Environment
Business
Families
Culture
Education
Cleansing
Recycling
Benefits
Licensing
Planning

Gàidhlig

Housing and Regulatory
Transport

Comhairle Earra Ghàidheal agus Bhòid
Plana Gàidhlig
2018 - 2022

Argyll and Bute Council
Draft Gaelic Language Plan
2018 – 2022

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005

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1 Introduction

1.1 Our Council is forward looking and ambitious, continuously improving our relationship with our partners, customers and employees to ensure that we deliver the right services, by the best people, in the best way.

1.2 Our vision is 'Choose Argyll and Bute live, learn, work and do business and this is underpinned by our new Gaelic Language Plan priorities, which are shared with the Scottish Government:

(a) Promoting a positive image of Gaelic
(b) Increasing the learning of Gaelic
(c) Increasing the use of Gaelic

1.3 We recognise the role Gaelic has played in the history of Argyll and Bute and we continue to promote the language and its culture to our communities and afford Gaelic equal respect.

1.4 We are committed to ensuring that the Council complies with its duties under the Gaelic Language Act and the Gaelic Education Act and, in order to do this, we will continue to make appropriate Gaelic services available to the public in the authority's area.

1.5 We are proud to be one of the local authorities which regularly host The Royal National Mod. The very first Gaelic Mod was held in Oban in 1892 and has since grown to be a major annual festival attracting visitors from across Scotland and the world. The economic benefits realised from holding such a high profile event in Argyll and Bute are welcomed by our communities and continue to emphasise the strong relationship which Argyll and Bute has with the Gaelic language, culture and history.

1.6 We recognise the importance of Gaelic in our communities where Gaelic continues to be used.

1.7 This Gaelic Language Plan describes how the Council, together in partnership with other organisations, will meet our requirements to deliver on the Gaelic Language Act and ensure a long term future for Gaelic in Argyll and Bute.

Councillor Aileen Morton
Council Leader

Cleland Sneddon
Chief Executive

2 Argyll and Bute Council

2.1 Argyll and Bute Council is one of 32 unitary local authorities in Scotland. It is responsible for a range of services including education, waste management, transportation, planning and building control, economic development, roads, strategic housing, environmental health and many others.

2.2 Argyll and Bute Council is the second largest of Scotland's 32 councils but in terms of population, it ranks 27th. The population estimate from the 2011 census was 88166[1]. Argyll and Bute covers nearly 10% of the total area of Scotland but has less than 2% of the population. Over 80% of our population lives within 1km of the coast.

2.3 From Appin in the North, to Campbeltown in the South, Argyll and Bute stretches for over 100 miles and from Tiree in the West to Helensburgh in the East it stretches a further 80 miles. 23 of Argyll and Bute's islands are inhabited and 17.1% of its residents are islanders[2]. Islands account for a third of Argyll and Bute's total area.

2.4 In order to discharge its duties as a local authority, Argyll and Bute Council operates 3 departments: Community Services, Customer Services, Development and Infrastructure plus the Chief Executive's Unit. The Council is also a core partner in the Integrated Joint Board for Health and Social Care in Argyll and Bute. The Council employs over 4700 staff who are based in over 300 different locations across the area.

2.5 There are 4 administrative areas within the Council: Mid Argyll, Kintyre and Islands, Oban, Lorn and the Isles, Bute and Cowal, Helensburgh and Lomond.

2.6 The Council's political management arrangements comprise:

a) Full Council of 36 elected members covering 11 multi member wards
b) Area Committees for the 4 administrative areas within Argyll and Bute
c) Strategic Committees for Community Services, Economy, Development and Infrastructure, Policy and Resources, Planning, Protective Services and Licensing.

2.7 The Council also works closely with Community Planning partners to deliver the Argyll and Bute Outcome Improvement Plan.

3 Gaelic Language (Scotland) Act 2005 and the Issuing of a Notice

3.1 The Act

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language.

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require a public authority to prepare a Gaelic Language Plan. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use.

This document is Argyll and Bute Council's Gaelic Language Plan prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic.

Argyll and Bute Council's Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act, and having regard to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.

Argyll and Bute's Gaelic Language Plan will be submitted to Bòrd na Gàidhlig following consultation and by the end of April 2018.

Consultation on a draft Gaelic Language Plan:

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. Argyll and Bute Council have consulted publicly on the draft of its Gaelic Language Plan and the plan takes into account representations made during the consultation process.

Summary of Gaelic in Scotland

Argyll and Bute Council recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. Argyll and Bute Council is committed to the objectives set out in the *National Gaelic Language Plan* and has put in place the necessary structures and initiatives to support the objective that Gaelic has a sustainable future in Scotland.

