

## Appendix 1 – Gaelic Language Action Plan: Community Services Committee, 25<sup>th</sup> August 2022

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

1. Promoting a positive image of Gaelic						
	We will:	Target	Success Measure	Timescale	Lead	Progress September 2022
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 number of schools have engaged in moderation opportunities provided during the 21/22 session. An authority wide digital moderation platform is being used now by most schools including GME practitioners to support the shared standard of achievement. Additional staffing within the Mull cluster enabled a secondary staff member to support feeder primaries to

						establish shared standards and progression.
<b>1.3</b>	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.
<b>1.4</b>	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 the MOD in 2020 had to be cancelled.
<b>1.5</b>	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	Completed - CHARTS continue to build on their role within Gaelic Culture. Funded by Bord na Gaidhlig, they have appointed a p/t Gaelic Culture Heritage and Arts Officer to input into delivery of CHARTS projects, develop a Gaelic plan and to promote Gaelic arts and heritage. The Illumination Festival in Hermitage Park took place as part of World Gaelic Week, 21-27th March 2022,

						and included the Gaelic Illumination artist's work alongside Gaelic work from schools that was also part of the Gaelic Gathering. CHARTS supported the Gaelic Gathering by running the online platforms and supports the use of Gaelic translators. In addition, CHARTS, in partnership with LIVE ARGYLL, developed the Tides Digital Music Festival which showcased local musicians to a worldwide audience. Further information on the wide range of projects can be found on the CHARTS website <a href="https://chartsargyllandisles.org">CHARTS.   A Culture, Heritage &amp; Arts network for Argyll &amp; the Isles (chartsargyllandisles.org)</a>
<b>1.6</b>	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.
<b>1.7</b>	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 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
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- <a href="https://www.visitScotland.org.uk/using-scottish-gaelic-business-toolkit">Using Scottish Gaelic - Business Toolkit   VisitScotland.org</a>
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 4 2022/23 that support Gaelic culture were approved by full council and include: Inveraray Highland Games, Jura Music Festival, Gathering of Cowal Clans, Highlands and Islands Music and Dance Festival, Mull of Kintyre Music and Arts Festival and Cowal Highland Gathering. In addition to these a further round was offered to address challenges of fragility and to acknowledge the period of recovery required for this sector. Grants offered in this round to support Gaelic culture include: Tiree Music

						Festival, Argyllshire Gathering and Tarbert Music Festival.
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 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 section created on website.
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	On track A proposal has been developed and will be presented to the August Gaelic Policy Lead Meeting.
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.
<b>We will continue to:</b>						
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	All Services			Ongoing	

	201318 plan – Gaelic on plasma screens					
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			Continues to be actioned on an ongoing basis.
1.23	Include Gaelic media organisations in the distribution of all council press releases		CSS			In place and now is business as Usual.
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 The Gaelic Forum facebook group continues to be well used and to attract new members.
<b>2.</b>	<b>Increasing the Learning of Gaelic</b>					
	<b>We will:</b>	<b>Target</b>	<b>Success Measure</b>	<b>Timescale</b>	<b>Lead</b>	<b>Progress in September 2022</b>
2.1	Work in partnership with schools providing Gaelic Education and Comann nam Pàrant groups to deliver	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	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 and was shared again in July 2022.

	awareness raising opportunities for communities on the benefits of bilingualism.	GME per academic session by August 2019				
<b>2.2</b>	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  Promotional video on the benefits of GME published to social media on 08/09/21 and was shared again in July 2022.
<b>2.3</b>	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.
<b>2.4</b>	Ensure appropriate transition from	Every GM provision within the Education Authority	2x projects per provision:	By 2022	Head of Education – Teaching and Learning	On Track Use of virtual platform to deliver Bookbug sessions has allowed for



	Early Learning and Childcare to primary and from primary to secondary within Gaelic Medium (GM) provision	will plan and implement a transition project specifically designed for GM pupils with specific focus on communication	18/19 – 5 Schools 19/20 – 6 Schools 20/21 – 7 Schools 21/22 – 8 Schools			wider uptake. As well as face-to-face sessions at Bunessan and Strath of Appin GME units.  Whole authority transition (ELC to P1) included Gaelic which was available on a dedicated transition Facebook page for families to access. Islay primary schools transition from P7 to S1 included Gaelic and digital tools to showcase talking skills at Second Level.
<b>2.5</b>	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.  Development of Gaelic interdisciplinary resource packages by PT Languages 1+2 for all schools to access in session 2022-23 to support Gaelic at L3 across establishments.
<b>2.6</b>	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	Materials created and circulated	By 2022	Head of Education	On track  Gaelic medium section of the school registration site updated.  Argyll and Bute partnership with Western Isles and Highland Councils on a Multi-Media project with the

