

Gaelic Language Plan update May 2016

GL Theme	Success Measure	Latest update		Lead	Commentary
GP1 - Gaelic is audible and visible in our communities	Ensure all bilingual signage complies with design guidelines	FQ4 15/16	Complete	Malcolm MacFadyen	
	Monthly press releases in Gaelic	FQ4 15/16	Regularly meeting target	Jane Fowler	Sustainable arrangement reached for translating releases which allows a regular number to be produced.
	Website and multimedia platforms have Gaelic material	FQ4 15/16	Complete	Judy Orr	FQ4 2015/16 Gaelic content on the website is tagged appropriately. Regular Gaelic updates are provided by Comms Team and Gaelic Unit. Links are made to external websites featuring Gaelic where appropriate and link given to Google translate on Gaelic page. Although original target for 10% Gaelic content has not been met, all necessary enabling actions have been carried out by the web team.
	Deliver locally-sourced Gaelic awareness sessions	FQ4 15/16	On track	Donald MacVicar	
	Formal process for translation/interpretation	FQ4 15/16	Complete	Jane Fowler	FQ1 2015/16 The Council has arrangements in place to provide Gaelic translation. The current budget for Gaelic is used when there are costs incurred for this.

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GP1 - Gaelic is audible and visible in our communities	Groups accessing Gaelic Centre in Oban	FQ4 15/16	Complete	Ann Marie Knowles	Qtr 4 - 2015-2016 Thirteen groups are currently accessing Gaelic language activities under the Furan brand. Individual employees from various national organisations use the Furan Gaelic Centre hot desk facilities while working in Oban. The Furan Gaelic Centre has also become the 'home' of the Oban provincial MOD. It will also be used during the 2016 provincial MOD. Non-Gaelic organisations also have access to the Furan Gaelic Centre during Corran Halls opening hours. The footfall into the Furan Gaelic Centre is increasing on a regular basis - this includes members of the public enquiring regarding classes and events in the Oban/Argyll area and to peruse the facilities. The Furan Gaelic Centre is also used by members of the public who require translation facilities.
	Increase Gaelic materials in libraries	FQ4 15/16	On track	Donald MacVicar	

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GP1 - Gaelic is audible and visible in our communities	Increase printed material available thru the medium of Gaelic	FQ4 15/16	Complete	Jane Fowler	FQ4 2015/16 update In discussions with the Policy Lead it was agreed that in light of the increasing use of online communication, the availability of printed materials in Gaelic is not the best use of resource. Efforts in promoting more information in Gaelic on the Council's website will have a greater impact and will make better use of the resource available.
	Signage replaced bilingually	FQ4 15/16	On track	Malcolm MacFadyen	FQ1 2015/16 All replacement signs are bilingual
GP2 - People have opportunities to use Gaelic	Assess impact of community initiatives	FQ4 15/16	On track to revised plan	Jane Fowler	The impact of Community based Gaelic initiatives will be measured in 2016/17
	Gaelic forum meets biannually	FQ4 15/16	Not on track	Jane Fowler	FQ4 2015/16 update Lack of resource has prevented the organisation of an initial meeting of a Gaelic Forum for community groups. An event is now being planned in August 2016 to establish the forum and agree a sustainable approach to ensuring that it can be sustained.
	Monitoring framework for partners delivering activities	FQ4 15/16	Complete	Jane Fowler	