Argyll and Bute Council recognises that the position of Gaelic is fragile and if Gaelic is to be revitalised as a living language in Scotland, a concerted effort on the part of government, the public and private sectors, community organisations and individual speakers is required to:

- enhance the status of Gaelic;
- promote the acquisition and learning of Gaelic;
- encourage the increased use of Gaelic.

4.0 Gaelic in Argyll and Bute

4.1 Historically, Argyll is the heartland of Scots Gaelic. The Gaelic language has been spoken in Argyll since around the 5th century and was the common language in the kingdom of Dal Riata from the time an Irish Gaelic colony established themselves as the first Scots and the kings were anointed at Dunadd Hill. Throughout our history the language has been a key element in developing many aspects of Scottish culture.

4.2 Use and Interest in Gaelic

There are communities in Argyll and Bute where Gaelic is still very much a part of everyday life. On islands such as Tiree and Islay, the Gaelic language is spoken widely in the community and retains local dialects and vocabulary. Interest in learning Gaelic and the known benefits of bilingual education are widely recognised and interest in Gaelic music and culture has increased significantly, resulting in a renewed and growing interest in Gaelic music and cultural events, particularly amongst younger people. There has been an increase in interest in Gaelic Medium Education, which will have a positive impact on future generations of Gaelic speakers and ultimately on census numbers. Gaelic overall, however, has been in decline across Argyll and Bute over the years and the data below illustrate the decline of Gaelic speakers between the census carried out in 2001 and the 2011 census. There are a number of reasons for this, including inward migration of non-Gaelic speakers and older Gaelic speakers declining in numbers.

4.3 Census Data 2011

4.3.1 The following data is from the 2011 Census where the people of Scotland were asked 4 questions about the Gaelic language – whether they could understand spoken Gaelic, speak, read or write Gaelic.

4.3.2 In Argyll and Bute as in Scotland, more generally, the number of Gaelic speakers fell between 2001 and 2011. The number of Gaelic speakers in Argyll and Bute fell by over 15% in this period.

4.3.3 Of people aged 3 and over, almost 6% had some Gaelic language ability in 2011. Of these 4.3% said they could speak, read or write the language.

4.4 Gaelic in Employment

4.4.1 Argyll and Bute Council has a number of posts where Gaelic is essential or desirable. The majority of these posts are within the Education service and specifically in our schools. Posts where Gaelic is essential as a skill include Gaelic Childcare and Education Worker, Gaelic Language Auxiliary, Teacher of Gaelic Medium, Principal Teacher of Gaelic Medium, Teacher of Gaelic (secondary schools), Education Officer – Gaelic. Posts for which Gaelic is desirable include Head Teacher of Gaelic Medium, Principal Teachers of Languages in Secondary School and Head Teachers of Secondary Schools. Additionally there are pre-five workers employed in Gaelic Medium pre-five units. Gaelic language classes are offered to the wider staff group to support their understanding of the language and to improve customer service where knowledge of Gaelic can be a benefit.

4.4.2 The Council has a Gaelic Centre in Oban called 'Furan'. The Centre has an Administrator who is a fluent Gaelic speaker and the Centre is a Hub for learning the language as part of structured classes for adults, for parents and for children, but also as an informal drop-in Centre for visitors to find out about the language and learn a few words and phrases. The Furan Centre delivers a number of Gaelic sessions which include:

- Bookbug - Approximately 16 families attend weekly.
- Fealla-dha Furan – A 45 minute family session with songs, rhymes and stories, hosted by Pidheid, the Gaelic-speaking parrot.
- Leugh Leabhar - Book club aimed at children in Gaelic medium education.
- Furan Conversation Group – A free and informal group for people of all levels and fluency in Gaelic.
- Gaelic for Parents – Aimed at parents with children in Gaelic Medium Education to learn different words and phrases suitable for conversation with their children at home.
- Speaking our Language Group – A mix of relaxed and informal conversation with up to 5 adults, followed by more structured learning using the "Speaking our Language" resources.

There are also other Gaelic sessions delivered out-with the Centre by the Furan Administrator, these include:

- Stramash Outdoor Nursery – Session includes teaching simple words and phrases, singing Gaelic songs and a story. Proves very popular with children attending the nursery.

- Support for schools – Works with the Gaelic teaching staff and pupils in the Gaelic Medium sector and where Gaelic is Language 2 and taught to English Medium pupils from P1.
- Lynn Court Cèilidh – Fortnightly Cèilidh provided to the senior citizens within the care home which proves to be very popular.
- There are also a number of Fèis events throughout the year.

