

# Policy and Sustainability

10.00am, Tuesday, 20 November 2020

## Gaelic Language Plan 2018-22 - Monitoring Report

Executive  
Wards - all  
Council Commitment 36

### 1. Recommendations

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- 1.1 The Committee considers and approves the second statutory annual progress report on the Council's Gaelic Language Plan 2018-22, as required by Bòrd na Gàidhlig, and due to be submitted to the Bòrd by 7 December 2020.

**Andrew Kerr**

Chief Executive

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## Gaelic Language Plan 2018-22 - Monitoring Report

### 2. Executive Summary

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- 2.1 This report provides an overview of the Council's statutory annual monitoring report, summarising progress with the implementation of its Gaelic Language Plan 2018-22, which is due to be submitted to Bòrd na Gàidhlig by 7 December 2020.

### 3. Background

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- 3.1 The Council published its second Gaelic Language Plan on 6 December 2018, following approval by Bòrd na Gàidhlig. The plan covers the period 2018-22 and is structured around three priority areas: sustainable future, confident speakers and encouraged arts and culture.
- 3.2 The Gaelic Implementation Group (GIG) comprises Elected Members, Council officers and representatives from the Gaelic community. It oversees progress with the implementation plan at its quarterly meetings. In accordance with the Council's agreed approach to political management during the Covid-19 crisis, this working group is currently suspended. The officer group, which meets between the formal meetings to drive progress across the scope of the plan, has continued to support activity over the lock-down period.
- 3.3 The Gaelic Language (Scotland) Act 2005 requires relevant public authorities to provide a report on progress on all commitments in their Gaelic Language Plan on an annual basis if requested by Bòrd na Gàidhlig. The Bòrd have advised us that the second monitoring report for the Council's current plan is due on 7 December 2020. Section 8 below contains links to the Council's current Gaelic Language Plan (2018-22) and the annual report for 2018-19.

### 4. Main report

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- 4.1 Bòrd na Gàidhlig provided a template for annual monitoring reports in 2019. It has three sections: primary indicator data (8 items); narrative updates on national Gaelic Language Plan priorities and specific local authority functions and finally, a self-assessment section, using red-amber-green coding for 24 descriptors of practice and arrangements.

- 4.2 This report uses internal monitoring and reporting processes for all but two of the items in the Bòrd's template (both are data items). Approximations or descriptions have been used to answer these.
- 4.3 Appendix 1 shows the completed monitoring report, which uses information from across Council service areas including Education, Chief Executive's Division, Economic Development and Culture.
- 4.4 The appointment of a Corporate Gaelic Development Officer (CGDO), funded for one year by Bòrd na Gàidhlig and the Scottish Government, has helped to drive and embed action across the scope of the plan, and to build effective partnership working with a range of organisations in the city including the National Library of Scotland, the National Galleries of Scotland, University of Edinburgh, Visit Scotland, Edinburgh Local Mòd and Newbattle Abbey College.
- 4.5 Bòrd na Gàidhlig's template covers the period 2019-20. As this is the Council's second progress report on the 2018-22 plan, the progress report covers activity since April 2019 to the end of September 2020.
- 4.6 Key developments since April 2019 in Education and in embedding Gaelic and Gaelic culture are summarised below.
- 4.7 Progress in Education includes:
  - 4.7.1 Significant expansion of staffing for Gaelic Medium Education (GME), particularly in James Gillespie's High School, which now has GME staff for Science, Media/Drama and Support for Learning
  - 4.7.2 A more rounded and effective transition from primary to secondary school, enabled by the increased staffing capacity and as evidenced by pupil feedback
  - 4.7.3 Targeting professional development to effectively support the increasing number of pupils as well as strengthening existing capacity.
  - 4.7.4 Scottish Government-funded digital equipment has allowed initial engagement with the Esgoil network to connect with other GME settings to support curriculum expansion and career long professional learning (CLPL)
  - 4.7.5 The council's commitment to ensuring that the views, ideas and concerns of our pupils can be heard and responded to effectively remains strong. Pupil councils operate in both settings and we have a pupil representative at regular Gaelic Implementation Group meetings.
- 4.8 Progress in embedding Gaelic within the Council and across the city have been led by the CGDO, who took up post in late December 2019. Activities have included:
  - 4.8.1 Providing opportunities for colleagues to learn the language through lunch and learn sessions and the development of an e-learning module
  - 4.8.2 Working with museums and galleries to develop Gaelic resources and exhibitions, including a bilingual Gaelic exhibition with, for the first time, Gaelic as the lead language

