Gaelic in businesses and social enterprises, and as an economic asset in Scotland.
Q2 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	Q1 24/25	On Target	Q2 24/25	On Target		ongoing annually
Work with agencies/partners to realise the economic benefits of Gaelic and its culture	Q1 24/25	On Target	Q2 24/25	On Target		Ongoing
Work with Ainmean-Àite na h-Alba to promote the economic benefits of Gaelic place-names/signage	Q1 24/25	On Target	Q2 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]
Q2 24/25**

Completed

0

On Target

8

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
% 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	Q1 24/25		Q2 24/25			
Promotion of online training for teachers delivery of 1+2 Gaelic	Q1 24/25	On Target	Q2 24/25	On Target		Ongoing
Map and target-set schools for Gaelic L2 and L3 support	Q1 24/25	Some Slippage	Q2 24/25	On Target		Starts Apr24/ Complete Dec24
The number of schools delivery Gaelic L2 and L3	Q1 24/25	6	Q2 24/25			
The number teachers trained to deliver 1+2 Gaelic	Q1 24/25	52	Q2 24/25	14		

**4.1 Deliver continued promotion and growth in GME and GLE at all levels including delivery of Gaelic as a modern language. [2]
Q2 24/25**

Completed

0

On Target

8

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
Annually develop the 3–18 GME curriculum vision across Highland with focus on senior phase	Q1 24/25	On Target	Q2 24/25	On Target		ongoing annually
Annually promote/support Career-Long Professional Learning (CLPL) for all Gaelic education providers	Q1 24/25	On Target	Q2 24/25	On Target		ongoing annually
Develop the digital offer across Highland to support the Secondary GME Rationale	Q1 24/25	On Target	Q2 24/25	On Target		ongoing annually
Promote and support schools to deliver pathways for Gaelic learning	Q1 24/25	Some Slippage	Q2 24/25	On Target		ongoing annually
Provide opportunities for EM pupils within GM schools to learn about Gaelic language and culture	Q1 24/25	On Target	Q2 24/25	On Target		Ongoing
Undertake community consultation on models of opportunities for GME ELC	Q1 24/25	On Target	Q2 24/25	On Target		Ongoing

**4.2 Expand the delivery of Gaelic Medium Education [includes creation of new schools and increased provision]
Q2 24/25**

Completed

1

On Target

4

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
3-18 stakeholder groups review and monitor leadership models with CLPL opportunities	Q1 24/25	On Target	Q2 24/25	On Target		Ongoing
Develop a complementary GME strand to Highland Literacy	Q1 24/25	On Target	Q2 24/25	On Target		Starts Apr24 / Completes Dec29
Develop a strategic and responsive digital offer for online curriculum delivery	Q1 24/25	On Target	Q2 24/25	On Target		ongoing annually
Development of strategic aims for education in relation to National GLP	Q1 24/25		Q2 24/25	Some Slippage		Starts Aug24/ Completed Dec25
Engage with internal/external stakeholders to develop an engagement model	Q1 24/25	On Target	Q2 24/25	On Target		ongoing annually
Identify a possible location for a 3–18 campus in Inverness	Q1 24/25	Some Slippage	Q2 24/25	Some Slippage		Starts Apr24 / Completes Dec25
Use the 3–18 GME Inverness feasibility study to provide an understanding of parental demand	Q1 24/25	Completed	Q2 24/25			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/ Completes
Research to identify where former GME pupils have studied further education	Q2 24/25		Starts Oct24 / Completes Dec27
Opportunities to create secure/supervised online Gaelic gaming clubs for young people	Q2 24/25		Starts Jan25 / Completes Dec25
Supplement the Fàs Foghlaim resource and update HC parental GME information handbook	Q2 24/25		Starts Jan25 / Completes Dec25
Create a rationale to illustrate the GME curriculum offer in the Highland secondary sector	Q2 24/25		Starts Jan25 / Completes Jun26
With agencies/partners develop a Creative Industries (Arts) Economic Impact Study	Q2 24/25		Starts Jan25 / Completes Dec26
Create online Gaelic resource for the business community, to highlight the economic benefits of using Gaelic	Q2 24/25		Starts Apr25 / Completes Dec26
Promote the economic benefits of Gaelic to the local business sector	Q2 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	Q2 24/25		Starts Aug25 / Completes Jun27
Audit key transition points to understand challenges for young people choosing GME pathway	Q2 24/25		Starts Jan26 / Completes Jun27
Establish 3–18 stakeholder groups to review collaborative partnerships	Q2 24/25		Starts Aug 26 / Completes Jun27
Work in partnership with Celtic Media Festival to deliver the festival in the Highlands	Q2 24/25		Starts Jan27 / Completes Dec29
Review school designations, with consideration to supporting the immersion experience	Q2 24/25		Starts Aug27 / Completes Jun28
Take forward the outcomes of the Creative Industries (Arts) Economic Impact Study to the Gaelic Committee	Q2 24/25		Starts Apr29 / Completes Dec29

CORPORATE SERVICE AIMS

CSA01 Status	Q2 24/25
CSA - Logo and Brand	On Target
CSA - Signage	On Target

CSA02 Communicating with the Public	Q2 24/25
CSA - Promotion	On Target
CSA - Public Meetings	On Target
CSA - Reception and Phone	On Target
CSA - Written Communication	On Target

CSA03 Information	Q2 24/25
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

CSA04 Staff	Q2 24/25
CSA - Awareness Training	Some Slippage
CSA - Induction	On Target
CSA - Internal Audit	On Target
CSA - Language Training	On Target
CSA - Recruitment	On Target
CSA - Using Gaelic	On Target

CSA05 Gaelic Corpus	Q2 24/25
CSA - Gaelic Orthographic Conventions	On Target
CSA - Place-names	On Target