

Corporate Policy and Strategy Committee

10.00am, Tuesday, 15 May 2018

Gaelic Language Plan, 2018-2022

Item number	7.6
Report number	
Executive/routine	Executive
Wards	All
Council Commitments	36

Executive Summary

This report is in response to Section 3 of the Gaelic Language (Scotland) Act 2005 which places a statutory duty on the City of Edinburgh Council to produce a Gaelic Language Plan every five years; and to the Council's commitment to support the continued development of Gaelic in Edinburgh, including Gaelic Medium Education.

The report provides an overview of the Council's second plan, for the period 2018-22, for consideration by Committee, and describes the next steps in terms of its submission to Bòrd na Gàidhlig as part of the official sign-off process.

Geàrr-chunntas

Tha an aithisg seo mar fhreagairt air Earrann 3 de dh'Achd na Gàidhlig (Alba) 2005, a tha a' cur dleastanas reachdail air Comhairle Baile Dhùn Èideann gus plana Gàidhlig ullachadh gach còig bliadhna; agus mar thoradh air rùn na comhairle a bhith a' cumail taic leantainneach ri leasachadh na Gàidhlig ann an Dùn Èideann, a' gabhail a-steach foghlam tro mheadhan na Gàidhlig.

Tha an aithisg seo na geàrr-chunntas air an dàrna plana aig a' Chomhairle airson 2018-22, airson beachdachadh oirre leis a' Chomataidh, agus tha i a' cur an cèill nan ath cheuman airson a bhith ga chur a-steach gu Bòrd na Gàidhlig mar phàirt den phròiseas aontachaidh oifigeil.

Report

Gaelic Language Plan, 2018-2022

1. Recommendations

- 1.1 The Committee is asked to approve the final Gaelic Language Plan for 2018-22, which has been informed through an extensive public consultation process.
- 1.2 The Committee is asked to note that, following approval, the report must be submitted to Bòrd na Gàidhlig for their consideration and that officers have engaged actively with the Bòrd in the completion of the plan to ensure that it is in line with their requirements.
- 1.3 The Committee is asked to note that the final monitoring report on the original 2012-17 Gaelic Language Plan is reported separately to Committee for approval.

2. Background

- 2.1 The Council is committed to support the continued development of Gaelic in Edinburgh, including Gaelic Medium Education, as part of its coalition agreement.
- 2.2 The Gaelic Language Plan 2018-22 is being developed in response to Section 3 of the Gaelic Language (Scotland) Act 2005, which places a statutory duty on the City of Edinburgh Council to produce a Gaelic Language Plan every five years. These plans must be submitted to Bòrd na Gàidhlig for their consideration and approval.
- 2.3 This second plan builds upon the progress made in implementing the first plan, produced in 2012 and continues many of the commitments and actions. Progress on the original plan is detailed in a separate report.
- 2.4 The production of the plan is overseen by the Gaelic Implementation Group (GIG), set up to provide a forum for the City of Edinburgh Council to engage with key stakeholders on the development of the Gaelic Language Plan.
- 2.5 A report of the consultation findings was considered and discussed in full by the Gaelic Implementation Group at its meeting on 30 January 2018. The report on the feedback has been published on the Council website ([Link](#)).
- 2.6 To allow time to give due regard to the feedback received during the consultation in producing the final plan, the Council informed Bòrd na Gàidhlig of the need for a late submission of the report. Officers have liaised closely with the Bòrd in finalising the plan, to ensure that it meets with their requirements.
- 2.7 Representatives from the Bòrd attended the GIG meeting on 17 April 2018 and have contributed to and supported the drafting of the plan.

3. Main report

- 3.1 This second City of Edinburgh Council Gaelic Language Plan (GLP) builds on the progress and achievements of the first plan.
- 3.2 The first plan focused on education, from early years through to secondary school. The 2018-22 plan aims to support progress across the wider agenda, including the workplace, culture, arts and heritage and economy. It also seeks to address the challenges of increasing demand for GME and GLE across the city and teacher recruitment and retention.
- 3.3 The plan seeks to be aspirational as well as realistic and this is reflected in the specific actions, which have been structured around progressing three strategic objectives:
- Gaelic is visible, encouraged and has a sustainable future within the City of Edinburgh
 - Our communities are supported to be fluent and confident Gaelic speakers
 - The City's Gaelic Culture and Arts are nurtured and preserved socially and economically
- 3.4 The actions are wide ranging, encompassing:
- Education - life-long learning from early years through adult education
 - Corporate - staff, facilities and communications
 - The economy
 - Culture and communities
 - Workforce including recruitment and retention of teaching staff
 - Capacity of the school estate
- 3.5 The actions section in the plan specify the wide range of stakeholders who will need to collaborate to deliver the actions. These include Bòrd na Gàidhlig, the Scottish Government, the NHS, further and higher education institutes and Skills Development Scotland.
- 3.6 Council officers will work alongside our Gaelic communities, partners and organisations to deliver a vibrant and sustainable approach to Gaelic Language in the city.
- 3.7 Once the report is approved by Committee, it will be submitted to Bòrd na Gàidhlig for their full consideration. Following approval by the Bòrd, progress will be overseen by the Gaelic Implementation Group.
- 3.8 At its meeting on 17 April 2018, the Gaelic Implementation Group agreed that the overall context of the Council's corporate plan, the challenges of the capacity of the school estate and of teacher recruitment and retention are the joint priorities. The

group agreed to set up a short-life working group, including parents and pupil representatives, to scope requirements and to set out detailed plans to address these.

- 3.9 The prioritisation of other elements of the plan will be the subject of discussion at a future meeting of the group. Actions may include bidding from the Gaelic Language Act Implementation (GLAIF) Fund, available from Bord na Gaidhlig on a project basis.

4. Measures of success

- 4.1 A successful outcome will be the approval by Bòrd na Gàidhlig of the second Gaelic Language Plan.
- 4.2 An annual monitoring report will be provided to describe progress against the actions in the plan.

5. Financial impact

- 5.1 While there are no additional financial implications arising directly from this report, many actions included in the report will require additional investment – particularly in respect of Education.

6. Risk, policy, compliance and governance impact

- 6.1 The Gaelic Implementation Group is chaired by the Council's Gaelic champion, Cllr Dickie, which reports to The Council's Policy and Strategy Committee. In addition, the Council's Policy and Insight Senior Manager oversees the co-ordination of the plan and its implementation.

7. Equalities impact

- 7.1 The work reflected in this report aims to directly improve outcomes for groups with protected characteristics, which will help to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations.

8. Sustainability impact

- 8.1 This report has been assessed in respect of the three elements of the Climate Change (Scotland) Act 2009 Public Bodies Duties. In summary, the Framework will help achieve a sustainable Edinburgh because of Council action to improve social justice, and economic wellbeing.

9. Consultation and engagement

- 9.1 The response to the consultation has been developed based on extensive engagement led by the Council's Strategy and Insight Service as reported to Committee in February 2018.

10. Background reading/external references

- 10.1 Gaelic Language Plan 2018-22: Report on Feedback From Public Consultation – A report by Strategy and Insight ([Link](#))

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11. Appendices

- 11.1 City of Edinburgh Council - Gaelic Language Plan 2018 to 2022 – A report by Strategy and Insight

EDINBURGH GAELIC LANGUAGE PLAN

2018 - 2022

Making Edinburgh a city that develops and supports more fluent and confident Gaelic speakers, and promotes thriving Gaelic communities and cultures

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Prepared under Section 3 of the Gaelic Language (Scotland) Act 2005

Foreword

The City of Edinburgh Council is committed to supporting and growing the use of Gaelic amongst our staff, our communities, in our schools and in our wider culture.