	involved in Gaelic.	Improvement Collaborative (NARIC)				outcome of improving promotional materials for Gaelic Education.
<b>2.7</b>	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.
<b>2.8</b>	Work in partnership with Ionad Chaluim Chille Ìle (ICCI) to provide distance learning opportunities for existing school staff, interested individuals	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.  1 staff member completed training session 21/22.

	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					
<b>2.9</b>	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 Partnership with Western Isles being progressed on the early identification of additional support needs.
<b>2.10</b>	Increase the number of employees who participate in Gaelic	Increase by 10%	30 employees	March 2022	Head of CSS	Covid 19 had an impact on employee capacity to attend Gaelic classes.  2019-2020: 16 attendees 2020-2021: 14 attendees

	language lessons and workshops					<p>2021-2022: Started with 14 and went down to 5 attendees.</p> <p>Whilst Covid 19 may have had an impact on attendees at training, this year's high drop off rate and lack of interest in the advanced class indicates a more fundamental issue with this action. We have offered places to partners, but with little/no interest. The increasing demands on employee time to deliver critical services is affecting capacity and interest in learning. There are also an increasing number of Gaelic learning resources available from external sources – online and on BBC Alba, which reduces the need for Council sponsored classes. No application has been submitted this year for GLAIF funding and so we will have a zero against performance for 22/23. We will review the position and potential options prior to the GLAIF application round next year.</p>
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	Develop promotional and awareness raising	Increased number of young people	Throughout the life of the Plan	Head of Education – teaching and	On track

	Gaelic teaching and career changes.	materials through Growing our Own and DYW	from A&B enter Gaelic teaching		Learning /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 CSS	Gaelic classes have been offered out to community planning partners, but there was no take up.
<b>We will continue to:</b>						
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		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.

	sectors by 2020 – dependent on supply cover		
<b>2.16</b>	<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	On track GLPS training now through online platform. 5 teachers currently enrolled.
<b>2.17</b>	<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	On track
<b>2.18</b>	<p>Promote the benefits of bilingualism and Gaelic Education in partnership with Comann nam Pàrant/Bòrd na Gàidhlig and local communities</p> <p>Target: Respond to parental requests for GMPE as per the Assessment Protocol produced by Bòrd na Gàidhlig in response to the</p>	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.

	Education (Scotland) Act 2016 – Gaelic Provisions.		
<b>2.19</b>	<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 (GIFT) or equivalent</p> <p>Target: 3 more teachers trained through GIFT (or equivalent) by 2022 – dependent upon 80% funding from BnaG with a 20% contribution from A&amp;B Council</p>	Head of Education - Teaching and Learning	<p>Off track</p> <p>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.</p>
<b>2.20</b>	<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.</p> <p>Target: All GMPE provisions will have a rigorous system of assessment, tracking and monitoring – detailed in a Curriculum Rationale by August 2020</p>	Head of Education - Teaching and Learning	<p>Complete</p> <p>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.</p>
<b>2.21</b>	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	Progress September 2022
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 Administrator offers online Cofaidh is Cabadaich opportunities as well as the outdoor Cofaidh is Cabadaich air an Lèanag.
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	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 -	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 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	Complete All GME establishments have appropriate rationale documents.
3.5	Support schools who have chosen to study Gaelic as Language 2 (GLPS)	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	By June 2020	Head of Education	On track Additional staffing in Mull cluster to support and deliver Gaelic L2 and transition.

	ensuring appropriate transition from primary to secondary		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 2020	Head of Education	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 website on a regular basis, including the Argyll and Islay dialects	Programme of phrases developed and uploaded to Hub/Web	Phrases in place	Through out the life of the plan	Head of CSS	Off track This action has not been progressed due to other priorities taking precedence for the team.
<b>We will continue to:</b>						

<b>3.8</b>	Replace all internal and external signage bilingually when required	Commercial Services	Ongoing
<b>3.9</b>	Utilise our translation and interpretation external service	Customer & Support Services	Ongoing
<b>3.10</b>	Ensure the Gaelic gathering meets biannually	EDST/IHR/Education	Ongoing - Was held virtually in 2022.