

Appendix 1 – Gaelic Language Action Plan

Progress – On track, Complete, Delayed and rescheduled, Off Track

1 Promoting a positive image of Gaelic						
	We will:	Target	Success Measure	Timescale	Lead	Progress Aug 2019
1.1	Offer free Council venues for local provincial mods	All local Mods will have free access to Council Venues and a connection will be made with Bòrd na Gàidhlig / Creative Scotland's Arts and Culture Officer.	Venues provided	Throughout life of the Plan	General Manager, Live Argyll	In place and ongoing
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 – teaching and Learning	Ongoing
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 – teaching and Learning Recruiting managers and Head Teachers	This has been discussed with HR and will be taken forward by recruiting Managers.

1.4	Host a successful Royal National Mod	1 Mod event in Argyll	1 event	By 2022	Head of Development and Economic Growth	Council, as part of the budget setting process agreed to providing funding that would ensure that the Royal National Mod was held in Oban in 2023
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 Development and Economic Growth	Gaelic culture is included in the vision, branding, manifesto, mission, and social and physical inclusion documents. (CHARTS is seeking a Gaelic representative for its board. We are working

						to create 5 short films translated into Gaelic and have a Gaelic host for the Showcase Launch of CHARTS in September 2019.)
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 Development and Economic Growth	We will work with Royal National Mod committee/ local Mod committee and partners in the run up to the Mod in 2023
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 Development and Economic Growth	As above
1.8	Secure a higher profile and visibility for Gaelic and bilingualism in commercial, retail, food and drink and	Guidance prepared and promoted.	Establish Gaelic as a norm in the consideration of promoting a	By 2022	Head of Development and Economic Growth	On track: As appropriate Business Gateway

	in tourism sectors.		business sector or economic initiative.			Advisers will signpost businesses to bodies such as HIE and Bòrd na Gàidhlig that provide funding to businesses for promotion activity in Gaelic.
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 Development and Economic Growth / Argyll and Islands Tourism Cooperative	On track: Bòrd na Gàidhlig has provided funding to VisitScotland to create and co-ordinate a Gaelic Tourism Strategy which includes the Argyll and Bute area.

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, Tìree Music festival.	The economic benefits of the Gaelic culture and bilingualism will enjoy a higher profile	By 2022	Head of Development and Economic Growth	New process to be agreed by P & R in August for the 2020/21 strategic events and festival fund
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 Development and Economic Growth	Completed: The Economic evaluation report commissioned by An Comunn Gàidhealach has been delivered.
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 Development and Economic Growth	Completed: Gaelic area on website can be found here .
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 Development and Economic Growth	Council in Feb 2019 agreed to provide financial support to

						Mod to secure Oban as a venue in 2023
1.14	Investigate the development of a bilingual Council logo	Investigate design options.	Logo options considered by Members	By 2022	Head of IHR	On track
1.15	Work in partnership with Highlands and Islands Enterprise as in the development of Ar Stòras Gàidhlig	Partnership working embedded	Partner meetings take place	Throughout the life of the plan	Head of Development and Economic Growth	No meetings have been held.
We will continue to:						
1.16	Involve Bòrd na Gàidhlig in Argyll and Bute Community Planning Partnership		Community Planning Manager			Ongoing
1.17	Increase Gaelic content on 'The Hub' and website		Customer Service Centre			Ongoing
1.18	Promote good news stories in and relating to Gaelic		IHR			Ongoing
1.19	Ensure mail and email received in Gaelic will be responded to in Gaelic		All Services			Ongoing
1.20	Ensure complaints received in Gaelic are responded to in Gaelic within timescale and GP12 from the 201318 plan – Gaelic on plasma screens		All Services			Ongoing
1.21	Ensure the bilingual welcome for Council Reception staff is standard		Customer Service Centre			Ongoing

1.22	Open Committee meetings with a Gaelic greeting	Governance & Law	Ongoing			
1.23	Include Gaelic media organisations in the distribution of all council press releases	IHR	Complete			
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	Ongoing			
2 Increasing the Learning of Gaelic						
	We will:	Target	Success Measure	Timescale	Lead	Progress Aug 2019
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 EYLLL and Teaching and Learning	Individual Gaelic Medium establishments have hosted opportunities for prospective parents to learn about GME.
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 – Teaching and Learning	This is happening across GM schools.