As Scotland's capital city, Edinburgh has a special responsibility to nurture and help cultivate the Gaelic language. Gaelic is an integral part of our shared heritage and national identity, and is a unique and essential feature of Scotland's rich cultural tapestry.

Our approach to Gaelic will be progressed in keeping with the city's wider '2050 Edinburgh City Vision' which states that Edinburgh aspires to be a connected, inspired, fair and thriving city. The Gaelic language and Gaelic communities are an integral part of this vision.

Over the life of our last Gaelic Language Plan, the Council has made strong steps towards a more vibrant, supported and visible Gaelic language and culture. We now have a new Gaelic medium education primary school, have expanded Gaelic learning across our schools and improved community relations with Gaelic communities.

However, more can be done to embed a sustainable future for Gaelic. Much of this is around education but this is a corporate Gaelic language plan which must look across the council services to provide a coordinated effort that can direct our resources and actions to better safeguard and improve the future of Gaelic.

This plan will be delivered with the leadership of elected members and the support and dedication of council staff. Importantly we will also look for every opportunity to grow the visibility and support for Gaelic in our wider communities.

While recognising that this plan will be implemented in a time of the widely documented challenge to public sector finances, over the next five years, we will work alongside our Gaelic communities, partners and organisations – including Bord na Gaidhlig - to deliver a vibrant and sustainable approach to Gaelic language in the city.

Andrew Kerr

Chief Executive

The City of Edinburgh Council

Facal-toisich

Tha dealas aig Comhairle Baile Dhùn Èideann gus a bhith a' cur taic ri agus a' toirt fàs air Gàidhlig am measg ar luchd-obrach, ar coimhearsnachdan, nar sgoiltean agus anns a' chultar againn anns an fharsaingeachd.

Mar phrìomh-bhaile na h-Alba, tha dleastanas sònraichte aig Dùn Èideann a bhith ag altram agus a' cuideachadh a bhith a' toirt fàs air Gàidhlig. Tha Gàidhlig na pàirt bunaiteach de ar dualchas co-roinnte agus de ar n-ìomhaigh nàiseanta, agus tha i na pàirt air leth agus deatamach de bheartas cultarail na h-Alba.

Bidh an dòigh anns am bi sinn a' sealltainn air Gàidhlig a' dol a rèir 'Sealladh Baile Dhùn Èideann 2050' san fharsaingeachd a tha ag aithris gu bheil Dùn Èideann ag amas air a bhith na bhaile co-cheangailte, brosnachta, cothromach agus soirbheachail. Tha cànan agus coimhearsnachdan na Gàidhlig nam pàirt bunaiteach dhe sin.

Thar beatha a' Phlana Gàidhlig mu dheireadh againn, tha a' Chomhairle air ceuman mòra a ghabhail gu ruige cànan agus cultar na Gàidhlig anns a bheil barrachd spionnaidh, aig a bheil barrachd taic agus a tha nas fhollaisiche. A-nis, tha bun-sgoil ùr a' toirt foghlam tro mheadhan na Gàidhlig, tha ionnsachadh na Gàidhlig air leudachadh thar nan sgoiltean againn agus tha sinn air dàimhean coimhearsnachd a leasachadh le coimhearsnachdan na Gàidhlig.

Ach, faodar barrachd a dhèanamh fhathast gus seasmhachd dhan Ghàidhlig a stèidheachadh san àm ri teachd. Tha mòran dhe seo co-cheangailte ri foghlam ach 's e plana Gàidhlig corporra a tha seo a dh'fheumas sealltainn thar seirbheisean na comhairle gus oidhirp cho-òrdanaichte a thoirt as urrainn ar goireasan agus ar gnìomhan a stiùireadh gus dìon agus leasachadh a thoirt air Gàidhlig san àm ri teachd.

Bidh am plana seo air a libhrigeadh le ceannasachd nam ball taghte agus le taic agus dealas luchd-obrach na comhairle. Gu cudromach, coimheadaidh sinn cuideachd airson gach cothrom fàs a thoirt air faicsinneachd àrdachadh agus taic a thoirt dhan Ghàidhlig anns na coimhearsnachdan againn san fharsaingeachd.

Le bhith ag aithneachadh gum bi am plana seo air a chur an gnìomh anns na 5 bliadhna a tha romhainn, ann an àm anns a bheil dùbhlann aithnichte mu choinneamh ionmhas na roinne poblaich, obraichidh sinn le ar coimhearsnachdan Gàidhlig, le ar com-pàirtichean agus buidhnean – Bòrd na Gàidhlig nam measg – gus modhan làn spionnaidh agus a tha seasmhach a chleachdadh a thaobh na Gàidhlig anns a' bhaile.

Andrew Kerr

Àrd-oifigear

Comhairle Baile Dhùn Èideann

Background

This is the City of Edinburgh Council's second Gaelic Language Plan (February 2018 to September 2022) which will build on the progress and lessons learnt from the delivery of our first Gaelic Language Plan (September 2017 to February 2018), which you can find on our [website](#).

The plan has been developed in response to Section 3 of the Gaelic Language (Scotland) Act 2005, which places a statutory duty on public authorities to produce a plan every five years. The plan needs to set out how the council will assist in the implementation of the national language plan which aims to ensure that Gaelic has a sustainable future.

During the lifetime of Edinburgh's first plan, the focus has been on education, from early years through to secondary school. Edinburgh has made significant steps forward by:

- expanding early years Gaelic medium education (GME) provision
- establishing a new GME primary school (Taobh na Pàirce)
- delivering GME in specific subjects through till the end of broad general secondary education at James Gillespie's High School (JGHS) and offering Modern Studies at National 5 level
- further developing Gaelic learning education (GLE) at primary and secondary schools
- supporting the cohesion of the Gaelic school community through the development of extra-curricular activities
- increases in the number of families choosing GME for their children.

The plan for 2018-2022 will build on these achievements and seek to make progress on the wider agenda, including the workplace, culture, arts and heritage and economy. It will also seek to address the challenges of increasing demand for GME and GLE across the city.

The Council is committed to working in partnership with Gaelic communities, Council staff, organisations who deliver Gaelic services, and importantly, Bòrd na Gàidhlig and the Scottish Government. The Gaelic Implementation Group in particular has been instrumental in informing and shaping the content of the plan.

A group of key Gaelic community leaders have also helped organise and deliver a range of engagement events with various stakeholders including parents, pupils, education staff, Bòrd na Gàidhlig, Scottish Government, culture and arts groups, and other community representatives. The council will continue to work in partnership with these groups on the implementation of this plan.

Consultation

The council has held significant consultation with Gaelic communities around the future plan and importantly, the priorities for action moving forward. A [consultation](#) was carried out between October and December of 2017.

This consultation welcomed feedback on the draft Gaelic language plan from pupils and parents engaged in GME, Gaelic Community groups, teachers, Gaelic cultural groups as well as the wider Edinburgh community. The consultation received 556 responses, of which; 387 were online and 169 letters and emails were received. 56% of responses to the online survey were from parents or carers of pupils in GME.

