

GAELIC EDUCATION AND GAELIC SPECIFIC GRANT FUNDING

1.0 EXECUTIVE SUMMARY

- 1.1 The main purpose of this report is to inform Committee members of the developments within Gaelic Education in Argyll and Bute since August 2016 and the Gaelic Specific Grant application for 2017/18.
- 1.2 This paper will provide a detailed report on the main actions undertaken in Gaelic Education since August 2016 with a focus on the rationale behind each project / initiative.
- 1.3 Committee members will be presented with a comprehensive overview of the 2017/18 specific grant application to the Scottish Government with reference to allocations made in previous years.

1.4 RECOMMENDATIONS

It is recommended that the Community Services Committee:

- a) Note commitment of Gaelic professionals in providing a robust, rigorous and relevant education to young people in Gaelic Education as detailed in 'Our Children, Their Future', the Education Vision and Strategy;
- b) Note the grant application and the commitment to delivery of the conditions of grant;
- c) Note the developments being undertaken within Gaelic Education in Argyll and Bute;
- d) Note the new legislation; Education (Scotland) Act 2016 and the raised expectations of Councils to promote Gaelic Medium Education and the benefits of bi-lingualism;
- e) Note the challenges around staffing and the potential necessity to provide enhancements / relocation packages to attract key professionals to live and work in Argyll and Bute, and
- f) Note that teaching posts which have been grant funded for 5 years will now become part of the mainline staffing.

GAELIC EDUCATION AND GAELIC SPECIFIC GRANT FUNDING

2.0 INTRODUCTION

- 2.1 In August 2016 the Gaelic Support Officer for Gaelic took up post. There had been a delay since the initial appointment due to a lack of backfill for the candidate's substantive post. The education authority are now moving forward with several developments in Gaelic Education including; liaison with Education Scotland, in-service training for staff, curriculum development work and initiatives to build a future workforce.

2.2 Current Provision:

Gaelic Medium Pre-5 provision (Sgoil Àraich) is currently available in Rockfield Primary School in Oban, Salen Primary School in Mull and Bowmore Primary School in Islay. At present there are 38 children attending a Gaelic Pre-5 provision with an additional 12 accessing places the Gaelic Playgroup in Dunoon.

Gaelic Medium Primary Provision (GMPE) is established in six schools across Argyll; Tiree Primary, Rockfield Primary in Oban, Strath of Appin Primary, Bowmore Primary in Islay, Sandbank Primary in Dunoon and Salen Primary in Mull. In total there are **183 Gaelic Medium primary** pupils in Argyll and Bute. Secondary schools offering Gaelic as a subject choice for fluent speakers include Dunoon Grammar School, Tobermory High, Tiree High, Oban High and Islay High, serving **76 students**. All apart from Dunoon Grammar offer a Learner's Gaelic qualification too.

The Languages 1 + 2 initiative has seen three clusters within Argyll and Bute elect to study Gaelic as Language 2 (L2) - Mull, Islay and Jura and Tiree. Primary Schools delivering Gaelic Medium Education are aware of the benefits to their setting of providing Gaelic at L2 in order to create an ethos of inclusion where Gaelic is celebrated across the whole school. As a result of this approach children in an English Medium setting from P1 – P7 will learn Gaelic in class as part of their curriculum. The Council has an expectation that schools across the authority will study Gaelic as Language 3 (L3) from P.5 to P.7.

2.3 Specific Grant Funding:

The Gaelic Specific grant funding is allocated to local authorities directly from the Scottish Government and requires to be applied for on an annual basis. The main purpose of the grant is to assist in meeting the targets as set by Bòrd na Gàidhlig's National Gaelic Language Plan and Argyll and Bute's Gaelic Language Plan, which was approved by Bòrd na Gàidhlig in April 2014.

The Gaelic Language (Scotland) Act 2005 (the Act), passed by the Scottish Parliament, seeks to secure the status of Gaelic as an official language of Scotland commanding equal respect to the English language.

As such, the National Plan has legal status and is more than a list of corporate priorities.

The Act requires a revised Plan to be submitted every five years.

The Plan includes proposals for the promotion of strategies for increasing the number able to speak Gaelic, encouraging its use and facilitating access to Gaelic language and culture. It includes priorities that other bodies and authorities should have regard to in respect of Gaelic matters and the preparation of Gaelic Language Plans.