The Centre has been shortlisted for National Gaelic Awards and is growing in success and influence. In particular, following the erection of a sign outside Furan, there has been an increase in the number of visitors to Oban dropping in to find out about the language and to pick up a few words and phrases.

4.5 Gaelic in our Schools

4.5.1 There are currently six primary schools (Bowmore, Rockfield, Salen, Sandbank, Strath of Appin and Tiree) in the local authority which deliver Gaelic Medium Education. The pupil roll in the schools which offer Gaelic medium is shown below and includes the difference in the school rolls since the previous Gaelic Language Plan. This highlights an increase in 27 pupils receiving Gaelic medium education.

Name of School offering Gaelic Medium	**Pupil Roll 2013/14**	**Pupil Roll 2017/18**
Bowmore	21	17
Rockfield	40	48
Salen	36	47
Sandbank	38	38
Strath of Appin	4	5
Tiree	22	31
Total	161	186

4.5.2 Over 24 of our primary schools currently offer Gaelic for Learners in the Primary School. There are currently 1205 Gaelic learners in schools.

4.5.3 There are currently four secondary schools that offer Gaelic (Learners) and Gàidhlig to Advanced Higher level –Islay High, Oban High, Tobermory High and Tiree High. Dunoon Grammar School has a Gàidhlig (Fluent) Pathway from S1 to S6.

4.5.4 The number of Gaelic Teachers within Argyll and Bute Council is 25.
There are 22 appointments for Gaelic Education, most posts are full-time and some are part-time. There are still vacancies to fill in Oban and Islay.

4.5.5 A new Gaelic class at Bunessan Primary School is currently being developed as a result of consultation in response to the Education (Scotland) Act 2016 – Gaelic provisions.

5.0 Internal Gaelic Capacity Audit

Argyll and Bute Council conducted an assessment of existing internal Gaelic capacity as part of the preparation of this Gaelic Language Plan and wider employee engagement. The results of this audit were taken in to consideration when developing commitments in the Plan.

The following results were recorded:

- 13% of respondents to the survey said they can communicate in Gaelic.
- 48% of respondents felt that Gaelic could be increased within Argyll and Bute Council.
- 31% of respondents would like to learn Gaelic or improve their Gaelic.
- 3% are happy with their current level of fluency.
- 21% are interested to learn Gaelic greetings or simple phrases to use with customers
- 12% would like to gain spoken fluency or improve their confidence in conversational Gaelic
- 10% would like to learn or improve reading and writing in Gaelic.

The Provision of language learning classes is available to Council employees and is also being extended to partner organisations. During session 2016/17 there were 49 Council employees learning Gaelic. For session 2017/18 this figure is 16; however it's anticipated that this figure will rise. The class participants are throughout all Council Departments and locations and are delivered remotely using Skype from Islay.

Individual Officers and Elected Members where appropriate have bi-lingual email addresses and business cards. Council meetings are always opened by the Provost in Gaelic.

Argyll and Bute Council's position on all external signage is to replace these bi-lingual.

The Council holds a Gaelic Policy Lead Group quarterly and Gaelic is reported to the Community Services Committee on a regular basis.

The Council uses external providers for their translation services.

6 Gaelic Language Policy

6.1 Scope

a) This plan applies to all employees and elected members of Argyll and Bute Council. The overall intention is to create a working environment where the Gaelic language and culture is visible and promoted both inside the council and externally throughout our communities. The Plan builds on the work that the Council has undertaken in the past in implementing our previous Gaelic Language Plans, promoting Gaelic Education and recognises the benefits of bilingual learning.

6.2 Policy Statement

b) Argyll and Bute Council's policy is to promote the range of Gaelic services and resources which are available to our service users.

c) We will also ensure that the principle, introduced by the National Gaelic Language Plan that the Gaelic and English languages will be accorded equal respect, is adhered to across all of our services.

d) We are committed to the promotion of Gaelic education, language, cultural and economic activities through continued awareness raising and language learning opportunities for children, employees and our communities.

e) We aim to increase the number of Gaelic learners in Argyll and Bute and to promote the visibility of Gaelic in Argyll and Bute.

f) We will work with parents and carers of children in Gaelic schools to meet the requirements of the National Plan.

g) We will ensure that the formation, renewal and monitoring of policies will be in line with the Gaelic Language Plan.