Respondents were asked to comment on the content of the plan; in particular on the vision, principles, strategic themes, commitments and the actions set out to deliver during the lifetime of this plan. These are some headline findings of the consultation:

- 86% agreed that the vision is right for the city and that it was positive that the Gaelic Community is seen to be thriving and growing.
- it was felt that efforts are needed to raise awareness amongst other Edinburgh residents of the importance of Gaelic and that any negativity associated with the language is more firmly tackled.
- focus must be concentrated on the quality of GME and GLE provision before attempting to increase its breadth – improved strategic decision making, detailed plans and measurable actions.
- respondents also called for increased provision of Gaelic nursery care as exposure to the language before school age is important for children's development.
- feedback was also given to focus efforts on teacher supply, quality of curriculum and recognition of the benefits immersion education along with clearer pathways available.
- suggestions were made around offering incentives for continuous personal development to attract teachers to GME/GLE, help retain staff and encourage teachers to retrain in Gaelic.
- immersion education, along with improved community, culture and arts offering will help people to develop skills fast and encourage fluency.

The feedback from the consultation has been incorporated into this plan and the commitments which have been made across the council.

Corporate context

The Council aims to ensure that all organisation plans and strategies contribute to and deliver on the outcomes and objectives of the [Council Business Plan 2017-22](#).

The Programme for the Capital, the Council's Business Plan - was launched in the Summer of 2017 following the local Council elections and the establishment of a coalition Council agreement. The plan sets out the aims and objectives for the next five years to ensure Edinburgh is a *vibrant and resilient city of opportunity* and for the Council to be *forward looking and empower* its citizens. The plan is built upon the foundation of Council citywide strategies and plans and aims to support our partners to deliver joined up services for mutual benefit. The Business Plan is set against the backdrop of ongoing financial and social challenges but still aiming to deliver high quality and transformational services to our customers.

Supporting the continued development of Gaelic medium education is one of the Council's 52 commitments, forming part of the coalition agreement. The Gaelic Language Plan 2018-22 plays an important role within our city and contributes specifically to the delivery of the Council Business Plan across a range of strategic aims and objectives. These objectives are cross-cutting and can only be realised through smarter joined up working between services and partners in all sectors. The Gaelic Language Plan contributes to ensuring:

Edinburgh is a vibrant and resilient city of opportunity

- Where citizens and communities can participate in the cultural life of our city;
- Making Edinburgh a great place to visit and study and
- Ensuring citizens are socially connected and able to participate and develop throughout their life

The Council is forward-looking and empowering

- Plan services and ensure we can continue to meet the needs of citizens and communities into the future
- Delivering Council leading community engagement and empowerment and giving citizens confidence to make decisions and act on issues and
- Ensuring we work with our partners and communities to deliver services locally

Corporate service aims

The Council's outcomes and objectives for Gaelic language and culture 2018-2022 are set out in this plan. To support the delivery of these, we need to ensure the following principles are embedded throughout all the work that we do for Gaelic speakers and the Gaelic community for the ongoing sustainability of the language.

Our corporate service aims are the foundation for this workstream:

Overarching principles

We want to inspire equal respect, ensuring that the Gaelic language is delivered to an equal standard to that of English. We want also to ensure we take practical measures through active offers to keep our staff and citizens regularly informed of all Gaelic opportunities related to the work of the Council. Through relationships with third parties, for example contractors and arms-length organisations, we want to encourage support for and engagement in the delivery of this plan. The Council will work to normalise Gaelic within the organisation and grow Gaelic opportunities through existing budgets. Finally, in our role as a Corporate Parent, we need to ensure that our looked after children can access the same opportunities in Gaelic as those with other language.

The status of Gaelic and communicating with the public

Signage and promotion of Gaelic through our literature and website forms a significant part of this plan. We want to deliver prominent Gaelic signage and high quality and welcoming Gaelic information to promote and drive the uptake of the language across many sites in the city including schools and outdoor street furniture. As the council replaces signage across the city centre sites - Waverley Court, the City Chambers and Central Library - we will do so with Gaelic signage.

The Council will always accept Gaelic language customer communications through whichever medium they choose and ensure that we respond appropriately in their chosen language. Where appropriate, we will ensure Gaelic speakers are available at customer interfaces where there is a clear need such as at school receptions, public meetings and Exhibitions.

As the Council regularly communicates formally and informally with our customers through social media, our website and news releases, we will ensure that, where appropriate, this information is made available to customers in Gaelic.

Our employees

We will support our workforce to develop Gaelic Language skills to meet our commitments and ambitions. To do this, we will ensure that we will signpost this plan to new employees joining our organisation as part of their induction and will communicate to our existing employees through appropriate channels. Additionally, we will ensure that, where appropriate, we are using Gaelic translation for communications and content of our organisational websites.

The Council will undertake an audit of all teaching staff's current level of knowledge of Gaelic and interest in future learning and development of Gaelic language skills to inform our approach to recruitment and retention of teaching staff. This audit will be complete by the end of June 2018.

Gaelic language corpus

We are committed to ensuring all our Gaelic communications and materials are produced in line with the most recent Gaelic Orthographic Conventions. We will also seek advice on city-wide place names from Ainmean- Àite na h-Alba.

Gaelic in Scotland and Edinburgh

Scottish Gaelic was spoken throughout most of Scotland at one time, and was the prevalent language in large parts of the country until the 19th Century. It is one of the Celtic languages spoken in different parts of Britain and Ireland, and is closely related to Irish and Manx Gaelic. Gaelic is now recognised as a national language of Scotland, with equal respect in law.

Edinburgh has played a key role in Gaelic life for centuries. Many Edinburgh place names (see the map below) derive from Gaelic, such as Balerno (Baile Àirneach, sloe settlement), Craigentenny (Creag an t-Sionnach, fox rock of the fox), and Dalry (Dail Fhraoich, heather slope), which indicates that the Gaelic language was spoken across the area in earlier times and is an intrinsic part of the city's history – and of its present and its future.

Illustration 1: map of Edinburgh with Gaelic place names



The first printed Gaelic book was published in Edinburgh in 1567, as was the first secular Gaelic book (1741) and the first collection of Gaelic poetry (1751). The Highland Society of Edinburgh, a leading academic and cultural body, was set up in 1784. The University of Edinburgh was the first in Scotland to establish a Chair of Celtic, in 1882. A bilingual plaque in Johnston Terrace marks the site of the first Gaelic Chapel in the city, established in 1767, and regular Gaelic services are still held at Grey Friars Kirk. Through much of its history the nation's capital has always attracted people of various languages and cultures, including Scotland's Gaels.