3.0 RECOMMENDATIONS

3.1 It is recommended that the Community Services Committee:

- a) Note commitment of Gaelic professionals in providing a robust, rigorous and relevant education to young people in Gaelic Education as detailed in 'Our Children, Their Future', the Education Vision and Strategy;
- b) Note the grant application and the commitment to delivery of the conditions of grant;
- c) Note the developments being undertaken within Gaelic Education in Argyll and Bute;
- d) Note the new legislation; Education (Scotland) Act 2016 and the raised expectations of Councils to promote Gaelic Medium Education and the benefits of bi-lingualism;
- e) Note the challenges around staffing and the potential necessity to provide enhancements / relocation packages to attract key professionals to live and work in Argyll and Bute, and
- f) Note that teaching posts which have been grant funded for 5 years will now become part of the mainline staffing.

4.0 DETAIL

4.1 Staffing Challenges:

Staffing Gaelic provisions has always been a challenge, both nationally and locally. The recruitment of teaching staff to Gaelic posts requires a multi-pronged approach including networking, liaison with Bòrd na Gàidhlig, social media and council granted incentives such as relocation packages. It is important to take a creative approach to these challenges, as advocated by Education Scotland when describing their 'blended approach' to meeting needs through Gaelic. Ionad Chaluim Chille Ìle (ICCI), the Gaelic College in Islay, has been fully utilised to support staffing in a local primary school, ensuring the best experiences for the children.

A range of innovative approaches have been taken by both Education and schools to attract candidates. These include: Rockfield Primary School pupils who made a teacher recruitment video in May 2016 which was posted on YouTube and shared generously across social media by individuals and Bòrd na Gàidhlig. This campaign resulted in an appointment for August 2016.

The current Education Support Officer for Gaelic was unable to take up post for eight months due to a lack of backfill. An appointment was eventually made in time for August 2016 due to intensive networking amongst Gaelic professionals across the country.

It is essential that Argyll and Bute Council have a high profile at Career Fayres and university open days, including visits to speak with students choosing their NQT placements. Encouraging students to come to Argyll for placements is another way of building our work force. At present we have a GM student in placement who is very keen to return to Argyll as a teacher.

From August 2015 a partnership with UHI/Argyll College introduced a Post Graduate Diploma in Education (PGDE) Primary (English and Gaelic) being taught via Argyll College Oban and online facilities. This allows candidates with an appropriate degree the opportunity to gain a teaching qualification in Gaelic based in Argyll.

Building our work force in Argyll and Bute continues to be a priority to ensure Gaelic provision is fully staffed. Session 2017/18 will see 3 candidates from Argyll and Bute Council undertake the Gaelic Immersion for Teachers Course (GIFT) with Strathclyde University. This is the first year that candidates from this authority have had the opportunity to attend. The aim of the course is that these qualified teachers will be in a position to teach in Gaelic Medium at the end of the one year, full time course.

4.2 Key developments:

There have been a number of key developments in Gaelic Education within Argyll and Bute Council since August 2016.

Argyll and Bute's vision for Gaelic Education is that our teachers and Pre-5 workers comprise a professional learning community who have the skills, knowledge and necessary guidance to provide the best education possible for our young people. In order to achieve this Education Scotland have been invited to liaise with officers, managers and practitioners to make clear their expectations of Gaelic Education as detailed in the document; Advice on Gaelic Education, February 2015. Work has started on the importance of a Curriculum Rationale for Gaelic in our schools, showing how Gaelic is considered in all aspects of strategic planning. Progression Pathways for Literacy and Gaelic, Early, 1st and 2nd Level, and a Grammar programme have been distributed to all schools and Pre-5 classes providing Gaelic. The aim is to create a consistency of approach across the authority while ensuring progression, evidenced through rigorous assessment and tracking. This vision is in line with the revised Education Vision and Strategy: 'Our Children, Their Future'.

The Education Service is ensuring that there is a focus on the development of Gaelic Education curriculum pathways to support S1 to S3.

Teaching professionals in Argyll and Bute have access to the webpage 'Sharing Argyll Learning ideas' (SALi). There is now a discrete 'Gaelic Education' area on the website with a drop-down menu offering a range of resources from Education Scotland documents to Reciprocal Reading materials. Staff have the opportunity to share their practice and resources, reinforcing the sense of 'community' essential to the raising of standards and attainment.

Argyll and Bute has been in discussion with Western Isles Council regarding 'e-sgoil', the virtual school. E-sgoil has been very helpful in advising on the technology required to create a professional learning community who are able to communicate and collaborate despite geographical distances. Both Argyll and Bute Council and Western Isles Council are keen to work together on a moderation project for Speaking and Listening in Gaelic classes.

Gaelic Language in the Primary School (GLPS) has been flourishing since August 2016. GLPS is the training vehicle through which staff develop their skills for the delivery of Gaelic as part of the Languages 1 + 2 initiative. There are currently four teachers from Argyll and Bute on this year's training course in Stirling; two from Helensburgh and two from Bunessan and Iona. These areas have never been previously represented, showing a significant increase in the awareness of the importance of Gaelic as part of the 1 + 2 approach.

