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 August 2020**
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	Delayed and rescheduled. The target of 3 twilight sessions in 2019-20 was not achieved. The majority of GME staff benefited from MCNG training in February 2019 which had a strong focus on assessment and sharing of standards. The newly appointed LA Gaelic PT (L Howitt) has moderation central to her remit and the target for 2020-21 will be achieved.

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	On track. Recent GME posts have been advertised bilingually, (eg. PT Gaelic post and DHT Gaelic at Rockfield) and discussion is ongoing with HR to formalise this arrangement.
1.4	Host a successful Royal National Mod	1 Mod event in Argyll	1 event	By 2022	Head of Development and Economic Growth	Delayed and rescheduled 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 – This has been pushed back to 2024 due to Covid and the fact that this year's Mod has been cancelled.
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	Complete and will be reviewed annually Gaelic culture is included in the vision, branding, manifesto, mission, and social and physical inclusion documents. CHARTS has appointed a Gaelic representative on to the CHArts Steering group as this allows a strong Gaelic link into the delivery of practical projects. In addition CHArts are in the process of developing a Gaelic Policy CHArts are working with Bòrd na Gàidhlig , and managing the monthly
1.6	Work with others to actively promote participation in	Joint promotional materials and activities prepared and circulated	Numbers participating are positive	To coincide with Mod	Head of Development and Economic Growth	Delayed and Rescheduled We will work with Royal National Mod committee/ local Mod committee and partners in the run up to the Mod in 2024

	the Royal National Mod					
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	Delayed and Rescheduled As above
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 Development and Economic Growth	On track: As appropriate Business Gateway 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, Tiree Music festival.	The economic benefits of the Gaelic culture and bilingualism will enjoy a higher profile	By 2022	Head of Development and Economic Growth	Majority of events for 2020 cancelled New Round 3 SEF agreed
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	Carry out a review of events funding in 2018/19 and consider Mod	Review complete	2018/19	Head of Development and Economic Growth	Completed Council in Feb 2019 agreed to provide financial support to Mod to secure Oban as a venue in 2023 – now 2024 due to Covid 19

	in Argyll in the future.	support as an aspect of this.				
1.14	Investigate the development of a bilingual Council logo	Investigate design options.	Logo options considered by Members	By 2022	Head of CSS	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 meeting 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		CSS			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		CSS			ongoing
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.		CSS/Education			On track
2	**Increasing the Learning of Gaelic**					
	We will:	**Target**	**Success Measure**	**Timescale**	**Lead**	
2.1	Work in partnership with schools providing Gaelic	Every Gaelic Medium ELC and Primary School will host at least one opportunity for	6 events per annum throughout the duration of the plan	Throughout the life of the plan	Head of Education EYLLL and Teaching	Delayed and rescheduled. Two events held up to March (Rockfield and Bowmore Gaelic Class). The various events planned between March and June have been postponed due to

	Education and Comann nam Pàrant groups to deliver awareness raising opportunities for communities on the benefits of bi-lingualism.	prospective parents / members of the community to visit and learn about GME per academic session by August 2019			and Learning	COVID-19. These will be rescheduled as part of 2020-21 commitment.
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	On track. Success measure partially fulfilled during COVID-19 restrictions by launch of *cleachdiaig-antaigh* / *Use it at Home* application launched in April by BnG. This was circulated to families via schools. Full articulation of this target will occur post-COVID-19.
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	On track. Bookbug sessions being delivered in Oban, Appin, Dunoon and Islay. Interruption due to COVID-19.

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	On track. All schools have transition arrangement in place, although COVID-19 has disrupted transition activities. Plans are in place for face-to-face transition activities to resume in August, dependent on Government advice.
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	Complete. All schools in OLI are implementing Gaelic as L3. The 1+2 Languages Coordinator is working to embed Gaelic as L3 across other areas of Argyll and Bute. The target has been exceeded.
2.6	Promote Gaelic Medium Education, including how it is funded, registration etc to people who are not	Explore development of promotional materials, particularly online and social media, through the Northern Alliance Regional Improvement	Materials created and circulated	By 2022	Head of Education	On track. Argyll and Bute are proposing this as agenda item at September NARIC Gaelic Meeting.

	involved in Gaelic.	Collaborative (NARIC)				
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	Off track. Clarity around number of extra-curricular activities in place will be gained post-school return. Furan Administrator has facilitated Gaelic conversational sessions with individual children in Oban and Mull areas. Uptake via online publicisation has been very high. He has also prepared children for online Mod. *Leugh* Leabhar Gaelic book club at Furan ran until COVID-19 restrictions. In context of extra-curricular activities in schools, better liaison between CNAG Officers and Education a key priority for 2020-21.
2.8	Work in partnership with Ionad Chaluim Chille Ìle (ICCI) to provide distance learning opportunities for existing school staff, interested individuals and parents in	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	Off track. Course ran in session 2018-19 with 8 successfully completing Cùrsa Ìnntrigidh. Was run by ICCI on one-off basis. In session 2020-21 Education will establish level of demand and liaise with ICCI around further provision.