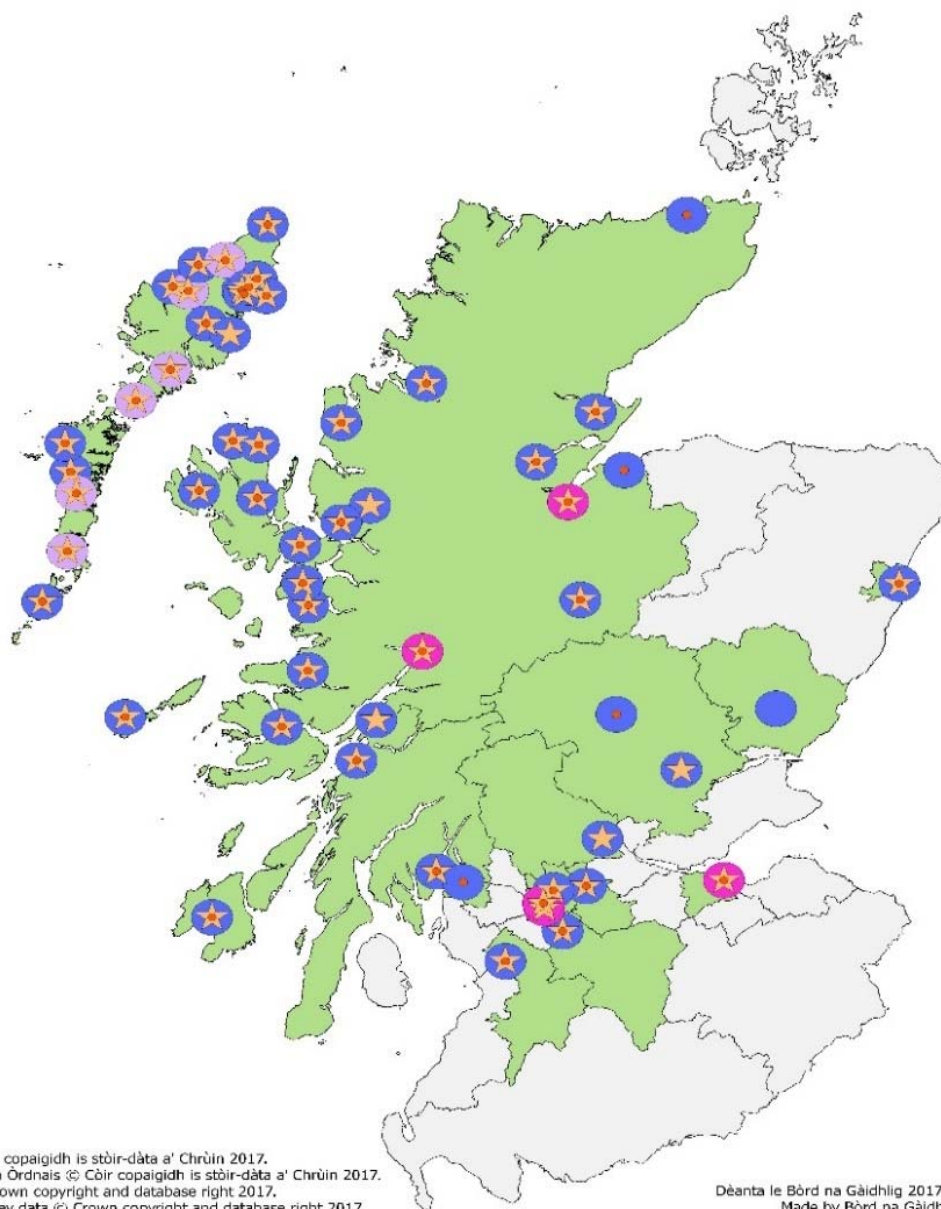
Among the best known of those who spent significant parts of their lives in the capital over the centuries are poets, writers and musicians, including Donnchadh Bàn Mac-an-t-Saoir (Duncan Ban Macintyre, 1724-1812), who lived and wrote here in the later 18th century and whose grave lies in Greyfriar's churchyard; Niall MacLeòid (Neil MacLeod, 1843-1924), perhaps the most popular Gaelic poet of the 19th century; Alasdair MacIlleMhicheil (Alexander Carmichael, 1832-1912)s, editor of the folklore collection *Carmina Gadelica*; the 20th century poets Somhairle MacGill-Eain (Sorley MacLean, 1911-96) and Deòrsa mac Iain Deòrsa (George Campbell Hay). This tradition continues, and currently Edinburgh is home to some of the nation's foremost Gaelic bards, musicians, and artists, as well as leading Gaelic academics, policy makers and educationalists.

The maps below have been provided by Bòrd na Gàidhlig, and they demonstrate the use of Gaelic in Edinburgh and Scotland. In 2011, 87,100 people aged 3, and over in Scotland (1.7 per cent of the population) had some Gaelic language skills. In Edinburgh, 5,935 people aged over 3 were recorded as having any skills in Gaelic (1.7% of the total population).

Illustration 3: Luchd-labhairt Gaidhlig 2016-17 Gaelic medium education

Foghlam tron Ghàidhlig 2016-17 Gaelic Medium Education

- Bun-sgoil le sruth FtG Primary school with GME stream
- Bun-sgoil Ghàidhlig GME Primary School
- Bun-sgoil le sruth FtB GME primary with English ME stream
- Le sgoil-àraich FtG na cois With associated GME nursery
- ★ An cois àrd-sgoile le FtG Associated with secondary school with GME
- Ùghdarras ionadail le FtG Local authority with GME provision



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 Le dàta bhon t-Suirbhidh Òrdnais © Còir copaidh is stòir-dàta a' Chrùn 2017.
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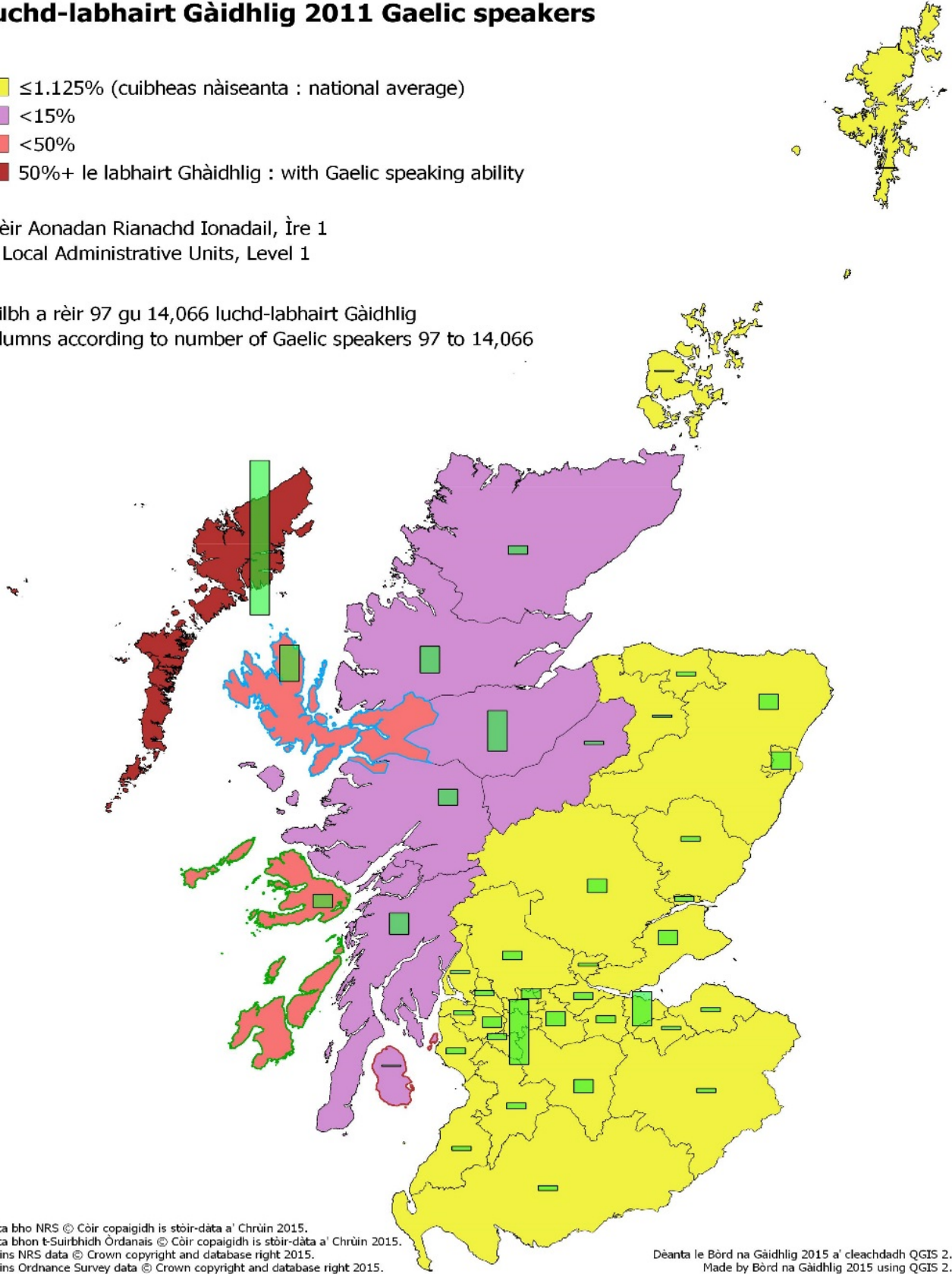
Dèanta le Bòrd na Gàidhlig 2017 a' cleachdadh QGIS 2.
 Made by Bòrd na Gàidhlig 2017 using QGIS 2.

