

1 Promoting a positive image of Gaelic					
	We will:	Target	Success Measure	Timescale	Lead
1.2	Promote opportunities for Gaelic staff to work collaboratively across the Council to ensure a shared standard of achievement	All Gaelic Medium teachers will take part in moderation activity across each session.	Teacher judgements are more robust and confidence is improved.	By 2026	Head of Education – Teaching and Learning
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
1.4	Host a successful Royal National Mòd	Mòd an Òbain 2024	1 event	In 2024	Head of Development and Economic Growth
1.5	Encourage and support the use of Gaelic within CHARTS work	CHARTS is a member of the Council Gaelic Policy Lead Group	Joint working on at least 1 programme/event	By 2026	Head of Development and Economic Growth
1.6	Work with others to actively promote participation in the Royal National Mòd	Joint promotional materials and activities prepared and circulated	Numbers participating are positive	To coincide with Mòd	Head of Development and Economic Growth
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 Mòd	Head of Development and Economic Growth

GLP Outcomes updated Oct 2024

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	Ongoing	Head of Development and Economic Growth
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	Completed	Head of Development and Economic Growth / 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, Tìree Music festival	The economic benefits of the Gaelic culture and bilingualism will enjoy a higher profile	Ongoing	Head of Development and Economic Growth
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 Mòd	Study complete	Spring 2025	Head of Development and Economic Growth
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 website	Gaelic section created	In place and ongoing	Head of Development and Economic Growth
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	Completed	Head of Development and Economic Growth

GLP Outcomes updated Oct 2024

1.14	Investigate the development of a bilingual Council logo	Investigate design options	Logo options considered by Members	By 2025	Head of Customer Support Services
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
We will continue to:					
1.16	Involve Bòrd na Gàidhlig 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		Customer Support Services		
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 and GP12 from the 201318 plan – Gaelic on plasma screens		All Services		
1.21	Ensure the bilingual welcome for Council Reception staff is standard		Customer Support Services		
1.22	Open Committee meetings with a Gaelic greeting		Legal and Regulatory Services		
1.23	Include Gaelic media organisations in the distribution of all council press releases		Customer Support Services		
1.24	Increase the general community's knowledge and understanding of the benefits and aims of		Customer Support Services/Education		

GLP Outcomes updated Oct 2024

	Gaelic/the Gaelic Plan in Argyll and Bute through the Gaelic Forum Facebook Page, other social media and Gaelic Medium units				
2	Increasing the Learning of Gaelic				
	We will:	Target	Success Measure	Timescale	Lead
2.3	Deliver regular Gaelic Bookbug sessions in all areas with Gaelic Medium Education (GME)	Weekly online Bookbug sessions delivered to areas providing GME	Regular attendance at online sessions. ELCs joining weekly.	Ongoing for life of the plan	Head of Education – teaching and Learning
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: All schools with GM have a specific Gaelic element/focus at points of transition.	By 2026	Head of Education – Teaching and Learning
2.5	For those schools who have not chosen Gaelic as Language 2, encourage uptake at Language 3	Up to 90% of all primary schools in the council area will offer Gaelic at L2 or L3.	24/25-25/26-	By 2026	Head of Education – Teaching and Learning
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, information included on Council website	Materials created and circulated	By 2026	Head of Education

GLP Outcomes updated Oct 2024

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 2026	Events throughout whole authority: 24/25 - 4 25/26 - 6	August 2026	Head of Education – Teaching and Learning
2.8	Provide distance learning opportunities for existing school staff in order to build a future workforce to meet the needs of the Gaelic sector	2023 – 2026	18/19 – 12 people 19/20 – 10 people 20/21 – 8 people 21/22 – 6 people 22/23 – 6 people GLPS, 4 people Nat5/Higher 23/24 – 9 people (including Mini GLPS), 4 people Nat5/Higher	By 2026	Head of Education – Teaching and Learning
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	All children’s needs who are educated through Gaelic are met within this medium.	By August 2026	Head of Education – Teaching and Learning

GLP Outcomes updated Oct 2024

2.10	Increase the number of employees who participate in Gaelic language lessons and workshops	Increase by 10%	30 employees	March 2025	Head of Customer Support Services
2.11	Argyll & Bute Council will engage fully and constructively with Bòrd na Gàidhlig, as adviser on Gaelic education, and other stakeholders (including parents and parent representatives) with a view to bringing forward, within the next two years, a consultation to ascertain the demand for an all-Gaelic School within the local authority area	Investigate the options of a Gaelic School in Argyll	Investigation complete	Dec 2024	Head of Education - Teaching and Learning
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 Customer Support Services
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 Customer Support Services

GLP Outcomes updated Oct 2024

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 2026 - dependent upon funding from BnaG / other funding bodies	Head of Education – Lifelong Learning
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 2026 – dependent on supply cover	Head of Education – Teaching and Learning
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 2026 – dependent upon funding from Scottish Government to GLPS Consortium	Head of Education – Teaching and Learning
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 2023-2026	Head of Education – Lifelong Learning
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

GLP Outcomes updated Oct 2024

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 2026	Head of Education - Teaching and Learning			
2.21	Deliver Gaelic language learning classes in the workplace	Head of Customer Support Services			
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 language and social skills	1 session per month throughout the duration of the plan	By August 2026	Head of Education - Teaching and Learning
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 2026	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	2023-2026	Head of Education

3.5	Support schools who have chosen to study Gaelic as Language 2 (GLPS) ensuring appropriate transition from primary to secondary. Principal Teacher (Gaelic focus) offers support in this area	All primary schools with Gaelic as L2 will plan and implement a transition project specifically designed for Gaelic Learners	23/24- 2 24/25- 3 25/26- 4	By June 2026	Head of Education
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 2026	Gaelic Speaking Event: 23/24 – 8 24/25 – 9 25/26 – 11	August 2026	Head of Education
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	Throughout the life of the plan	Head of Customer Support Services
We will continue to:					
3.8	Replace all internal and external signage bilingually when required		Commercial Services Roads and Infrastructure Services		
3.9	Utilise our translation and interpretation external service		Customer Support Services		
3.10	Ensure the Gaelic gathering meets biannually		Development and Economic Growth		

GLP Outcomes updated Oct 2024

		Customer Support Services Community Planning Manager
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GLP Outcomes updated Oct 2024