6.3 Mainstreaming Gaelic

Argyll and Bute Council recognises that the various priority areas identified in the National Gaelic Language Plan will be primarily implemented through our Gaelic Language Plan but that opportunities will arise to promote and develop the language through existing policy measures. Argyll and Bute Council will seek to identify policy areas where Gaelic can be pro-actively incorporated and the priorities of the National Gaelic Language Plan.

The Action Plan highlights the activities that the Council has already mainstreamed in terms of the use of Gaelic. We see this development as corresponding to the normalisation principle which aims to include Gaelic as an everyday part of life in Scotland.

7.0 The National Gaelic Language Plan

The National Gaelic Language Plan focuses on six key development areas, all of which have a vital contribution to make in increasing the numbers of people learning, speaking and using Gaelic in Scotland, and identifies key development outcomes within each:

Development Area	Key Outcomes
Home & Early Years	An increase in the acquisition and use of Gaelic by young people in the home and increased numbers of children entering Gaelic-medium early years education.
Education *Schools & Teachers*	An increase in the number of children enrolling in Gaelic-medium education (GME), doubling the current annual intake to 800 by 2017.

Development Area	Key Outcomes
Education	▪ A year on year increase in the number of pupils engaged in Gaelic-learner education (GLE) in both primary and secondary schools. ▪ An expansion in the availability of Gaelic-medium subjects in secondary schools. *Post-school Education* An increase in the number of adults acquiring Gaelic from the current total of around 2,000 to 3,000 by 2017 and enhanced language skills among fluent Gaelic speakers.
Communities	More opportunities for communities and networks of Gaelic speakers of all kinds to use Gaelic and increased use of the language in community activities and services.

Workplace	Expansion of the use of Gaelic in places of work and an increase in employment opportunities where Gaelic skills are required in order to enable service delivery in the language.
Arts & Media; Heritage & Tourism	▪ Development of Gaelic arts and media as a means of promoting the language, attracting people to it and enhancing their commitment through opportunities to learn, use and develop Gaelic. ▪ An increased profile for Gaelic in the heritage and tourism sectors and increased use of Gaelic in the interpretation of Scotland's history and culture.
Corpus	Co-ordination of the initiatives of parties active in Gaelic language corpus development to achieve enhanced strength, relevance, consistency and visibility of the Gaelic language in Scotland.

Argyll and Bute Council is committed to ensuring that the National Plan is implemented, and in this section we set out how we will achieve that aim.

Home and Early Years

Rationale:

Argyll and Bute Council recognises that a sustainable future for Gaelic requires more people to learn the language and that attention requires to be focused on education and adult learning as the key means of achieving this. We will take the following steps to help create a supportive environment for growing the number of Gaelic speakers in Scotland.

- Raising awareness of the importance for acquiring Gaelic and encouraging parents to choose Gaelic education for their children
- Ensuring practical support, resources and advice are available for passing Gaelic on to children in the home and in Gaelic early years education
- Enabling links to be strengthened between the use of Gaelic in the home and Gaelic early years provision

Education

Rationale:

Argyll and Bute Council recognises that creating a sustainable future for Gaelic requires not only increasing the number of people able to speak the language, but increasing actual usage. We recognise the importance of enabling more people to use Gaelic as their preferred and normal mode of communication in an increasingly wide range of daily activities.

- Carrying out initiatives to promote, establish and expand both GME and GLE at primary and secondary levels
- Ensuring adequate attention is given to the recruitment, retention, education, support and development of GME and GLE teachers
- Providing a range of opportunities for young people in both GME and GLE to engage in activities that enhance their Gaelic skills through greater use
- Ensuring that all steps are taken to secure the quality of both GME and GLE through National Guidance and other means.
- Supporting access to, and participation in, a range of Gaelic learning opportunities for adults
- Accessing resources to support adults learning Gaelic

Community

Rationale:

Argyll and Bute Council] recognises that the status of a language is affected by its presence in the daily environment and the extent to which it is used, valued and perceived to be valued by those institutions which play an important role in our daily lives.

- Encouraging support for initiatives that promote the use of Gaelic among all kinds of communities of speakers
- Encouraging support for increased situations in which Gaelic can be used informally by young people and adult learners.

The Workplace

Rationale:

Argyll and Bute Council recognises the need to strengthen the relevance and consistency of Gaelic and the importance of facilitating translation.

- Supporting a positive attitude to Gaelic in the workplace through awareness-raising and signage
- Accessing funding to enable opportunities for staff to learn Gaelic and for speakers to develop their language skills

Media & Arts; Heritage & Tourism

Rationale:

Argyll and Bute Council recognises the need to strengthen the relevance and consistency of Gaelic.