The two candidates currently being trained as national 'GLPS trainers' are both Argyll and Bute staff. One of whom, as a retired Gaelic Medium teacher, will train GLPS participants for the Consortium in Stirling and the other, a current Gaelic Medium teacher, will enhance refresher training across our own Education Authority.

4.3 Working with Partner Agencies:

There have been several opportunities for Argyll and Bute Council to work in partnership with a wide range of national and local agencies. Bòrd na

Gàidhlig are now represented on the authority's 'Gaelic Additional Support Needs Working Group', looking at appropriate and timeous assessments required to track the progress of pupils. Liaison with Bòrd na Gàidhlig has resulted in Argyll and Bute accessing the GIFT programme for teachers.

Argyll and Bute is also represented in a number of National Gaelic related programmes and meetings including:

- The 'Gaelic Local Authority Networking' meetings (GLAN) where representatives from the Scottish Government, Education Scotland, Bòrd na Gàidhlig and education authorities regularly meet to discuss Gaelic policy and practice;
- The Board of Directors of Stòrlann, the main provider of Gaelic resources for students, both fluent and learners. This places the authority in a very strategic position of influencing the direction Stòrlann takes with regard to priority resourcing. The Council is now also represented on the Stòrlann Gaelic Learner Education Panel, dealing with Go! Gaelic, the national resource for Gaelic as part of Languages 1 +2, Ceumannan, the resource for secondary Gaelic learners and national strategic guidance on Gaelic Language Education (GLE);
- Engagement as partner to the GLPS Consortium with ten candidates, including officers, managers and practitioners attending the Scottish Government's GLPS Conference on Friday 3rd March where Mr. John Swinney, Depute First Minister, will be giving a keynote address, and
- Locally, with positive relationships with Comann nam Pàrant reinforced through correspondence, attendance at meetings and a planned approach to meeting learner's needs across the whole community. The Gaelic Administrator in Furan, Corran Halls, is currently adding value to children's educational experiences by working on songs, rhymes, drama projects and oral Gaelic in a number of schools and Pre-5 establishments across the authority.

4.4 Capital Funding from the Scottish Government:

Sandbank Primary School in Dunoon has established Gaelic Medium classes from P1 to P7 with excellent links to Dunoon Grammar School where Gàidhlig for fluent speakers is available as an examinable subject, offering a pathway from 5 – 18. Sandbank Primary has a Gaelic Playgroup that runs for two hours each afternoon where those parents who wish their children to experience Gaelic can choose to attend. At present, there is no designated Gaelic Medium Pre-5 provision (Sgoil Àraich) in the Cowal area. In order to provide the pathway of Gaelic Medium Education as recommended by Education Scotland (Advice February 2015) and the Scottish Government (Gaelic Language Act 2016) funding was accessed by Argyll and Bute from the Government's Capital Fund. The government granted £560,000 for a new, purpose built Sgoil Àraich in Sandbank Primary School which will be ready to accept children by February 2018 registration.

4.5 Education (Scotland) Act 2016: Commencement of Gaelic Provisions

The Education (Scotland) Act 2016 was passed on 2nd February 2016 and contains several provisions in relation to Gaelic Education. These include a duty on Education Authorities to promote and support Gaelic Medium Education (GME) in their area, and the establishment of a process by which parents can request Gaelic Medium Primary Education (GMPE) from their Education Authority. These provisions are scheduled to commence on 1st February 2017.

Argyll and Bute was the very first Education Authority to receive such a request from parents in Buessan, Isle of Mull.

Officers of the Council visited the school, staff, children and parents and undertook a consultation with families of children from 0 – 5 to ascertain whether projected numbers were such that a new stream of education would be viable. At this time, the Council is moving to a full assessment to explore whether it is feasible to deliver this project within the timescales provided.

4.6 On-going and Future Plans:

In order to provide stability to Gaelic Medium Education and ensure our focus on good quality teaching and learning and increased attainment, Education Services is moving to recruit an Education Support Officer for Gaelic on a permanent basis.

Work has started on ensuring an informative and supportive approach with young parents with children from 0-3. Early Learning and Childcare providers are supported through opportunities for collegiate working and staff development. An inter-generational approach to meeting the needs of Gaelic speaking children outside the classroom continues to be developed through joined-up working between Education and community partnerships.

The recruitment and retention of high quality teaching staff remains a key priority and future plans include attendance at Career Fayres, University Open Days and visits to students choosing 'Newly Qualified Teacher' (NQT) placements. The creation of a supportive, collegiate and active professional learning community of Gaelic staff may encourage teachers to stay in this area.

