

Gaelic Language Plan – Status 31/07/15				
Element	Latest update	Status	In charge	Comments
GP1 - Gaelic is audible and visible in our communities				
<ul style="list-style-type: none"> Deliver locally-sourced Gaelic awareness sessions 	FQ1 14/15	On track	Donald MacVicar	
<ul style="list-style-type: none"> Groups accessing Gaelic Centre in Oban 	FQ1 15/16	On track	Ann Marie Knowles	Qtr 1 - 2015-2016 Thirteen groups are currently accessing Gaelic language activities under the Furan brand.
<ul style="list-style-type: none"> Signage replaced bilingually 	FQ1 15/16	Complete	Malcolm MacFadyen	FQ1 2015/16 All signs are now replaced bilingually as standard. Complete.
<ul style="list-style-type: none"> Increase Gaelic materials in libraries 	FQ1 15/16	On track	Donald MacVicar	Demand for materials is currently being assessed
<ul style="list-style-type: none"> Website and multimedia platforms have Gaelic material 	FQ1 15/16	On track	Judy Orr	Gaelic press releases are placed on Council website, facebook and tweets are also used for a wider coverage. Investigating using the top 100 pages from the Council website and web manager to attend next officer meeting with recommendations.
<ul style="list-style-type: none"> Increase printed material available through the medium of Gaelic 	FQ1 15/16	On track	Jane Fowler	Translation facilities are made available for all documents. The only fully translated document to date has been the Gaelic Language Plan. Further materials are made available through online media in Gaelic. This is now a greater priority as communications move increasingly online. To be reviewed – increasingly moving away from printed materials.

<ul style="list-style-type: none"> Formal process for translation/interpretation 	FQ1 15/16	Complete	Jane Fowler	The Council has internal and external arrangements in place to provide Gaelic translation. There is currently available budget.
<ul style="list-style-type: none"> Develop a standard policy for bilingual signage 	FQ1 15/16	Complete	Malcolm MacFadyen	Complete.
<ul style="list-style-type: none"> Monthly press releases in Gaelic 	FQ2 15/16	Complete	Jane Fowler	Complete and ongoing as business as usual.
<ul style="list-style-type: none"> No of Gaelic press releases 	FQ1 15/16	50	Jane Jarvie	Gaelic press releases are issued on a range of topics on a regular basis
GP2 - People have opportunities to use Gaelic				
<ul style="list-style-type: none"> Monitoring framework for partners delivering activities 	FQ1 15/16	On track	Jane Fowler	Exploratory work underway with CPP partners
<ul style="list-style-type: none"> Gaelic forum meets biannually 	FQ1 15/16	Not on track	Jane Fowler	Discussions have taken place with the Policy Lead about the benefits of having a Gaelic forum established. Contact has been made with other public sector bodies that have a presence in Argyll and Bute. A forum consisting of community groups and local organisations or an online forum are alternative proposals to be considered.
<ul style="list-style-type: none"> Research to identify baseline Gaelic activities 	FQ1 15/16	On track to revised plan	Jane Fowler	This is now a priority for 2015-16.
<ul style="list-style-type: none"> Assess impact of community initiatives 	FQ1 15/16	On track to revised plan	Jane Fowler	This is now a priority for 2015-16.

<ul style="list-style-type: none"> No of Gaelic partnerships operating in Argyll and Bute 	FQ1 15/16	7	Ann Marie Knowles	This measure requires consideration as it was written in 2011 in different financial circumstances. Work to be undertaken to identify which partnerships are still in place, as some are no longer operating.
GP3 - People have access to Gaelic learning and usage opportunities				
<ul style="list-style-type: none"> Number of students accessing Gaelic classes 	FQ1 15/16	358		Materials have been placed on the Hub to support awareness and Gaelic Language Learning for staff. The findings from the Employee Survey 2014 on Gaelic showed that there was significant interest from staff in learning the language. Classes were advertised on The Hub and over 30 employees across the area expressed an interest. Some challenges have arisen in agreeing on a day and time for classes and discussions have been held with ICCI as to revisit the delivery of classes in August after the school holidays.
<ul style="list-style-type: none"> Free Council venues for provincial mods 	FQ1 15/16	On track	Donald MacVicar	In process.