	order to build a future workforce to meet the needs of the Gaelic sector – dependent upon funding from BnG and A&B Council					
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	On track. The staged intervention process is followed regardless of educational medium. Children as much as possible are supported by Gaelic speaking staff. Children are supported in English only if necessary. Education Manager is meeting with Education Scotland to discuss research around additional support needs in GME and associated issues.
2.10	Increase the number of employees who participate in Gaelic language	Increase by 10%	30 employees	March 2022	Head of CSS	On track

	lessons and workshops					
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	Complete.
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	On track. No Gaelic Careers event was held in 2019-20. The event will be re-established in 2020-21. Clear evidence of impact of Growing Our Own policy – At least 10 staff in GME across Argyll and Bute.
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 CSS	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		Head of Education – Lifelong Learning			On track. Ongoing. Communities in Oban, Dunoon, Mull and Tiree are accessing BnG funding. Further publicisation and promotion of funding channels planned for 2020-21.

	Target: Language lesson delivery in all areas with GMPE by 2022 - dependent upon funding from BnaG / other funding bodies		
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 – Teaching and Learning	On track. Strong uptake of GLPS training in 2019-20 and for 2020-21. Newly appointed PT Gaelic has responsibility for developing capacity for online CLPL which will overcome transport/distance issues and increase uptake.
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 – Teaching and Learning	On track. GLPS training moving online will increase Argyll and Bute uptake. On track to meet/ surpass target.
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	Head of Education – Lifelong Learning	On track.

	Council's Communications Team and Bòrd na Gàidhlig's PR Officer from 2017 – 2022		
2.18	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.	Head of Education – Teaching and Learning	On track. Authority continue to respond as per 2016 legislation and is proactive and solutions-focussed in its work with parents requesting GMPE. One request in 2019-20, which was discontinued.
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 - Teaching and Learning	On track. The provision replacing GIFT has been widely shared and publicised across all schools in the authority, and prospective applicants have been advised appropriately re strict BnG criteria for entry. No uptake at present. Further discussion with BnG ongoing re potential pathways into Gaelic teaching.
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.	Head of Education - Teaching and Learning	Complete. Gaelic attainment in Literacy and Numeracy now fully incorporated into authority Progress and Achievement tracking and monitoring module. CfE levels entered three

	Target: All GMPE provisions will have a rigorous system of assessment, tracking and monitoring – detailed in a Curriculum Rationale by August 2020					times per session, with associated analysis and interventions.
2.21	Deliver Gaelic language learning classes in the workplace		Head of Customer & Support Services			Complete
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, sewing, reading etc.	8 sessions per annum throughout the duration of the plan	By August 2018	Head of Education - Teaching and Learning	On track. Furan runs weekly book club – Gaelic speaking children's authors attend from time to time. Ceilidh at Lynn Court once per term involving primary pupils interacting with older Gaelic speakers. Further planning around intergenerational working planned with D. MacNeil post COVID-19.

3.2	Expand the Parental Advocacy (Advisory) Scheme in partnership with Comann nam Pàrant to include a Comann nam Pàrant	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	Delayed and rescheduled. CnP is strengthening in authority, but Scheme revised when BnG funding was reduced

	Parental Officer for every area where Gaelic Medium is provided.						(lost?). Parental Officer employed by CnPN working to improve links and liaison with school providing Gaelic 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 -	Ongoing	On track. Oban High School is offering Social Subjects through GM, as well as Gaidhlig. This is being rolled out to Tiree High School in 2020-21. The appointment of both authority PT Gaelic and DHT Digital Learning – both with formalised links to e-Sgoil – will further develop capacity for delivery of curricular areas in Gaelic
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.	On track. Most GME establishments have curriculum rationale for Gaelic in place or in draft form. Further work planned for 2020-21.
3.5	Support schools who have chosen to study Gaelic as Language 2 (GLPS) ensuring appropriate transition	All primary schools with Gaelic as L2 will plan and implement a transition project	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	On track. 1+2 Languages Co-ordinator has distributed materials and guidance for Gaelic transition

	from primary to secondary	specifically designed for Gaelic Learners				project which will be delivered in Gaelic L2 clusters.	project to all schools with Gaelic as L2 or 3. COVID-10 restrictions have had impact on 2020 activities. Nonetheless, target presently being exceeded, with target of 100% in 2020-21.
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.	On track. Several events postponed by COVID-19 restrictions.
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 CSS	On track	On track
	We will continue to:						
3.8	Replace all internal and external signage bilingually when required		Facility Services		Ongoing		Ongoing
3.9	Utilise our translation and interpretation external service		Customer & Support Services		Ongoing		ongoing

3.10	Ensure the Gaelic gathering meets biannually	EDST/IHR/Education	Complete for 2019	Anticipate being held in 2021