- 4.8.3 Supporting future career opportunities for Gaelic pupils including a new leadership programme for females and an initiative where senior pupils support volunteer guides to include Gaelic language in public tours and to train as Young Gaelic Tour Guides
- 4.8.4 Beginning to develop Gaelic as part of the City's tourism offer with a programme of work underway with Mercat Tours and Invisible Cities to develop Gaelic content for their tours
- 4.9 The Council has also made progress with the wider elements of the plan, including increasing staff awareness through a series of items on Newsbeat and support to the Gaelic Hub Development Group from Economic Development.
- 4.10 Our assessment of progress against the 24 descriptors is that 18 are in place (green), compared with 14 last year, with the remaining six being in progress (amber). Four of these relate to actions which relate to communications and are being considered as part of the development of a communications plan; one relates to public meetings and the final one is the normalisation of Gaelic plan commitments within the structures of the public authority over time. These action areas will be considered by the Officer Working Group in the first instance and discussed with members of the Gaelic Implementation Group.

## **5. Next Steps**

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- 5.1 Following approval by Committee, the monitoring plan will be submitted to Bòrd na Gàidhlig for their consideration.
- 5.2 Funding has been secured to extend the CGDO post by three months and work is underway to explore options for longer term funding.
- 5.3 Work will continue on implementing the commitments made in the four-year plan, with reporting on year three due in December 2021.

## **6. Financial impact**

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- 6.1 The Corporate Gaelic Development Post is fully funded from external sources. All other actions are taken forward within existing approved service budgets.

## **7. Stakeholder/Community Impact**

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- 7.1 The Gaelic Implementation Group contributed to the development of the current Gaelic Language Plan and until the Covid-19 crisis, received regular progress reports on the implementation of the Plan. This arrangement will continue when working groups resume.
- 7.2 Members of the Group have been sent a draft copy of the annual progress report for information.

- 7.3 The monitoring report (appendix 1) includes a description of the positive impact on equalities through the diversification of the population attending the primary school, Bun-sgoil Taobh na Pàirce in terms of ethnic groups, as well as socioeconomic features (SIMD).

## **8. Background reading/external references**

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- 8.1 Item 7.6 - Gaelic Language Plan 2018-22 15 May 2018
- 8.2 The City of Edinburgh Council Gaelic Language Plan 2018-22
- 8.3 Item 7.10 Gaelic Language Plan Progress Annual Report 2018-19 November 2019

## **9. Appendices**

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- 9.1 Bòrd na Gàidhlig Annual Monitoring Form: The City of Edinburgh Council

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# BÒRD NA GÀIDHLIG

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## FOIRM DÀTA BLIADHNAIL 2019-20 ANNUAL RETURN FORM 2019-20

<b>Ainm na buidhne</b> <b>Organisation's name</b>	The City of Edinburgh Council  <b>IMPORTANT NOTE ON OUR SUBMISSION</b> <i>This report provides an update on progress between April 2019 and September 2020</i>
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### Prìomh Dhàta Measaidh Primary Indicator Data