The provision of a well-respected programme for Newly Qualified Teachers is in place within the authority and is being further developed through liaison between the programme co-ordinators and the Education Support Officer for Gaelic. The most recent Gaelic Newly Qualified Teacher's (NQT's), Tiree and Oban, have elected to remain in this area beyond their probation year.

4.7 Specific Grant:

The 2017/18 Gaelic Specific Grant application totalled **£425,887**. This amount is required to pay for staffing in schools and Pre-5 units, the Gaelic Education Support Officer, pupil travel, Career Long professional Learning (CLPL), Adult

Learning delivered from Ionad Chaluim Chille Ìle (ICCI), partnership agencies, administration fee and materials. It is worth noting however that a specific condition of the allocated grant aid is that up to the first five years of a project will be supported with the expectation that Councils will mainline costings thereafter.

The Specific Grant covers up to 75% of costings, with a 25% contribution from the Council. The cost to the Council will be **£145,447. The total amount required to cover all projects is £581,790.** (Appendix 1 outlines the projects requiring government funding for session 2017/18).

Table of allocation of Specific Grant over past 3 years:

Session	Council Contribution	SEED	Total
2014/15	123,333	370,000	493,333
2015/16	123,333	370,000	493,333
2016/17	121,667	365,001	486,667

- 4.8 In order to meet the costs of Gaelic Language in Primary School (GLPS) training, the Gaelic Education Officer, pupil transport on Islay, Career Long Professional Learning, the Gaelic Administrator in 'Furan' and Argyll and Bute's administration fee, a total of £176,454 has been applied for with an expected Council contribution of £58,818.
- 4.9 In addition to this, £234,597.75 is required from the Government with £78,199.25 from the Council to cover the staffing costs of Gaelic teachers, Pre-5 workers and language auxiliaries who are still coded to the grant. Prior to the 2017/18 application time was taken to 'mainline' several posts in the hope that the Government would look favourably upon this. Salen Pre-5 staffing and building contribution and Bowmore Pre-5 staffing was mainlined. All three posts had been in place in excess of five years.
- 5.0 CONCLUSION**
- 5.1 A total amount of £425,887 has been applied for to the Scottish Government for the financial year 2017/18. This amount covers the cost of non-mainlined Gaelic staff and GLPS, Education Support Officer, pupil transport, CLPL, Gaelic Administrator in Furan and the council's administration fee.
- 5.2 The Education Service will continue to plan for and develop Gaelic Education in

line with current legislation (Education (Scotland) Act 2016) and advice from Education Scotland to secure educational improvement as detailed in 'Our Children, Their Future'.

6.0 IMPLICATIONS

- 6.1 Policy – Argyll & Bute Council Gaelic Language Plan 2014-2018
- 6.2 Financial – Potential future funding pressure on the Council to pay for Gaelic teaching and support staff.
- 6.3 Legal – The Gaelic Language (Scotland) Act 2005 and the Education (Scotland) Act 2016: Commencement of Gaelic Provisions
- 6.4 HR – Identify permanent staff who have been in post for 5 years or more.
- 6.5 Equalities – Parity of support given to Gaelic and English Medium provision as outlined in Bòrd na Gàidhlig's Language Plan.
- 6.6 Risk – That the grant, allocated annually, will fall significantly short of meeting staffing costs.
- 6.7 Customer Service – n/a

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Appendices:

Appendix 1: Projects requiring Government Funding Session 2017/18

APPENDIX 1

COMMUNITY SERVICES: EDUCATION

Projects requiring Government Funding Session 2017/18



SUMMARY - GAELIC SPECIFIC GRANT BUDGET PLAN 2017/2018			
	Council Contribution	SEED	TOTAL
Gaelic Central Specific Grant	65,998	197,995	263,993
Gaelic Learner in the Primary School (GLPS)	1,250	3,750	5,000
Dunoon Grammar Gaelic Grant	10,077	30,230	40,306
Tobermory High Gaelic Grant	11,552	34,655	46,206
Islay High Gaelic Grant	6,820	20,460	27,280
Oban High Gaelic Grant	11,174	33,522	44,696
Rockfield Gaelic Grant	11,552	34,655	46,206
Strath of Appin Gaelic Grant	3,248	9,743	12,990
Salen Primary Gaelic Grant	10,068	19,747	40,270
Strath of Appin Gaelic Language Auxiliaries	1,698	5,094	6,792
Sandbank Gaelic Language Auxiliaries	3,451	10,353	13,804
Bowmore Gaelic Pre-Five Unit	0	0	0
Rockfield Gaelic Pre-Five Unit	3,644	10,932	14,576
Salen Gaelic Pre-Five Unit	0	0	0
Sandbank Gaelic Pre-Five Unit	4,918	14,753	19,671
	145,447	425,887	581,790