- Encouraging the promotion of the visibility and audibility of Gaelic as a unique part of Scotland's heritage
- Encouraging an increase in the use of Gaelic in heritage and tourism sectors.
- Encouraging appropriate recognition of Gaelic and its use in places of special interest and in promoting national events.

Corpus

Rationale:

Argyll and Bute Council recognises the need to strengthen the relevance and consistency of Gaelic and the importance of facilitating translation services.

- Co-ordination of a range of language related initiatives through supporting the Gaelic Policy Lead Group
- Ensuring appropriate access to translation and interpretation
- Ensuring that information and resources on Gaelic are available to employees.

8.0 Scottish Government National Priorities

Bòrd na Gàidhlig is committed to achieving the Strategic Objectives as established by The Scottish Government, and has identified the ways in which the National Gaelic Language Plan aims to address the Scotland's National Outcomes.

Development Area	#	National Outcome Statement
Home & Early Years Education Corpus	5	Our children have the best chance in life and are ready to succeed.
	4	Our young people are successful learners, confident individuals, effective contributors and responsible citizens.
	3	We are better educated, more skilled and more successful, renowned for our research and innovation.
Communities Workplace	11	We have strong, resilient and supportive communities wherepeope take responsibility for their own actions and how they affect others.
	2	We realise our full economic potential with more and better employment opportunities for our people.
	6	We live longer, healthier lives
Arts & Media Heritage &Tourism	13	We take pride in a strong, fair and inclusive national identity
The whole plan	16	Our public services are high quality, continually improving, efficient and responsive to local people's needs
	7	We have tackled the significant inequalities in Scotland's society

9.0 Local Government Priorities

Argyll and Bute Council works closely in partnership with the Argyll and Bute Community Planning Partnership to deliver on the overall Argyll and Bute Outcome Improvement Plan (ABOIP) objective:

Argyll and Bute's Economic Success is Built on a Growing Population

There are 6 joint outcomes, which are also core to the Council's Corporate Plan:

- The economy is diverse and thriving
- We have infrastructure that supports sustainable growth
- Education, skills and training maximises opportunities for all
- Children and young people have the best possible start
- People live active, healthier and independent lives
- People live in safer and stronger communities

The Gaelic Language Plan directly aligns to delivery on these outcomes.

10 Review and Monitoring

The plan will be monitored regularly by the Community Services Committee.

It is important to acknowledge that the language plan remains adaptable and flexible to the priorities set out by the Council, particularly when circumstances may change.

10.1 The Gaelic Language Plan in the Corporate Structure

This plan is the policy of Argyll and Bute Council and has been endorsed both by our senior management team and Council members.

Position with operational responsibility over the Plan

The senior officer with operational responsibility for overseeing preparation and monitoring of Argyll and Bute Council's Gaelic Language Plan is:

Jane Fowler
Head of Improvement and HR
Customer Services
Argyll and Bute Council
Kilmory
Lochgilphead
PA31 8R

Tel: 01546 604466
Email: Jane.Fowler@argyll-bute.gov.uk

10.1.1 Overall responsibility for the Plan lies with the Chief Executive and the Policy Lead for Policy Lead for Communities, Housing, Islands and Gaelic.

10.1.2 The senior officer with operational responsibility for overseeing preparation and monitoring of the plan is the Head of Improvement and HR. Delivery of the individual actions in the plan is the responsibility of the designated officer.

10.1.3 Any queries about the day-to-day operation of the Plan should be communicated to gaelic@argyll-bute.gov.uk and will be co-ordinated by the Improvement and Organisational Development team.

11 Delivery of the Plan and Resourcing

11.1 The Improvement and HR service leads on the preparation and monitoring of the Gaelic Language Plan. Heads of Service across Council other services are responsible for the delivery of actions relating to their services.

11.2 Lead officers will provide regular update reports to the Head of Improvement and HR, the Policy Lead and the Community Services Committee through the monitoring of the plan.

11.3 The plan will be implemented by using existing resources, noting the current challenging financial position facing the Council. The Council will continue to seek external financial support from Bord na Gaidhlig and Scottish Government to invest resources in Gaelic education, language, the economy and culture to deliver the plan,

11.4 The Council accepts that a strong working relationship with other organisations operating in Argyll and Bute which deliver services and activities through Gaelic are pivotal to sustaining growth in Gaelic in Argyll and Bute and will support effective implementation of our language plan, thus creating more opportunities for Gaelic to be used.

12 Promotion of the Plan

12.1 The plan will be promoted to all employees and elected members through the use of the website, ‘The Hub’ - which is the staff intranet, Cascade and newsletters.

