

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 November 2021
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	On Track A few schools have engaged in moderation opportunities provided during the 21/22 session to date. An authority wide moderation platform has been developed for all staff including GME practitioners to utilise to support the shared standard of achievement. Additional staffing within the Mull cluster has enabled a secondary staff member to support feeder primaries helping to establish shared standards and progression.

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.
1.4	Host a successful Royal National Mod	1 Mod event in Argyll	1 event	By 2024	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 last year's Mod had to be 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	<p>CHARTS are delivering Colmcille Legacy Grants for Gaelic Artists on behalf of Bòrd na Gàidhlig up until Dec 21. Nine awards have been made and one final assessment panel meeting is still to be held.</p> <p>https://www.chartsargyllandisles.org/showcase/duais-d%C3%ACleab-chaluim-chille-colmcille-legacy-award/.</p> <p>The award winners work will be shown online as part of the Gaelic Gathering 2022. An application to BnG for a Gaelic Culture Heritage and Arts p/t post for input into delivery of CHARTS projects, develop a Gaelic plan and to promote Gaelic arts and heritage, is being developed. CHARTS and the council continue to develop the following in collaboration with Colmcille1500 in</p>

						Northern Ireland, Ireland and other areas of Scotland 1) Colmcille Exh from NI to Scotland (may not be possible) 2) On-line Networking Event with NI 3) Illumination Festival 7th Dec and end of Year of Colmcille 1500. Funding of £5K has been provided by Transformation Projects and Regeneration towards the Illumination Festival and CHARTS are delivering this within Argyll and Bute working with the council and partner agencies to deliver Colmcille 1500 legacy project in at least 5 sites across the areas.
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 2024.
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	On track
1.8	Secure a higher profile and visibility for Gaelic and bilingualism in commercial, retail, food	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

	and drink and in tourism sectors.					
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 - see Visit Scotland site- Using Scottish Gaelic - Business Toolkit VisitScotland.org
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	Strategic Events and Festivals (SEF) funded via the Council SEF Fund Round 3 for 2021/22 have been impacted by Covid and a number of events have not gone forward as planned however SEF with a Gaelic cultural impact funded by council during 2021 included the Mull of Kintyre Music Festival which took place in August. The Tiree Music Festival and Cowal Gathering planned to go ahead on a much reduced scale with potential funding support from Event Scotland for an on-line element.
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	Action completed: Report produced.
1.12	Promote Argyll and Bute as a place to	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 section created on website.

	undertake Film and TV work that involves Gaelic language and culture					
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	Completed: Council agreed in Feb 2019 to provide financial support to Mod to secure Oban as a venue in 2023, this has subsequently been changed to 2024 due to disruption to the Mod programme caused as a result of the Covid pandemic.
1.14	Investigate the development of a bilingual Council logo	Investigate design options.	Logo options considered by Members	By 2022	Head of CSS	This is currently ongoing. The Communications Team are liaising with Procurement and taking this forward.
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	To date 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	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	Ensuring it's on all the "chair's" notes for all committee meetings and keeping under review. 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	CSS/Education	On track

	Page, other social media and Gaelic Medium units.					
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 EYLLL and Teaching and Learning	On track Promotional video on the benefits of GME published to social media on 08/09/21.
2.2	Support the development of volunteer-led opportunities to enable both Gaelic speakers and learners to	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 Promotional video on the benefits of GME published to social media on 08/09/21.

	use their Gaelic skills					
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 Use of virtual platform to deliver Bookbug sessions has allowed for wider uptake. As well as face-to-face sessions at Bunessan and Strath of Appin GME units.
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 Use of virtual platform to deliver Bookbug sessions has allowed for wider uptake. As well as face-to-face sessions at Bunessan and Strath of Appin GME units.
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 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	On track Argyll and Bute partnership with Western Isles and Highland Councils on a Multi-Media project with the outcome of improving promotional materials for Gaelic 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 – Teaching and Learning	On track Two schools involved with Gaelic extra-curricular activities through e-Sgoil. A number of extra-curricular activities offered by Furan Administrator.

2.8	Work in partnership with Ionad Chaluim Chille (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	On Track Provision available through current ICCI 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	Audit of meeting children’s needs who are educated through Gaelic, in various locations systematically: 18/19 – 1 19/20 – 2	By August 2020	Head of Education – Teaching and Learning	On track Partnership with Western Isles being progressed on the early identification of additional support needs.

		an appropriate timescale – accessing specialist staff through the medium of English if necessary	20/21 – 1 21/22 - 1			
2.10	Increase the number of employees who participate in Gaelic language lessons and workshops	Increase by 10%	30 employees	March 2022	Head of CSS	Ongoing
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
2.13	Extend Gaelic courses for the workforce to other public	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

	bodies, e.g. all in the Community Planning Partnership.					
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 – Lifelong Learning			On track. Funding opportunities advertised regularly by the Gaelic Development Officer through newsletters. Information also shared with schools.	
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 Termly business meetings, opportunities for moderation, progression framework working party ongoing. CPD on GME POLAAR developed by Argyll & Bute and Education Scotland presented at Scottish Learning Festival.	
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.	Head of Education – Teaching and Learning			On track GLPS training now through online platform. 5 teachers currently enrolled.	

	Target: 10 more teachers trained in GLPS by 2022 – dependent upon funding from Scottish Government to GLPS Consortium		
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 PR Officer from 2017 – 2022	Head of Education – Lifelong Learning	On track
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 The Authority continue to respond as per 2016 legislation and is proactive and solution focussed in its work with parents requesting GMPE.
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	Head of Education - Teaching and Learning	Off 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

	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					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. 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 - Teaching and Learning				On track Gaelic attainment in Literacy and Numeracy now fully incorporated into authority Progress and Achievement tracking and monitoring module. CfE levels entered three times per session, with associated analysis and interventions.
2.21	Deliver Gaelic language learning classes in the workplace	Head of Customer & Support Services				Ongoing
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	One session per month where Gaelic speaking community members interact with GM primary	8 sessions per annum throughout the duration of the plan	By August 2018	Head of Education - Teaching and Learning	On track Furan Administrator offers online Cofaidh is Cabadaich opportunities as well as the outdoor Cofaidh is Cabadaich air an Léanag.

	include inter-generational working	pupils to develop skills in Gaelic, knitting, sewing, reading etc.				
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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	Delayed rescheduled CnP is strengthening in authority, but scheme revised with BnG funding allocations and recruitment. Education Officer with responsibility for Gaelic to liaise.
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	Off track Staffing commitments have curtailed increase in number of curricular areas delivered in Gaelic. Further links with e-Sgoil to support this to be explored.
3.4	Monitor the effective use of national and local Gaelic Guidance by schools	All primary and secondary schools / ELC settings providing GME will	2 opportunities for the Education Authority to liaise with schools	2018 - 2022	Head of Education	This draft rationale is complete.	On track All GME establishments have appropriate rationale documents.

		have a Curriculum Rationale for Gaelic by August 2020	providing GME throughout the year				
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.	On track Additional staffing in Mull cluster to support and deliver Gaelic L2 and transition.
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 A number of partnerships including Feisean nan Gaidheal, Gaelic Youth Forum, Bòrd na Gàidhlig, Spors Gaidhlig and FilmG have supported this.
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