<b>Fios bhon Phoball</b> <b>Communications from the Public</b>	<p>Cia mhead brath sgrìobhte a fhuair am buidheann bhon phoball ann an Gàidhlig am-bliadhna? How many written communications have the organisation received from the public in Gaelic this year?</p> <p><b>Narrative</b></p> <ul style="list-style-type: none"><li>• The Gaelic schools receive occasional communications in Gaelic from Gaelic partner organisations, the Gaelic Development Officer (GDO – employed by Comunn na Gàidhlig, and part-funded by the City of Edinburgh Council) and promotional material from groups such as Sabhal Mòr Ostaig and FilmG.</li><li>• Bun-sgoil Taobh na Pàirce (TnaP) receive communication from parents in Gaelic.</li><li>• Àrd-sgoil Sheumais Ghilleasbuig/James Gillespie's High School (SG/JGHS) receive communication from parents in Gaelic.</li><li>• Oifigear Leasachaidh Corporra Ghàidhlig, Comhairle Bhaile Dhùn Èideann, Corporate Gaelic Development Officer (CGDO) receives communications in Gaelic from school staff, stakeholders and the Gaelic Community. The CGDO uses and encourages other staff learners to use the "Happy to communicate in Gaelic or English" logo, thus showing equal respect to Gaelic and English.</li></ul>	<p>Not all service areas are able to record this information, it is not therefore not possible to report an accurate total.</p> <p>See narrative for a description of communications.</p>
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<p style="text-align: center;"><b>A' sgaoileadh fiosrachaidh</b> <b>Dissemination of information</b></p>	<p>Cia mheud pìos a sgaoil am buidheann air na meadhanan sòisealta ann an Gàidhlig am-bliadhna? How many posts did the organisation distribute on social media in Gaelic this year?</p> <p><b>Narrative</b></p> <ul style="list-style-type: none"> <li>• TnaP: tweet regularly bilingually</li> <li>• SG/JGHS has a Gaelic Blog and Twitter account which are updated at regular points throughout the school year</li> <li>• Examples of Corporate posts since February 2020 are: <ul style="list-style-type: none"> <li>○ The winner of the bilingual poster competition by the Council's Gaelic Champion (an Elected Member)</li> <li>○ Edinburgh Local Mòd and National Mòd pre-Mòd eCèilidh</li> <li>○ Reading the Gaelic Landscape Event</li> <li>○ Gaelic Books Council Awards</li> <li>○ Central Library: 6 posts relating to Gaelic Language or literature.</li> <li>○ <i>In 2020-21: European Day of Languages, 26<sup>th</sup> September 2020: 12 shares.</i></li> </ul> </li> </ul>	<p>Not all service areas are able to record this information, it is not therefore not possible to report an accurate total.</p> <p>See narrative for a description of communications.</p>
	<p>Cia mheud fios-naidheachd a chaidh a sgaoileadh leis a' bhuidheann anns a' Ghàidhlig am-bliadhna? How many press releases did the organisation publish in Gaelic this year?</p> <p><b>Narrative</b></p> <ul style="list-style-type: none"> <li>• Press release in November 2019 on Seachdain na Gàidhlig (Edinburgh Gaelic Festival)</li> <li>• TnaP's regular newsletters have pieces in Gaelic and English, as do their class blogs.</li> <li>• In 2020-21: Edinburgh Local Mòd – May 2020</li> <li>• Press release for Gaelic week: November 2020.</li> </ul> <p>The Council uses a range of channels for communication including social media which are more cost effective than press releases, allowing us to achieve a wider audience/reach for communications. The CGDO appeared on BBC Alba in January 2020 being interviewed about this new post and priority activities for the coming year.</p>	