12.2 Externally, the plan will be promoted through the website, the use of social media sites e.g. Facebook, Twitter and the 'Furan' Gaelic Centre in Oban.

12.3 The Council will retain and continue to host and facilitate the online Gaelic forum. This will be a key mechanism for promoting the plan to community planning partners and Gaelic organisations and individuals operating across and out-with Argyll and Bute.

13 Action Plan

1	Promoting a positive image of Gaelic				
	We will:	**Target**	**Success Measure**	**Timescale**	**Lead**
1.1	Offer free Council venues for local provincial mods	All local Mods will have free access to Council Venues	Venues provided	Throughout life of the Plan	General Manager, Live Argyll
1.2	Promote opportunities for Gaelic staff to work collaboratively across the Council to ensure a shared standard of achievement	One collaborative session using V-Scene (video conferencing) for all Gaelic Medium teaching staff planned for each term – 3 to 4 per academic year	18/19 - 2 sessions 19/20 3 sessions 20/21 - 4 sessions 21/22 - 4 sessions	By 2022	Head of Education
1.3	Ensure Council vacancies which are Gaelic essential or desirable will be advertised bilingually	100% of gaelic teacher vacancies are advertised in Gaelic	100% of Gaelic teacher vacancies	Throughout the Life of the Plan	Head of Education Recruiting managers and Head Teachers
1.4	Host a successful Royal National Mod	1 Mod event in Argyll	1 event	By 2022	Head of EDST

1.5	Include Gaelic in the CHArts (Culture Heritage and the Arts) initiative	Include the role of Gaelic culture in the final CHArts documents	Gaelic included	By 2020	Head of EDST
1.6	Work with others to actively promote participation in the Royal National Mod	Joint promotional materials and activities prepared and circulated	Numbers participating are positive	To coincide with Mod	Head of EDST
1.7	Work with others to promote attendance at the Royal National Mod in Argyll	Joint promotional materials and activities prepared and circulated	Attendance numbers are positive	To coincide with Mod	Head of EDST
1.8	Secure a higher profile and visibility for Gaelic and bilingualism in commercial, retail, food and drink and in tourism sectors.	Guidance prepared and promoted.	Establish Gaelic as a norm in the consideration of promoting a business sector or economic initiative.	By 2022	Head of EDST
1.9	Include the Gaelic language in the promotion of Argyll and Bute as a tourism destination.	Guidance developed and promoted	Tourism promotion materials using Gaelic are increased.	By 2022	Head of EDST/Argyll and Islands Tourism Cooperative
1.10	Maximise the economic impact of Gaelic at events/festivals held in Argyll and Bute	Minimum 2 events per annum i.e. Bowfest, Oban Live, Islay Whisky festival, Tiree Rock festival.	The economic benefits of the Gaelic culture and bilingualism will enjoy a higher profile	By 2022	Head of EDST

1.11	Assist in the development of the economic impact of the Royal National Mod	Delivery of 1 economic impact study in association with the Mod.	Study complete	Q4 2018/19	Head of EDST
1.12	Promote Argyll and Bute as a place to undertake Film and TV work that involves Gaelic language and culture	Create a Gaelic section on our dedicated film and tv web site.	Gaelic section created	Q1 2018/19	Head of EDST
1.13	Consider support for Royal National Mod in Argyll in the future.	Carry out a review of events funding in 2018/19 and consider Mod support as an aspect of this.	Review complete	2018/19	Head of EDST
1.14	Investigate the development of a bilingual Council logo	Subject to budget being made available, investigate design options.	Logo options considered by Members	By 2022	Head of IHR
1.15	Work in partnership with Highlands and Islands Enterprise as in the development of Ar Storas Gaidhlig and the recent study Gaelic Language.	Partnership working embedded	Partner meetings take place	Throughout the life of the plan	Head of EDST
	We will continue to:				
1.16	Involve Bord na Gaidhlig in Argyll and Bute Community Planning Partnership		Community Planning Manager		
1.17	Increase Gaelic content on ‘The Hub’ and website		Customer Service Centre		
1.18	Promote good news stories in and relating to Gaelic		IHR		
1.19	Ensure mail and email received in Gaelic will be responded to in Gaelic		All Services		
1.20	Ensure complaints received in Gaelic are responded to in Gaelic within timescale		All Services		