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GP2 - People have opportunities to use Gaelic	No of Gaelic partnerships operating in Argyll and Bute	FQ4 15/16	7	Ann Marie Knowles	Qtr 4 - 2015-2016 Partnerships are Mull and Iona, Tiree and Coll, Islay and Jura, Cowal, Lorn, Appin, 6 in total. Mid-Argyll no longer in existence. Fèisean are Tiree, Islay and Jura, Lorn, Appin, Lochgoilhead, Coll, Mull, 7 in total. The post of Education Support Officer - Gaelic has been vacant since August 2015 and a new appointment has been made but is unable to commence duties due to lack of backfill. It is anticipated that the new post holder will take up post in August 2016 and will be developing partnerships.
	Research to identify baseline Gaelic activities	FQ4 15/16	On track to revised plan	Jane Fowler	FQ4 2015/16 update The Gaelic Gathering event in Oban in August 2016 will set the foundations for establishing a Gaelic Forum and will provide the mechanism to baseline Gaelic activities across Argyll and Bute. This will then be reported as the baseline.
GP3 - People have access to Gaelic learning and usage opportunities	Number of students accessing Gaelic classes	FQ1 15/16	On track	Jane Fowler	FQ1 Update 2015/16 The Furan centre is at the heart of delivering Gaelic classes to the public. Currently an average of 120 people per week are accessing Gaelic language learning.
	Financial support for local Gaelic partnerships	FQ4 15/16	On track	Ann Marie Knowles	Qtr 4 - 2015-2016 Gaelic Specific grant is no longer able to support Gaelic partnerships - it should now be considered that GLAIF is accessed if this continues to be a commitment of the plan.

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GP3 - People have access to Gaelic learning and usage opportunities	Free Council venues for provincial mods	FQ4 15/16	On track	Donald MacVicar	
	Promotion of Gaelic learning opportunities	FQ4 15/16	Complete	Donald MacVicar	
GP4 - Bòrd na Gàidhlig integrated in Argyll and Bute CPP	Bòrd na Gàidhlig invited to become member of CPP	FQ4 15/16	Complete	Donald MacVicar	
GP5 - Strengthen Gaelic activities for families with children	Expand the Parental Advocacy Scheme	FQ4 15/16	On track	Ann Marie Knowles	Qtr 4 - 2015-2016 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 The post of Education Support Officer - Gaelic has been vacant since August 2015 and a new appointment has been made but is unable to commence duties yet due to lack of backfill. It is anticipated that the new post holder will take up post in August 2016 and will be developing partnerships.
	Gaelic Bookbug delivered in areas with GME	FQ4 15/16	On track	Ann Marie Knowles	Qtr 4 - 2015-2016 Gaelic Bookbug is being delivered in Oban, Mull, Mid-Argyll, Lismore, Appin, Islay, Tiree and Dunoon.

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GP5 - Strengthen Gaelic activities for families with children	Promote the benefits of bilingualism	FQ4 15/16	On track	Ann Marie Knowles	Qtr 4 - 2015-2016 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. Discussion with CMP in Islay, Cowal and Oban has taken place around advertising and recruitment of Gaelic primary teachers. This has been a supportive partnership during a difficult national period for recruiting Gaelic teaching staff.
GP6 - Provide a high quality experience for young people	Access to new qualifications through Gaelic	FQ4 15/16	On track	Ann Marie Knowles	Qtr 4 - 2015-2016 Discussion is being taken forward regarding the following: 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 discussion is being taken forward to widen to Argyll next year. Partnership arrangement is being discussed with Argyll College and The University of Highlands and Islands (UHI) to provide additional qualifications.
	Local and national policies reviewed and implemented	FQ4 15/16	On track	Ann Marie Knowles	Qtr 4 - 2015-2016 Gaelic Language Plan 2012 – 2017. Requirement to update Gaelic Education policy statement. Achieving commitments in Education section of Gaelic Language Plan.

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GP6 - Provide a high quality experience for young people	Number of curricular areas delivered through Gaelic	FQ4 15/16	On track	Ann Marie Knowles	Qtr 4 - 2015-2016 This continues to be an area of development and will be a key area of work for the Education Support Officer - Gaelic when in post anticipated from August 2016.
	Number of schools offering GLPS	FQ4 15/16	45	Ann Marie Knowles	Qtr 4 - 2015-2016 As part of Languages 1 Plus 2 programme an audit has been carried out in relation to Language 1 which is either French or Gaelic. This data is currently being analysed and will inform the development of Languages 1 Plus 2 for August 2016, for session 2016-2017. A language platform programme is being developed to support GLPS within the Languages 1 plus 2.
	Provide CPD opportunities for all Gaelic Education staff	FQ4 15/16	On track	Ann Marie Knowles	Qtr 4 - 2015-2016 Essential and high quality opportunities for CLPL for all facets of those employed in the delivery of Gaelic Medium and Gaelic Learners Education. Visits by Gaelic Medium teachers in primary have been made to Gaelic classes within other authorities and use of online training materials have been made.
	Strategy to increase number of teachers qualified to deliver GME/GLPS	FQ4 15/16	On track	Ann Marie Knowles	Qtr 4 - 2015-2016 Discussion has taken place with the Scottish Government in relation to securing probationer allocation. Partnership working with Bòrd na Gàidhlig to promote posts and additional training opportunities for Gaelic teachers have been explored and developed with University of Highlands and Island and University of Strathclyde. Supporting the new PGDE with UHI.