Luchd-labhairt Gàidhlig 2011 Gaelic speakers

- ≤1.125% (cuibheas nàiseanta : national average)
- <15%
- <50%
- 50%+ le labhairt Ghàidhlig : with Gaelic speaking ability

a rèir Aonadan Rianachd Ionadail, Ìre 1
by Local Administrative Units, Level 1

Cuilbh a rèir 97 gu 14,066 luchd-labhairt Gàidhlig
Columns according to number of Gaelic speakers 97 to 14,066



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Gaelic medium education and Gaelic learning education

The benefits of bilingualism have been well documented in recent years and the acquisition and use of Gaelic language skills can be beneficial to both individuals, communities and organisations. It is estimated that the value of Gaelic as an economic asset to the Scottish economy could be in the region of between £82m and £149m. We recognise, and are keen to promote, Gaelic language skills as an employability tool that can open doors with regard to a number of careers within different sectors. Organisations throughout Scotland, such as Comunn na Gàidhlig (CNAG), provide a range of services to promote the use of the Gaelic language.

There are a number of ways to learn Gaelic and a comprehensive list of courses available throughout the country can be found on the Learngaelic website. Culturally Gaelic is also very important, particularly in relation to the tourism sector and creative industries; including the promotion of Gaelic events such as the National and local Mods. Events which take place across Scotland such as Celtic Connections and the Blas Festival. There are a number of cultural and arts agencies such as Feisean nan Gaidheal, Gaelic Books Council and Tobair and Dualchais which further promote and encourage the use of Gaelic language within the creative industries.

Clearly, within this context, education will continue to be one of the most important issues for our Gaelic communities. Pupils have a right to demand the highest possible quality learning experience that any of their English language counterparts might receive in Edinburgh's schools. We want to ensure that Gaelic speaking students leave their time in school with a sense of achievement and attainment, with confidence and fluency in the Gaelic language.

The Council faces both social and financial challenges as we determine how best to deliver on our broad ambitions for GME and GLE. Our Gaelic school rolls are set to grow substantially over the short to medium term. This growth has been visible across all of the age groups.

Between 2013/14 and 2016/17 the number of Children attending Gaelic pre-school nursery grew from 59 attending in 2013/14 to 76 attending in 2016/17. There is also a high rate of children transitioning into Gaelic P1 from early years with around 85% of those attending a Gaelic pre-school nursery moving on into Gaelic Primary education. In terms of primary school rolls, the largest rate of growth is experienced in the earlier years of P1-P4, with some of these year groups doubling in size over the last three years.

This increasing roll at Primary level presents specific challenges not only with the teaching and facilities arrangements but also with the additional sessions schools offer such as breakfast and lunch clubs as well as after school wraparound care. Since 2013/14 the number of children taking part in Gaelic-related after school activities has, again, more than trebled from 26 pupils to 85 in 2017. Whilst After School clubs are the most popular option for families, all other school related clubs have seen a material increase in their uptake.

In keeping with this trend, the number of pupils in Gaelic Secondary Education in Edinburgh is currently predicted to treble from 88 students in 2016/17 to 271 pupils in 2023/24. During this time, it is forecast that the significant growth in secondary school rolls will come as a result of new pupils entering secondary education in years S1 to S3 with some material growth in other year groups also evident.

These statistics demonstrate the real and predicted increase in demand for Gaelic education services within the city. The Council will face a number of challenges in meeting this level of demand but also in doing so alongside the wider issues facing the council in terms of rising school rolls across the piece and an aging school estate. This plan looks to put strong foundations to build on this knowledge and prepare the Council for this level of growth both in terms of our capital assets and our teacher recruitment.

Gaelic economy in Edinburgh and Scotland

Gaelic is considered to be an asset to Scotland, both socially as well as economically. It is fundamentally important to continue with the normalisation and mainstreaming of the language as it is acknowledged that it is jobs and economic growth that will help support Gaelic alongside the greater use of the language in the round.

Highlands and Islands Enterprise (HIE) led a partnership project to research ways in which Gaelic is currently being used to deliver economic and social benefits to businesses, social enterprises and communities. The research estimated that the potential economic value of Gaelic as an asset to the Scottish economy is in the region of £81.6 million (median estimate turnover) and £148.5 million (mean estimate turnover). Gaelic contributes to the economy across a range of industries and sectors including tourism, creative industries, and education and learning. The use of Gaelic in businesses and enterprises varies from being the core focus of the organisation to enhancing specific services and products. Gaelic is also used widely as Organisation or Product names, Signage, Advertising and Promotion, to enhance customer experiences or as the language to communicate within the workplace or with clients.

The most significant barriers and challenges posed to Gaelic businesses and organisations include:

- availability of job and employment opportunities;
- capacity and resource issues;
- existing lack of Gaelic knowledge and expertise;
- cultural barriers.

Whilst these challenges remain, there are benefits to businesses and organisations in ensuring Gaelic is a thriving language, including through raised profiles and better education.

As a forward-looking Council, this plan will look to ensure that the economic impact of Gaelic on Edinburgh is understood and that opportunities to grow positive Gaelic destinations for young people are explored – with a significant focus on the importance of the cultural, arts and heritage industry in this regard.

Gaelic Language Plan 2012-17 - achievements and progress

Launched in 2012, the Council's first Gaelic Language Plan delivered and progressed a number of actions, some of which have been carried over for further development into the new 2018-22 plan. The headline achievements from the first plan and the actions that will be carried over are highlighted below:

Bun-sgoil Taobh na Pàirce - Opened in 2013, Taobh na Pàirce has proven to be popular with the school roll growing each year from 287 pupils in 15/16 to 349 in 17/18. Nationally recognised challenges such as school capacity, teacher recruitment and the need for a 0-18 Gaelic Education Strategy remain into 2018-22 and are central features of the new plan. Other actions to continue include pre-school children's immersion in Gaelic and pre-school certification of staff. Teacher recruitment and school site development will be reviewed by the Gaelic Implementation Subgroup on recruitment and capacity, with both contributing to the 0-18 Gaelic Education Strategy.

Cròileagan - Cròileagan is a Gaelic medium playgroup for children aged 0-5 years, with six sessions per week and around 120 children attending. Concern continues amongst parents that children may not have access to pre-school GME as demand for places increases beyond capacity. To address this, there may be options to use partner care providers to offer additional capacity. Other opportunities include considering other areas of the city to provide services for families at more convenient locations and will be reviewed with Primary demand and school site development by the recruitment and capacity subgroup.

Secondary education - As demand increases for Gaelic primary education, this will inevitably have an impact on Secondary education. The recruitment and capacity subgroup, which will include young people will review how best to tackle this by considering school site enhancement and improving recruitment of teachers. Other developments within this plan will include a review of extending Gaelic education into later secondary school years.