1.21	Ensure the bilingual welcome for Council Reception staff is standard		Customer Service Centre		
1.22	Open Committee meetings with a Gaelic greeting		Governance & Law		
1.23	Include Gaelic media organisations in the distribution of all council press releases		IHR		
1.24	Increase the general community's knowledge and understanding of the benefits and aims of Gaelic/the Gaelic Plan in Argyll and Bute through the Gaelic Forum Facebook Page, other social media and Gaelic Medium units.		IHR/Education		
2	**Increasing the Learning of Gaelic**				
	We will:	**Target**	**Success Measure**	**Timescale**	**Lead**
2.1	Work in partnership with schools providing Gaelic Education and Comann nam Pàrant groups to deliver awareness raising opportunities for communities on the benefits of bi-lingualism.	Every Gaelic Medium ELC and Primary School will host at least one opportunity for prospective parents / members of the community to visit and learn about GME per academic session by August 2019	6 events per annum throughout the duration of the plan	Throughout the life of the plan	Head of Education
2.2	Support the development of volunteer-led opportunities to enable both Gaelic speakers and learners to use their Gaelic skills	With the relevant funding in place. Deliver 1 opportunity per session in an area where Gaelic Medium is provided	1 per annum throughout the duration of the plan	2018 - 2022	Head of Education
2.3	Deliver regular Gaelic Bookbug sessions in all areas with Gaelic Medium Education (GME)	Monthly Bookbug sessions delivered to areas providing GME	18/19 – 3 areas 19/20 – 4 areas 20/21 – 5 areas 21/22 – 6 areas	By August 2019	Head of Education

2.4	Ensure appropriate transition from Early Learning and Childcare to primary and from primary to secondary within Gaelic Medium (GM) provision	Every GM provision within the Education Authority will plan and implement a transition project specifically designed for GM pupils with specific focus on communication	2x projects per provision: 18/19 – 5 19/20 – 6 20/21 – 7 21/22 - 8	By 2022	Head of Education
2.5	For those schools who have not chosen Gaelic as Language 2, encourage uptake at Language 3	A range of primary schools across the authority will introduce Gaelic to their P5 – P7 children in some capacity at Language 3 by 2020.	18/19 – 2 schools 19/20 – 4 schools 20/21 – 6 schools 21/22 – 8 schools	June 2020	Head of Education
2.6	Promote Gaelic Medium Education, including how it is funded, registration etc to people who are not involved in Gaelic.	Explore development of promotional materials, particularly online and social media, through the Northern Alliance Regional Improvement Collaborative (NARIC)	Materials created and circulated	By 2022	Head of Education
2.7	Increase the number of families, with young people in GME, accessing out of school activities for learning and using Gaelic - through partnership working and support from funding bodies	Target: All GMPE provision throughout the Education Authority will have an extra-curricular club delivered through the medium of Gaelic by August 2019	Events throughout whole authority: 18/19 – 4 19/20 – 6	August 2019	Head of Education
2.8	Work in partnership with Ionad Chaluim Chille Ìle (ICCI) to provide distance learning opportunities for	2018 – 2022	18/19 – 12 people 19/20 – 10	August 2022	Head of Education

	existing school staff, interested individuals and parents in order to build a future workforce to meet the needs of the Gaelic sector – dependent upon 80% funding from BnaG with a 20% contribution from A&B Council		people 20/21 – 8 people 21/22 – 6 people		
2.9	Provide access to national/partnership specialist school support staff	Target: Students taught through the medium of Gaelic who appear to experience barriers to their learning will receive a staged intervention programme within an appropriate timescale – accessing specialist staff through the medium of English if necessary	Audit of meeting children's needs who are educated through Gaelic, in various locations systematically: 18/19 – 1 19/20 – 2 20/21 – 1 21/22 - 1	By August 2020	Head of Education
2.10	Increase the number of employees who participate in Gaelic language lessons and workshops	Increase by 10%	30 employees	March 2022	Head of IHR
2.11	Investigate the option for a Gaelic School in Argyll.	Investigate the options of a Gaelic School in Argyll	Investigation complete	2019/20	Head of Education
2.12	Encourage young people to go into Gaelic teaching.	Develop promotional and awareness raising materials through Growing our Own and DYW	Increased number of young people from A&B enter Gaelic teaching	Throughout the life of the Plan	Head of Education/Head of IHR