<ul style="list-style-type: none"> Financial support for local Gaelic partnerships 	FQ1 15/16	On track	Ann Marie Knowles	Gaelic Partnerships provide valuable opportunities for communities to engage with Gaelic activities. This measure will require reconsideration as it was written in 2011. The Gaelic Specific grant is no longer able to support Gaelic partnerships. Support would have to be sought from GLAIF to continue this.
<ul style="list-style-type: none"> Promotion of Gaelic learning opportunities 	FQ1 14/15	On track	Donald MacVicar	In process – promoting through the Hub.
GP4 - Bord na Gaidhlig integrated in Argyll and Bute CPP				
<ul style="list-style-type: none"> Bord na Gaidhlig invited to become member of CPP 	FQ1 15/16	Complete	Donald MacVicar	Complete
GP5 - Strengthen Gaelic activities for families with children				
<ul style="list-style-type: none"> Gaelic Bookbug delivered in areas with GME 	FQ1 15/16	On track	Ann Marie Knowles	Success story in the growth of Gaelic Medium Education that provides opportunities for children and their parents to interact with Gaelic activities together. Bookbug sessions in all areas with Gaelic Medium Education and Ross of Mull, Mid-Argyll, Tobermory and 4 sessions on Islay. A further two areas will be targeted, these will be Kintyre and HALCO.
<ul style="list-style-type: none"> Promote the benefits of bilingualism 	FQ1 15/16	On track	Ann Marie Knowles	Positive promotional and marketing undertaken in Mid Argyll with sustainable growth in Gaelic Bookbug leading to a request for dedicated Gaelic Medium Education in Mid Argyll.
<ul style="list-style-type: none"> Expand the Parental Advocacy Scheme 	FQ1 15/16	On track	Ann Marie Knowles	Parental advocates provide a genuine and tested perspective on Gaelic Medium Education (GME) to parents considering GME for their children. Parental advocates are currently active in: Cowal Oban Islay, and Appin Targets over the next year will be: Tiree, and Mull

GP6 - Provide a high quality experience for young people				
<ul style="list-style-type: none"> Number of curricular areas delivered through Gaelic 	FQ1 15/16	Not on track	Ann Marie Knowles	<p>The curricular areas delivered through Gaelic in Secondary school curriculum during sessions 2012-2014 were: * Art * Maths * History/Geography. All of the above were delivered in Tobermory High School. Strathclyde University's Gaelic Immersion for Teachers (Gift) course will be heavily marketed and promoted through Head Teachers. This will allow current GTCS practising teachers to become Gaelic Medium teachers of their curricular area. This year negotiated satellite to Inverness and Benbecula and will look to widen to Argyll & Bute next year.</p>
<ul style="list-style-type: none"> Access to new qualifications through Gaelic 	FQ2 15/16	On track	Ann Marie Knowles	<p>Strathclyde University's Gaelic Immersion for Teachers (Gift) course will be heavily marketed and promoted. This will allow current GTCS practising teachers to become Gaelic Medium teachers of their curricular area. This year negotiated satellite to Inverness and Benbecula and will look to widen to Argyll next year. In process – Gaelic communication course for teachers at Argyll College.</p>
<ul style="list-style-type: none"> Number of schools offering GLPS 	FQ1 15/16	45	Ann Marie Knowles	<p>Languages 1+2 Strategy statement recommending that the majority of schools will be delivering Gaelic as either L2 or L3 by 2020.</p>
<ul style="list-style-type: none"> Provide CPD opportunities for all Gaelic Education staff 	FQ1 15/16	Not on track	Ann Marie Knowles	<p>Due to financial constraints the Council is in a position to provide one CPD opportunity for Gaelic Education Staff. Essential and high quality opportunities for CLPL for all facets of those employed in the delivery of Gaelic Medium and Gaelic Learners Education.</p>