Baseline Information - Throughout the life of the 2012-17 plan, baseline information and data was gathered, for example school rolls, pre-school transitions and uptake of services such as breakfast and after school clubs. The new plan aims to build on this initially with an audit of Gaelic usage, amongst all teachers and school staff. We will also continue to gather information on the uptake of Gaelic learning for staff from other Council service areas. This information will enable us to target improvements and resources to deliver better Gaelic services.

Gaelic Culture - The Council's Culture Plan was launched in November 2015 and supersedes all artform strategies. As part of this plan and going forward, there is a commitment to ensure Gaelic activities have the same opportunities to participate in the cultural aspect of the city. Gaelic culture events and organisations will be able to advertise and promote events on the culture website and have access to Cultural funding as part of the mainstream culture programme.

Signage - During 2012-17, Gaelic signage has improved at primary and secondary schools and some areas of the city. More work in this area is planned to deliver further improvements at key sites across the city such as The City Chambers, Central Library and the Council headquarters at Waverley Court. These will be delivered at the same time as improvements to overall Gaelic visibility with the language being promoted at locality offices and other face to face customer touch points.

Strategic Priorities of the Gaelic Language Plan 2018-22

Taking account of the feedback from the Gaelic Language Plan consultation, we have devised the following strategic priorities which we will look to deliver through the actions contained in this plan. This approach will enable resources and efforts to be targeted effectively at the overall outcomes we want to achieve.

1 Sustainable: Gaelic is visible, encouraged and has a sustainable future within the City of Edinburgh.

There was a strong support in the consultation for clear a commitment to Gaelic language and culture by working to increase knowledge and awareness among the whole population and by increasing its visibility and use.

'I would also like to see a commitment to increasing the visibility of Gaelic in Edinburgh, such as the bilingual signs on display at the Scottish Parliament. This not only broadens awareness of the general population about our language, but increases the confidence of children in GME, adult learners and Gaelic speakers in the use of the language. Gaelic needs to be a language that is used as much as possible throughout the city in order to thrive as a living language.'

In listening to these views, the plan 2018-2022 will prioritise activity to:

- improve communication between the Council and our Gaelic speaking communities through the medium of Gaelic
- improve the visibility of and support for Gaelic in the city through improvements to Gaelic signage and wider, Council-led communications initiatives
- improve our workforce knowledge and planning for Gaelic staff in childcare and teaching.

2 Confident: Our communities are supported to be fluent and confident Gaelic speakers

Feedback from the consultation was clear that the quality of GME and GLE should be a priority as well as developing capacity to meet current demand. Respondents felt that GME should be available regardless of ability and that there needs to be a clear pathway for learning and using the language from early years onwards.

'There should be a commitment to providing certainty of pathway for children within GME, ie in ensuring that children can transition with certainty from one stage to the next. There should be a commitment to the continuing growth and development of Gaelic education and the Gaelic language in Edinburgh. Alongside this, families want to see a focus on the quality of the Gaelic education being delivered, and a recognition of the entitlement of children in GME to an immersion education.'

In listening to these views, the GLE plan 2018-2022 will include actions which will

- enhance teaching capacity throughout the school years
- support the development of a clearer pathway for children across the spectrum of ability to have the chance to learn
- better support positive destinations and employability options for young people and improve our adult learning offer.

3 Encouraged: The city's Gaelic culture and arts are nurtured and preserved socially and economically

The importance of culture, arts and heritage commitments to Gaelic communities and the need for the Council to be ambitious in nurturing, preserving and promoting Gaelic within these was a strong theme from those who responded to the consultation. This is also true of the place of Gaelic in supporting and growing a thriving economy in Edinburgh.

'This (the Gaelic Economy) is a hugely untapped resource for the cultural (and economic) benefit of Scotland as a whole. Arts and heritage are natural partners for Gaelic language and this should be exploited to the maximum.'

In listening to these views, the GLE plan 2018-2022 will - through a number of actions - look to

- emphasise the place of Gaelic sport, culture, arts and heritage in celebrating, promoting and embedding Gaelic as a national language and;
- explore practical and effective mechanisms for the communication and promotion of Gaelic sport, arts and culture activity
- develop a better understanding of the contribution Gaelic makes to our local economy.

The actions described in the next section detail how the Council will make progress against these strategic priorities and what key actions can expect to be delivered within a set timescale.

Strategic Priority 1

Sustainable: Gaelic is visible, encouraged and has a sustainable future within the City of Edinburgh

Actions	Lead Service area and key partners	By when?
Corporate	Signpost this plan to new employees joining our organisation as part of their induction and will communicate to our existing employees and elected members through appropriate channels	HR Service areas Annual
	Support the Council workforce to develop Gaelic language skills to meet our commitments and ambitions.	CLD Annual
	Ensure that, where appropriate, we are using Gaelic translation for communications and content of our organisational websites.	Service areas 2018/19
	Regularly promote Gaelic in locality offices and other face to face customer touchpoints.	Customer Service areas Annual
	<p>When signage is due to be replaced across the city, the Council will include Gaelic translations where appropriate. Priorities will include:</p> <ul style="list-style-type: none"> initially three sites - Waverley Court, the City Chambers and Central Library working with partners across culture, arts and heritage sites in the city to promote Gaelic during any future corporate brand refresh and 2050 Edinburgh City Vision. 	Property and FM Gaelic Implementation Group Culture, HES, National Trust and Edinburgh World Heritage 2018/19 2022
	Establish a recruitment and capacity subgroup to scope out requirements and build business cases with options for workforce recruitment and retention as well as school estate capacity from early years through to secondary.	GIG Subgroup (Education, elected members, parent councils, children and young people, Bòrd na Gàidhlig) 2018/19

Actions		Lead Service area and key partners	By when?
Economy, Culture and Communities	Work with Scottish Government and its agencies to support their promotion of Gaelic within entrepreneurship, and the creative, cultural and heritage industry in Edinburgh.	Economic Development, Culture, Bòrd na Gàidhlig VisitScotland and HIE	2022
	Continue to improve engagement and capacity building with Gaelic communities to support greater involvement in community and locality activities.	Strategy and Insight Locality Managers	2022
	Consider ways to develop GME social provision for young people within Council sporting policies and sports development plans.	Communities and Families	Annual
Workforce	Identify the Council's Gaelic team to appropriately support Gaelic developments and long-term sustainability.	Chief Executive	2018/19
	Audit Council early years and teaching staff to understand the breadth of Gaelic language skills and establish levels of interest in learning the Gaelic language.	Education	2018/19
	Develop a local / regional action plan to improve recruitment and retention of GTCE and probationary teachers required to expand provision and improve quality through a partnership programme with Bòrd na Gàidhlig.	Education Bòrd na Gàidhlig	2018/19
	Sign post The Edinburgh Guarantee to Gaelic groups we may fund to improve take up of Gaelic apprenticeships.	Economic Development	Annual

Strategic Priority 2

Confident: Our communities are supported to be fluent and confident Gaelic speakers