2.13	Extend Gaelic courses for the workforce to other public bodies, e.g. all in the Community Planning Partnership.	Partners contacted and offered the opportunity to participate	Increased numbers of learners from partner organisations	Throughout the life of the plan	Head of IHR
	We will continue to:				
2.14	Encourage communities to access Bòrd na Gàidhlig funding to enable the delivery of community-based Gaelic language learning classes Target: Language lesson delivery in all areas with GMPE by 2022 - dependent upon funding from BnaG / other funding bodies		Head of Education		
2.15	Provide CPD opportunities for all Gaelic Education staff Target: Two opportunities per year to meet together for training / working parties / planning for staff in all ELC, primary and secondary sectors by 2020 – dependent on supply cover		Head of Education		
2.16	Continue to support opportunities for teaching staff to access GLPS training in order to deliver Gaelic lessons to pupils in English Medium classes. Target: 10 more teachers trained in GLPS by 2022 – dependent upon funding from Scottish Government to GLPS Consortium		Head of Education		
2.17	Promote Gaelic learning opportunities through the wider learning community and in collaboration with Bòrd na Gàidhlig Target: All press releases / good news stories / Gaelic learning opportunities will be shared with the Council's Communications Team and Bòrd na Gàidhlig's		Head of Education		

	PR Officer from 2017 - 2022				
2.18	Promote the benefits of bilingualism and Gaelic Education in partnership with Comann nam Parant/Bòrd na Gàidhlig and local communities Target: Respond to parental requests for GMPE as per the Assessment Protocol produced by Bòrd na Gàidhlig in response to the Education (Scotland) Act 2016 – Gaelic Provisions.		Head of Education		
2.19	Continue to support those teachers in English Medium who wish to transfer to the Gaelic Medium sector by undertaking the Gaelic Immersion for Teachers course (GIfT) or equivalent Target: 3 more teachers trained through GIfT (or equivalent) by 2022 – dependent upon 80% funding from BnaG with a 20% contribution from A&B Council		Head of Education		
2.20	Support schools in meeting the needs of all children through the promotion of the 'Guidance on Gaelic Medium Education in Argyll and Bute' document. Target: All GMPE provisions will have a rigorous system of assessment, tracking and monitoring – detailed in a Curriculum Rationale by August 2020		Head of Education		
2.21	Deliver Gaelic language learning classes in the workplace		Head of IHR		
3	**Increasing the use of Gaelic**				
	We will:	**Target**	**Success Measure**	**Timescale**	**Lead**
3.1	Increase the range of activities/groups accessing Gaelic Centre in Oban to include inter-generational working	One session per month where Gaelic speaking community members interact with GM primary pupils to develop skills in Gaelic, knitting,	8 sessions per annum throughout the duration of the	By August 2018	Head of Education

		sewing, reading etc.	plan		
3.2	Expand the Parental Advocacy Scheme in partnership with Comann nam Pàrant to include a Comann nam Pàrant Parental Officer for every area where Gaelic Medium is provided.	Every area have a parental officer where GME is provided.	18/19 – 3 areas 19/20 – 4 areas 20/21 – 5 areas 21/22 – 6 areas	By August 2019	Head of Education
3.3	Increase the number of curricular areas delivered through Gaelic in secondary school curriculum through partnership working with e-Sgoil	All five secondary schools providing GME will liaise with e-Sgoil, as and when required, to deliver Gaelic and another curricular area to GM students – where each school's staffing budget allows	Duration of plan – 3 schools accessing e-Sgoil with 1 school accessing a different curricular area as well as Gaelic	By 2022	Head of Education
3.4	Monitor the effective use of national and local Gaelic Guidance by schools	All primary and secondary schools / ELC settings providing GME will have a Curriculum Rationale for Gaelic by August 2020	2 opportunities for the Education Authority to liaise with schools providing GME throughout the year	2018 - 2022	Head of Education
3.5	Support schools who have chosen to study Gaelic as Language 2 (GLPS) ensuring appropriate transition from	All primary schools with Gaelic as L2 will plan and implement a transition project specifically designed for	18/19 – 1 cluster 19/20 – 2	By June 2020	Head of Education

	primary to secondary	Gaelic Learners	clusters 20/21 – 3 clusters 21/22 – 4 clusters		
3.6	Increase the number of young people with Gaelic engaging with the wider Gaelic community in a variety of settings – through partnership working and outreach work with schools	All settings with Gaelic Education will take part in an event with Gaelic speaking members of their local community at least once per academic year by August 2020	Gaelic Speaking Event: 18/19 – 8 19/20 – 9 20/21 – 11	August 2021	Head of Education
3.7	Raise Gaelic awareness by having words/phrases on the web-site on a regular basis, including the Argyll and Islay dialects	Programme of phrases developed and uploaded to Hub/Web	Phrases in place	Throughout the life of the plan	Head of IHR
	We will continue to:				
3.8	Replace all internal and external signage bilingually when required		Facility Services		
3.8	Utilise our translation and interpretation external service		Improvement and HR		
3.10	Ensure the Gaelic forum meets biannually		EDST/IHR/Education		