<ul style="list-style-type: none"> Strategy to increase number of teachers qualified to deliver GME/GLPS 	FQ1 15/16	On track	Ann Marie Knowles	Formal strategies are to be formulated by 2016 and current actions are as follows: * Partnership with Argyll College delivering PGCE in Oban with 2 Gaelic student teachers. * Strathclyde University's Gaelic Immersion for Teachers (Gift) course will be heavily marketed and promoted. This will allow current GTCS practising teachers to become Gaelic Medium teachers of their curricular area. This year negotiated satellite to Inverness and Benbecula and will look to widen to Argyll next year, * Opportunities for staff to acquire Gaelic through Sabhal Mòr Ostaig and Bòrd na Gaidhlig's language acquisition models and through ICCI
<ul style="list-style-type: none"> Local and national policies reviewed and implemented 	FQ1 15/16	On track	Ann Marie Knowles	Achieving commitments in Education section of Gaelic Language Plan.
GP7 - Lifelong learning opportunities meet needs of communities				
<ul style="list-style-type: none"> Families accessing out of school activities 	FQ1 15/16	Not on track	Ann Marie Knowles	Currently issues with resourcing. Funding opportunities being investigated. The objective is to present an opportunity to naturalise and normalise Gaelic for young people and their families in regular contexts.
<ul style="list-style-type: none"> Young people with Gaelic engaging with wider community 	FQ1 15/16	On track	Ann Marie Knowles	Proven track record of engagement and high levels of participation in local and national opportunities that provide wider achievement and attainment contextual learning activities for young people. Opportunities are: * Film Making * Gaelic Debate * Writing Competitions * Drama Festival * Sporting Opportunities * Media Opportunities.
GP8 - Maintain strong partnerships and networks				

<ul style="list-style-type: none"> Access to specialist school support staff 	FQ1 15/16	Not on track	Ann Marie Knowles	Current work with Psychological Services and national working groups on ASN in GME is being undertaken. Positive local and national movement towards addressing the issues facing children and schools with additional support needs in GME.
GP9 - People are aware of the importance of Gaelic in the home				
<ul style="list-style-type: none"> Promotion of benefits of bilingual environment in home setting 	FQ1 15/16	On track	Jane Fowler	In process.
GP10 - Opportunities for natural use of Gaelic in the home				
<ul style="list-style-type: none"> Families empowered to create Gaelic environment in the home 	FQ1 15/16	On track	Jane Fowler	Education are progressing.
GP11 - Gaelic is audible and visible in the workplace				
<ul style="list-style-type: none"> Increase Council vacancies where Gaelic is desirable 	FQ1 15/16	On track	Jane Fowler	One post this quarter (non education) was advertised with Gaelic as a desirable criteria. This represents 100% increase on the previous quarter.
<ul style="list-style-type: none"> Council vacancies advertised bilingually 	FQ1 15/16	On track	Jane Fowler	
<ul style="list-style-type: none"> Increase Gaelic content on 'The Hub' and website 	FQ1 15/16	On track	Jane Fowler	Regular press releases in Gaelic are issued and are updated on the Council's website. New material has been uploaded onto the Hub to enable employees to take advantage of online Gaelic learning materials.
<ul style="list-style-type: none"> Promotion of good news stories in and relating to Gaelic 	FQ1 15/16	On track	Jane Fowler	
<ul style="list-style-type: none"> Staff are engaged with Gaelic Language Plan 	FQ1 15/16	On track	Jane Fowler	The Gaelic Language Plan is available to employees through the Hub and progress on the actions are now visible and available through Pyramid. many employees follow the council's Facebook page and Gaelic press releases are also issued there.

<ul style="list-style-type: none"> Mail and email received in Gaelic will be responded to in Gaelic 	FQ1 15/16	On track	Jane Fowler	The Council receives very few items of correspondence in Gaelic. Translation facility is available to provide a response in Gaelic at all times.
<ul style="list-style-type: none"> Complaints received in Gaelic are responded to in Gaelic within timescale 	FQ1 15/16	On track	Jane Fowler	All complaints are dealt with by the Council through a systematic approach and in line with agreed timescales. Facility is available for translation of any complaints in Gaelic that require a response in Gaelic.
<ul style="list-style-type: none"> Standard bilingual welcome for Council Reception staff 	FQ1 15/16	Not on track	Judy Orr	Awaiting details of pronunciation in order to re-teach staff It is proposed that this is amended to “encourage bilingual welcome”
GP12 - Staff have opportunities to improve their Gaelic skills				
<ul style="list-style-type: none"> Carry out staff language skills audit 	FQ1 15/16	Complete	Jane Fowler	A question on the interest of learning Gaelic was included in the Employee Survey in 2014. 31% of respondents would like to learn Gaelic or improve their Gaelic and a further 3% already have Gaelic skills and are happy with their current level of fluency.
<ul style="list-style-type: none"> No of staff accessing Gaelic language learning classes 	FQ1 15/16	358	Jane Fowler	358 employees have accessed Gaelic learning to date. Arrangements are being put in place, but the timing of the classes is proving challenging to resolve. Materials are available on the Hub to support Gaelic learning. This aligns with our approach to moving from face to face learning to e learning, which is more flexible and cost effective. A new target will be required in due course