Age group	Actions	Lead Service area and key partners	By when?
All ages	Reconfigure support in Communities and Families to create a c' post, to support education from 0-18.	July 2018	
	Support, influence and inform the development and production of national Gaelic education material.	Education, Bòrd na Gàidhlig, Scot Gov	Ongoing
0-3 years led by parent committees and Bòrd na Gàidhlig supported by the Council	Support expansion of provision of communications on GME through Council website and NHSL.	Education	2018-19
	Raise awareness of GME pathways and benefits including challenges of entering GME pathway.	Education	2018-19
	Provide GME Pathways information to midwives, health visitors and early-years practitioners.	Education	2018-19
	Explore collaborative working with organisations that support early bilingualism and language learning.	Education	2018-19
	Work with partners to provide information of family learning resources for parents pre- and post-birth.	Education/NHS	2018-19
	Improve engagement in Gaelic cultural activities.	Education, Parent Committees	Ongoing
0 to 3 years – Cròileagan Led by parent committees and Bòrd na Gàidhlig supported by the Council	Establish further Cròileagan services with one near any expanded Sgoil-àraich.	Education Bòrd na Gàidhlig	2018-22
	Improve relationships with other sectors to enable proposed expansion.	Education, Parent Committees, Bòrd na Gàidhlig	2018-20
	Develop reward and recognition for staff at Cròileagan in line with Council policy.	Education	2018-19
	Review support for families' access to Gaelic learning, focusing on children transitioning from Cròileagan to Sgoil-àraich.	Education, Parent Committees, Bòrd na Gàidhlig Scot Gov	2018-19
	Support Parents to strengthen Cròileagan committees through improved support.	Education	2018-19
	Establish further Cròileagan services with one near any expanded Sgoil-àraich.	Education Bòrd na Gàidhlig	2018-22

	Work with parents, Bòrd na Gàidhlig and Scottish Government to improve provision of family learning resources for Cròileagan children with at least one session per week for learner families and one for Gaelic speaking families.	Education Parent Committees Bòrd na Gàidhlig Scot Gov	2018-19
Age group	Actions	Lead Service area and key partners	By when?
3-5 Sgoil àraich	In line with primary capacity, expand existing Sgoil-àraich service in the city in a standalone facility or shared facility alongside a GME facility, or shared facility alongside a non-GME facility.	Education	2018-22
	Investigate a partner provider (private nursery) agreement to establish new Sgoil-àraich service (3-5).	Education	2018-19
	Create opportunities for families with children at Sgoil-àraich to learn Gaelic within family groups at various Cròileagan sites.	Education	2018-19
	Work with Bòrd na Gàidhlig to assess the requirement of national policies on GME placement criteria.	Education Bòrd na Gàidhlig Scottish Government	2018-19
	Develop ways to incentivise GME nursery staff to improve recruitment, retention and to encourage GME students to work/volunteer in Sgoil-àraich through GIG Subgroup including Education, Elected Members, Parent Councils, young people & BnG	GIG Subgroup	2018-19
	Continue to Work with Fèisean nan Gàidheal to explore increasing access to cultural opportunities in Sgoil-àraich through their Fèisgoil.	Education Fèisean nan Gàidheal	2018-20
	Continue working with Stòrlann to deliver additional support for GME learning based on needs of children in immersion education.	Education Stòrlann	Ongoing
	Continue working with Stòrlann to deliver additional support for GME learning based on needs of children in immersion education.	Education Stòrlann	Ongoing
5-11 Primary	Investigate expanding capacity at Bun-sgoil Taobh na Pàirce through capital works and re-organisation.	GIG Subgroup	2018-20
	Continue to support Bòrd na Gàidhlig and Scottish Government to assess national policies on GME placement criteria.	Education	2018-19

5-11 Primary	Investigate developing a Bun-sgoil 5-11, either within an existing primary school; or as annex to an EME school, with associated transition plans; or as a new build Bun-sgoil with associated transition plans.	GIG Subgroup	2018-20
	As the intake grows from the new Sgoil-àraich (meeting demand from the proposed new Cròileagan sites), into Bun-sgoil Taobh na Pàirce, keep the intake together in same classes/teaching staff, with a view to moving them to the new Bun-sgoil 5-11 provision.	Education	2018-20
	Engage with neighbouring education authorities to develop regional and shared services proposals.	Education	2018-20
	Review staffing and resources at Taobh na Pàirce to ensure sufficient capacity to enable access to E-Sgoil.	Education	2018-19
	Work with Stòrlann to support delivery of additional support for learning in GME.	Education	Ongoing
	Analyse why pupils and families choose to leave GME after Taobh na Pàirce.	Education	2018-19
	Support partners to improve Gaelic-immersion wraparound care for language learning.	Education	Ongoing
11-18 Secondary	GME pupils to be allocated into the same school house, and in coherent groups with registration classes.	Education	2018-19
	Improve emphasis GME secondary unit and the education authority on equal respect for languages, with full recognition in policy making that Gaelic is one of Scotland's two national languages.	Education	Ongoing
	Develop a roadmap for moving the GME Unit to another school site to support increasing numbers of pupils from Taobh na Pàirce, and any future GME primary school, to move into S1. This would be part of developing a long-term plan to ensure the quality and sustainable expansion of secondary GME.	Education GIG Subgroup	2020
	Discuss joint resourcing regarding secondary GME expansion options during the life of this plan.	Education Bòrd na Gàidhlig Scottish Government	2018-20
	Review timetable changes and resources to enable pupils to access E-Sgoil.	Education	2018-19

	Review the Gaelic careers and transition options advice to ensure pupils attend the annual Siuthad conference in either Glasgow or Inverness.	Education	2018-19
	Work to strengthen Gaelic careers and transitions options in high school.	Education, Skills Development Scotland, FE/HE providers	2018-20
Adult education	Promote Gaelic Language classes available through the Adult Education Programme to citizens and establish a baseline from which uptake can be monitored.	CLD Communications	Annual
	Continue to monitor and fine-tune Gaelic provision for adults across the City in line with the National Gaelic Strategy for Adults; ensuring services are co-ordinated throughout the city to avoid duplication.	CLD Adult learning delivery groups	Ongoing
	Raise the profile of Gaelic teaching in further education settings and improve opportunities for adult learning and Gaelic Teaching qualifications.	Recruitment Edinburgh universities and colleges	Ongoing
	Assess the level of interest in a programme of skills development for Gaelic speakers to promote careers and job opportunities in Gaelic for example in the fields of education, creative industries and tourism.	Education, Skills Development Scotland, FE/HE providers	2018-20
	Explore the potential for a new programme of skills development for Gaelic community leaders and promote Gaelic careers and job opportunities.	CLD	2018-20
	Support opportunities for parents to improve their Gaelic speaking through working with the Council's Education and community learning and development teams.	Comunn na Gàidhlig, Óganán Dhùn Èideann	Ongoing

Strategic Priority 3

Encouraged: The city's Gaelic culture and arts are nurtured and preserved socially and economically

Actions	Lead Service area and key partners	By when?	
Culture and communities	Ensure Gaelic communities have the opportunity to access the Culture website.	Culture	Ongoing
	Support the Gaelic community to promote access to Gaelic Cultural materials for example Film locations, Arts and Historical sites (eg Makar's Court) and continue to support local artists' networks and arts development.	Culture/Marketing Edinburgh	Ongoing
	Further develop partnerships with national bodies (for example Event Scotland) to promote the city's Gaelic culture and history both nationally and internationally.	Culture and External Relations (Economy)	Ongoing
	Review linkages Edinburgh has with other significant Gaelic cultural sites and arts.	Econ Dev, Edinburgh Uni	2018-20
	Respond to requests and work collaboratively with Gaelic Community to support events/exhibitions in libraries and Museums Outreach and Community programmes.	Communities and Families, Culture	Ongoing
	Promote opportunities to participate in Gaelic cultural or arts events such as The Annual Edinburgh Gaelic Festival in November.	Edinburgh University	Ongoing
	Support Gaelic Involvement at The Scottish Storytelling Centre and The Scottish International Storytelling Festival, delivered by TRACS (a Council funded organisation) through the Annual Funding Agreement.	Culture	Ongoing
	Promote funding and volunteering opportunities through the Culture and Communities Committee Business Bulletin to the Gaelic Community.	Culture/Gaelic language team	Ongoing
	Ensure that organisations who receive funding from the Council are signposted to information on the Gaelic Language Plan as part of the Annual Funding Agreement.	Culture	Ongoing
Continue work with VisitScotland, Historic Scotland and Edinburgh university to identify ways in which Gaelic in tourism, history and heritage can be promoted.	Economic Development	2018-20	