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GP7 - Lifelong learning opportunities meet needs of communities	Families accessing out of school activities	FQ4 15/16	Not on track	Ann Marie Knowles	Qtr 4 - 2015-2016 Unable to support under the Gaelic Specific Grant, requirement to access GLAIF funding. Once this is achieved, it will present an opportunity to naturalise and normalise Gaelic for young people and their families in regular contexts.
	Young people with Gaelic engaging with wider community	FQ4 15/16	On track	Ann Marie Knowles	Qtr 4 - 2015-2016 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. The National MOD was hosted in Oban in October 2015 and this provided a valuable opportunity for young people to be engaged with the Gaelic community. The Gaelic college on Islay provides opportunities for young people in the community to be involved in extracurricular events.
GP8 - Maintain strong partnerships and networks	Access to specialist school support staff	FQ4 15/16	On track to revised plan	Ann Marie Knowles	Qtr 4 - 2015-2016 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.

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GP9 - People are aware of the importance of Gaelic in the home	Promotion of benefits of bilingual environment in home setting	FQ4 15/16	On track	Jane Fowler	Resources will be placed on the Gaelic section of the council's website
GP10 - Opportunities for natural use of Gaelic in the home	Families empowered to create Gaelic environment in the home	FQ4 15/16	On track to revised plan	Jane Fowler	Resources will be placed on the Gaelic section of the Council's website. Parent and child classes in Gaelic and Bookbug sessions are contributing to this.
GP11 - Gaelic is audible and visible in the workplace	Standard bilingual welcome for Council Reception staff	FQ4 15/16	Complete	Judy Orr	FQ2 2015-16 Discussed at Gaelic Action Plan Meeting of 4 August 2015; found to be difficult to deliver as customers did not find it helpful if staff could not continue with a conversation in Gaelic. Proposal to be progressed with HR to have "ability to speak Gaelic" added as a desirable quality to the CSC agent job description. Where possible Gaelic would then be used.
	Complaints received in Gaelic are responded to in Gaelic within timescale	FQ4 15/16	On track	Jane Fowler	FQ1 2015/16 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.
	Council vacancies advertised bilingually	FQ4 15/16	Complete	Jane Fowler	FQ4 2015/16 update All council job advert banners are bilingual
	Increase Council vacancies where Gaelic is desirable	FQ4 15/16	Complete	Jane Fowler	FQ4 2015/16 update Overall there has been an increase in the number of posts advertised that have Gaelic as a desirable criteria for recruitment.

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GP11 - Gaelic is audible and visible in the workplace	Increase Gaelic content on 'The Hub' and website	FQ4 15/16	Complete	Jane Fowler	update FQ1 2015/16 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.
	Mail and email received in Gaelic will be responded to in Gaelic	FQ4 15/16	On track	Jane Fowler	FQ1 2015/16 update The Council receives very few items of correspondence in Gaelic. Translation facility is available to provide a response in Gaelic at all times.
	Promotion of good news stories in and relating to Gaelic	FQ4 15/16	On track	Jane Fowler	FQ4 2015/16 update There continue to be good news stories on Gaelic and in Gaelic promoted on the website and council Facebook pages.
	Staff are engaged with Gaelic Language Plan	FQ4 15/16	On track	Jane Fowler	update FQ4 2015/16 The Gaelic Policy Lead's group continues to monitor the progress against the plan, the plan is on the Council's Hub and website and employees are aware of Gaelic activities and learning opportunities presented by the actions in the plan.
GP12 - Staff have opportunities to improve their Gaelic skills	Gaelic toolkit available to employees via Hub	FQ4 15/16	Complete	Jane Fowler	FQ4 2015/16 The Gaelic Toolkit is available to all employees via the front page of the Hub. As it is externally hosted, the council is unable to measure the number of employees who make use of it, so this measure has been changed to reflect the toolkit's availability rather than the number using it.