<ul style="list-style-type: none"> TO BE REPLACED - No of staff accessing Gaelic Toolkit 	FQ1 15/16	On track to revised plan	Jane Fowler	The Gaelic Toolkit provides a flexible approach to learning Gaelic by employees, but officers are currently unable to measure the usage of the site as it is externally hosted. It is proposed to change this measure to Promotion of the Gaelic toolkit.
<ul style="list-style-type: none"> Committee meetings opened with a Gaelic greeting 	FQ1 15/16	Complete	Charles Reppke	Gaelic greetings at Council meetings in place and ongoing. CS Meetings now opened in Gaelic.
<ul style="list-style-type: none"> Automated messages on contact with the council to have a Gaelic greeting 	FQ1 15/16	Complete	Judy Orr	Awaiting details of received pronunciation and native Gaelic speaker to do recordings
<ul style="list-style-type: none"> Increase Gaelic content on plasma screens at customer service points 	FQ1 14/15	On track	Judy Orr	
<ul style="list-style-type: none"> Promotion of Gaelic activities on website, plasma screen and service points 	FQ1 15/16	Not on track	Donald MacVicar	In progress to establish on website and roll out to plasma screens – web team and IHR.
GP13 - Gaelic is used in arts, media and culture				
<ul style="list-style-type: none"> Host a successful Royal National Mod 	FQ1 15/16	On track	Donald MacVicar	In progress.
<ul style="list-style-type: none"> Gaelic media organisations receive all council press releases 	FQ1 15/16	On track	Jane Fowler	Complete.
<ul style="list-style-type: none"> Number of Feisean events in A&B 	FQ1 15/16	0	Donald MacVicar	Consideration is being given to changing this measure, as the Council does not deliver these events.
GP14 - People participate in Gaelic arts, media heritage events				
<ul style="list-style-type: none"> Increase participants in Royal National Mod 	FQ1 14/15	On track	Donald MacVicar	Target completion set per Oban Mod in October 2015
<ul style="list-style-type: none"> Increase visitors attending Royal National Mod 	FQ1 14/15	On track	Donald MacVicar	Target completion set per Oban Mod in October 2015

<ul style="list-style-type: none"> • Increase number participating in Fèisean events 	FQ4 14/15	4703	Donald MacVicar	As at the end of 2014-15, there were 4,703 people participating in Fèisean events in Argyll and Bute. Target set as cumulative within Financial Year based on 408 in 2011-12 Also see comments above
<ul style="list-style-type: none"> • Increase number attending Fèisean events 	FQ4 14/15	2890	Donald MacVicar	As at the end of 2014-15, there were 2,890 people attending Fèisean events in Argyll and Bute. Target set as cumulative within Financial Year based on 987 in 2011-12 Please add comment(s) in explanation of any amendment(s) to targets Also see comments above
GP15 - Gaelic related activities bring economic benefits				
<ul style="list-style-type: none"> • Increase economic impact of hosting Royal National Mod 	FQ1 15/16	0	Donald MacVicar	Mechanism for identifying the economic impact is currently underway ahead of the 2015 Oban Mod
<ul style="list-style-type: none"> • No of tutors in feisean activities 	FQ1 15/16	122	Donald MacVicar	As at the end of 2014-15, there were 122 tutors in Argyll and Bute delivering feisean activities. Target has been 'flat-lined' at 100, assumed to be a running total.
<ul style="list-style-type: none"> • Support HIE Research 	FQ1 15/16	On track	Jane Fowler	Argyll and Bute Council were represented on the Steering group for the HIE commissioned research. HIE are coordinating arranging a collective discussion around embedding the concept of using Gaelic as an Asset in both the new National Gaelic Plan (currently under development) and in the high level aims for the Gaelic Plans. The group hopes to meet over the summer 2015 to support the realization of the potential for economic and social value of using Gaelic as an asset.