	Liaise with the International Music and Performing Arts Charitable Trust (IMPACT), to consider support for Gaelic music and performing arts in the programme for the new venue to be built in St Andrew Square.	Culture	2019-22
Economy	Work with Bòrd na Gàidhlig to develop insight around the social and economic impact of Gaelic in the city. Including continuing to identify links to Gaelic in tourism policies and strategies and links to local development plans.	Economic Development Bòrd na Gàidhlig	2018-20
Communications	Engage with MG ALBA, BBC and Gaelic media companies to identify opportunities to enhance Gaelic skills in the media in Edinburgh.	Economy	2018/19

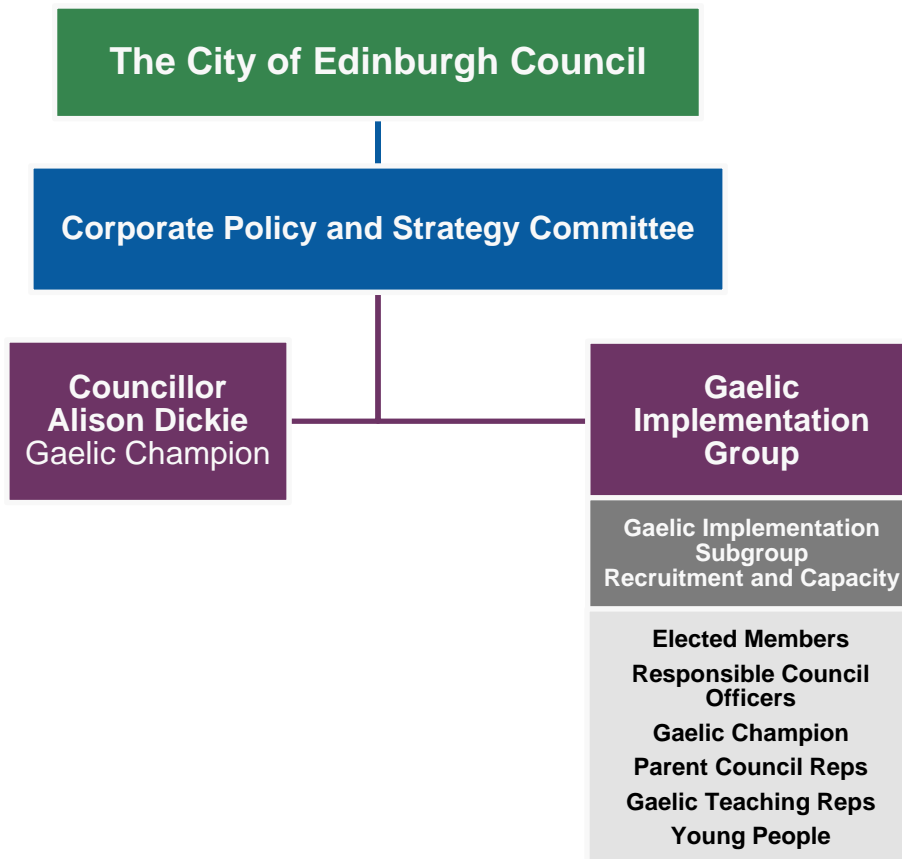
Governance and accountability

The main Council committee which has responsibility for the plan is the Corporate Policy and Strategy Committee (and the Education, Communities, and Families Committee, which deal specifically with Gaelic medium education and Gaelic learning education matters).

Just as the Gaelic Implementation Group has been a critical part of developing the plan, it will also be at the heart of the council's accountability for delivery of the Plan. The Council will work with the GIG to produce the statutory annual performance reports and reflect the views of the Gaelic communities when assessing progress against our set actions and outcomes. As part of the implementation of the 2018-22 plan, the role and remit and membership of the Gaelic Implementation Group will be reviewed and clarified to support ownership and delivery of actions.

A new Gaelic Implementation Subgroup on recruitment and capacity will be formed consisting of Gaelic community representatives, elected members, parents and children and young people to carry out the following actions, with timescales and owners to be agreed at the first meeting:

- update the baseline of the current numbers of staff who support GME and GLE
- estimate requirements to meet future demand, including building capacity and numbers of teaching staff and subjects at secondary level, to support GME immersion
- develop recruitment and retention strategies
- complete option appraisals for consideration by the appropriate Council committees.



Resources

There are significant pressures on resources across the public sector and this is expected to continue over the next five years. The Council will seek appropriate resources to implement the plan through existing mainstream budgets and partner arrangements. No new Council budget allocations are being presumed other than in relation to educational facilities. All resource considerations will continue to be subject to the budgetary process and opportunities for joint working funding will be sought. Resources which will be utilised to deliver the strategy include:

- officer time and in-kind support from the Council, partners, private and voluntary sectors
- teaching staff at schools with Gaelic remits
- the Council's Gaelic Language Team
- Gaelic community investment
- agencies such as Creative Scotland, Scottish Enterprise, VisitScotland and Historic Scotland
- Scottish Government's Gaelic specific grant (GSG) for Gaelic education and Gaelic learners in primary schools (GLPS) grant for training via the Central Belt Consortium
- the Gaelic Language Act Implementation Fund (GLAIF)
- the half-time EGI Gaelic Community Development Officer (GCDO) post funded by Bòrd na Gàidhlig to support the Edinburgh Gaelic Initiative
- Stòrlann, government funded and established to co-ordinate production and distribution of Gaelic educational resources. The Council receives all GLP and GLPS resources developed free of charge

The Council is committed to maintaining dialogue with Bòrd na Gàidhlig, future funding partners and the community during the process of launching the plan and in respect of its implementation and resourcing.

Public Performance Reporting and Review

In line with the Council's annual reporting cycle, Council officers will work with the Gaelic Implementation Group to develop an annual performance and monitoring report of the Gaelic Language Plan for Council committee approval.

The performance and monitoring plan will also be submitted to Bòrd na Gàidhlig and will detail the progress made against our strategic commitments. It will also include updates on:

- levels of demand, pupil numbers by year group and transition levels, building on the 2013-14 to 2016-17 baselines
- progress reports on the delivery of strategic commitments
- achievement and attainment statistics at GME early years, primary and secondary school levels
- achievement data for GLE early years, primary and secondary provision.
- feedback from parent and pupil engagement
- feedback from staff engagement
- feedback from other stakeholders and partners
- the plan will be reviewed each year, with a new plan expected to be developed between March and September 2022.

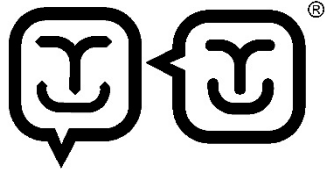
The plan will be reviewed each year, with a new plan expected to be developed between March and September 2022.

Council strategic Gaelic language implementation team

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Lead Education Officer: Service Manager (Gaelic Education) (new post)



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