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GP12 - Staff have opportunities to improve their Gaelic skills	Automated messages on contact with the council to have a Gaelic greeting	FQ4 15/16	Complete	Judy Orr	FQ2 2015/16 Gaelic welcome added to main Macfarlane Telephony welcome message for all lines into the Council via the CSC golden numbers. Changes requested to the Netcall automated telephony service should be in place by end of October 2015.
	Increase Gaelic content on plasma screens at customer service points	FQ4 15/16	Complete	Judy Orr	FQ4 2015/16 This action was completed in FQ2 when staff were given refresher training in how to load any information with Gaelic content (or English of course) to the display screens. I have asked the Service Points to look out for local events with references to Gaelic which could be put on locally for public interest. There are no further actions to be carried out.
	Carry out staff language skills audit	FQ4 15/16	Complete	Jane Fowler	June'15 - Status 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.
	Committee meetings opened with a Gaelic greeting	FQ4 15/16	Complete	Charles Reppke	15/16 Update Gaelic greetings at Council meetings in place and ongoing.

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GP12 - Staff have opportunities to improve their Gaelic skills	No of staff accessing Gaelic language learning classes	FQ4 15/16	22	Jane Fowler	FQ4 2015/16 update Following a short delay due to a reduction in personnel, Grant money was successfully obtained from GLAIF for Gaelic courses for council employees and ICCI are now running a series of beginner and intermediate classes via Lync for employees. In addition 2 employees are accessing Ulpan courses in Tiree. At present there are 22 employees enrolled in classes. The annual target for 2016/17 is 40 classes. This is subject to successful funding application for GLAIF funding. The target may change depending on availability of grant funding.
	Promotion of Gaelic activities on website, plasma screen and service points	FQ4 15/16	On track	Jane Fowler	Discussions currently underway at the Policy Lead meetings to take forward a programme of regular content update.
GP13 - Gaelic is used in arts, media and culture	Gaelic media organisations receive all council press releases	FQ4 15/16	On track	Jane Fowler	Gaelic press releases are regularly issued as per the target.
	Host a successful Royal National Mod	FQ4 15/16	Complete	Donald MacVicar	
	Number of Fèisean events in A&B	FQ4 15/16	7	Donald MacVicar	Cumulative annual data.

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GP14 - People participate in Gaelic arts, media heritage events	Increase number attending Fèisean events	FQ4 15/16	8315	Donald MacVicar	June'15 - Status As at the end of 2014-15, there were 2,890 people attending Fèisean events in Argyll and Bute.
	Increase number participating in Fèisean events	FQ4 15/16	4334	Donald MacVicar	June'15 - Status As at the end of 2014-15, there were 4,703 people participating in Fèisean events in Argyll and Bute.
	Increase participants in Royal National Mod	FQ4 15/16	Complete	Donald MacVicar	
	Increase visitors attending Royal National Mod	FQ4 15/16	Complete	Donald MacVicar	
GP15 - Gaelic related activities bring economic benefits	Increase economic impact of hosting Royal National Mod	FQ2 15/16	£3.2M	Donald MacVicar	
	No of tutors in Fèisean activities	FQ4 15/16	94	Donald MacVicar	June'15 - Status As at the end of 2014-15, there were 122 tutors in Argyll and Bute delivering Fèisean activities.

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GP15 - Gaelic related activities bring economic benefits	Support HIE Research	FQ4 15/16	Complete	Jane Fowler	