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 – teaching and Learning	204 Successful Gaelic Bookbug sessions have been carried out. With a total of 994 adult and 1190 children attending.
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 Schools 19/20 – 6 Schools 20/21 – 7 Schools 21/22 – 8 Schools	By 2022	Head of Education – Teaching and Learning	This is ongoing. Transition projects have been designed in each area.
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 – Teaching and Learning	All schools in OLI will be implementing Gaelic as L3, the majority of these schools have this up and running in establishments. The target has been

						exceeded.
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	Ongoing – this is very active both through Furan in the Oban area and Comann nam Pàrant.
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 – Teaching and Learning	There are a growing number of activities for young learners and their families across the schools.
2.8	Work in partnership with Ionad Chalum Chille Ile (ICCI) to provide distance learning opportunities for existing school staff, interested individuals and parents in order to build a future workforce to meet the needs of the Gaelic sector – dependent upon funding from BnG and A&B Council	2018 – 2022	18/19 – 12 people 19/20 – 10 people 20/21 – 8 people 21/22 – 6 people	August 2022	Head of Education – Teaching and Learning	1 school based cohort beginners completed – continuing in to year 2. New cohort starting beginning 10. More in depth beginners Cùrsa Ìntrigidh –

						this course is more demanding in terms of time and skill – 2 completed the course.
2.9	Provide access to 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 – Teaching and Learning	Once identified, the staged intervention process is followed – this is the same in Gaelic and English. The time line may be slightly different due to immersion in Gaelic and learning through drama, song, play etc. Children as much as possible will be supported by Gaelic speaking staff.

						Children will be supported in English if necessary.
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	23 employees have enrolled in lessons this year.
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 - Teaching and Learning	Ongoing discussions with Scot Gov August 2019
2.12	Encourage young people to go into Gaelic teaching and career changes.	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 – teaching and Learning /Head of IHR	Through Gaelic Careers Event
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	On track
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				Head of Education – Lifelong Learning	Ongoing

	2022 - dependent upon funding from BnaG / other funding bodies		
2.15	<p>Provide CPD opportunities for all Gaelic Education staff</p> <p>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</p>	Head of Education – Teaching and Learning	Very successful training delivered by Gaelic Officer – however due to absence needs addressed. Last training delivered by Stòrlann.
2.16	<p>Continue to support opportunities for teaching staff to access GLPS training in order to deliver Gaelic lessons to pupils in English Medium classes.</p> <p>Target: 10 more teachers trained in GLPS by 2022 – dependent upon funding from Scottish Government to GLPS Consortium</p>	Head of Education – Teaching and Learning	<p>17/18 - 4 teachers trained</p> <p>18/19 - 2</p> <p>19/20 - 1.</p> <p>Ongoing</p>
2.17	<p>Promote Gaelic learning opportunities through the wider learning community and in collaboration with Bòrd na Gàidhlig</p> <p>Target: All press releases / good news stories / Gaelic learning opportunities will be shared with the Council's Communications Team and Bòrd na Gàidhlig's PR Officer from 2017 – 2022</p>	Head of Education – Lifelong Learning	Ongoing

<p>2.18</p>	<p>Promote the benefits of bilingualism and Gaelic Education in partnership with Comann nam Pàrant/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.</p>	<p>Head of Education – Teaching and Learning</p>	<p>The single request was responded to as per the 2016 Act.</p>
<p>2.19</p>	<p>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 (GIiT) or equivalent Target: 3 more teachers trained through GIiT (or equivalent) by 2022 – dependent upon 80% funding from BnaG with a 20% contribution from A&B Council</p>	<p>Head of Education - Teaching and Learning</p>	<p>The GIiT course is under review out with the authority. The Gaelic officer has promoted this opportunity with appropriate staff across authority. 1 teacher has completed this course.</p>
<p>2.20</p>	<p>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</p>	<p>Head of Education - Teaching and Learning</p>	<p>Ongoing</p>

2.21	Deliver Gaelic language learning classes in the workplace	Head of IHR				Complete
3 Increasing the use of Gaelic						
	We will:	Target	Success Measure	Timescale	Lead	Progress Aug 2019
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, sewing, reading etc.	8 sessions per annum throughout the duration of the plan	By August 2018	Head of Education - Teaching and Learning	Ongoing

3.2	Expand the Parental Advocacy (Advisory) 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 - Teaching and Learning	Ongoing
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 -	Ongoing

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	This draft rationale is complete.
3.5	Support schools who have chosen to study Gaelic as Language 2 (GLPS) ensuring appropriate transition from primary to secondary	All primary schools with Gaelic as L2 will plan and implement a transition project specifically designed for Gaelic Learners	18/19 – 1 cluster 19/20 – 2 clusters 20/21 – 3 clusters 21/22 – 4 clusters	By June 2020	Head of Education	There is a Gaelic Learners comic book transition project which will be delivered in Gaelic L2 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 2020	Head of Education	Ongoing – happening across schools.

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	On track
We will continue to:						
3.8	Replace all internal and external signage bilingually when required		Facility Services			Ongoing
3.9	Utilise our translation and interpretation external service		Improvement and HR			Ongoing
3.10	Ensure the Gaelic gathering meets biannually		EDST/IHR/Education			Complete for 2019