<p><b>Luchd-obrach</b> <b>Staff</b></p>	<p>Cia meud neach-obrach a fhuair cothrom trèanaidh ann an sgilean Gàidhlig am-bliadhna? How many staff received Gaelic skills training this year? Between September 2019 to end September 2020: 85</p>	
	<p>Cia mheud dreuchd a th' agaibh an-dràsta far a bheil Gàidhlig ann mar sgil riatanach? How many posts do you currently have where Gaelic is an essential skill?</p> <p><b>Narrative</b></p> <ul style="list-style-type: none"> <li>• Corporate Gaelic Development Officer (CGDO) - 1</li> <li>• Croileagan play leaders - 5</li> <li>• Taobh na Pàirce: Teaching - 22.77 (34 teachers including the 4 JGHS ones) Support - 5.95 (11 people) Admin - 1.82 (3 people)</li> <li>• Nursery: Teaching 1 (1 teacher) Support 4.5 (6 staff)</li> <li>• Àrd Sgoil – Teachers 5.5 FTE and one CL</li> </ul>	
	<p>Cia mheud neach-obrach a th' agaibh an-dràsta aig a bheil sgilean Gàidhlig? How many staff currently within the organisation have Gaelic skills?</p> <p>Not known at present: we will be carrying out a staff survey in November 2020 which will include a question on Gaelic skills. The CGDO has generated interest among staff in learning the language through lunch and learn sessions (67 attendees); and as noted on page 8, SG/JGHS has undergone a significant expansion of the GME Secondary provision.</p>	

<p><b>Foillseachaidhean</b> <b>Publications</b></p>	<p>Cia mheid foillseachadh a dh'fhoillsich am buidheann gu dà- chananach am-bliadhna? How many organisational publications have been published bilingually (Gaelic and English) this year?</p> <p>None</p>	
<p><b>Inbhe</b> <b>Status</b></p>	<p>Cia mheid soidhne dà-chànanach a chuir am buidheann an àirde am-bliadhna? How many bilingual signs has the organisation erected this year?</p> <p>None during the present year, however progress includes:</p> <ul style="list-style-type: none"> <li>• Gaelic signage at the new Meadowbank has been negotiated and there will be a meeting in October 2020 on the overall signage package, after which the design work will commence. The new completion date is now June 2021.</li> <li>• In January 2020, the CGDO arranged for a graphic design project with S2 pupils at SG/JGHS for signs and pop-up banners for the Gaelic Books section in Edinburgh and Scottish Collection, Central Library – this was underway but postponed due to lockdown</li> <li>• In April 2020, the CGDO arranged for a competition for pupils at TnaP to design a bilingual poster for display in the Council's locality offices – the poster was selected (and the winner announced via Twitter – see section above), but use has been postponed due to lockdown and locality offices not accessible in current times.</li> <li>• Museums: bilingual signs for the Good to Go scheme have been produced but implementation has been postponed due to Covid. The CGDO will discuss opportunities on Museums reopening.</li> <li>• Trams: agreement reached with Edinburgh Trams that the next renewal of the route map will include bilingual signs for the stops [last upgrade early 2020]</li> </ul> <p>Existing signage arrangements:</p> <ul style="list-style-type: none"> <li>• SG/JGHS has 2 prominent Gaelic signs, which were erected during the initial school build.</li> <li>• TnaP aim for Gaelic-only signage.</li> </ul>	

## Prìomhachasan a' Phlana Cànan Nàiseanta Gàidhlig

### National Gaelic Language Plan Priorities

#### Cleachdadh na Gàidhlig / Using Gaelic

Ciamar a tha a' bhuidhinn a' toirt fàs air cleachdadh na Gàidhlig?

How is the organisation increasing the use of Gaelic?

This links to the priority "Gaelic is visible, encouraged and has a sustainable future" in our Gaelic Language Plan 2018-22.

This section gives an overview of how we have increased the use of Gaelic through increasing awareness of Gaelic events, publicity in Gaelic and supporting and promoting opportunities for participation. We have outlined activity in schools in a later section.

#### Communication - supporting and promoting opportunities to participate in Gaelic events:

The CGDO began work in February 2020 with the Communications Team colleagues to develop a Gaelic Communications Plan with SMART objectives:

- To create an informative, accessible and engaging online network of content for all Gaelic speakers, (fluent and learner) and supporters of Gaelic in Edinburgh.
- To raise awareness of activities to encourage engagement and participation from all parts of the Gaelic community in the capital.
- To promote and strengthen wider awareness of Gaelic and its presence within the capital to both Gaelic and non-Gaelic speakers.
- Develop beneficial online links with Gaelic groups, initiatives and communities across Scotland.
- On completion, a Facebook page will be introduced to give an overview of news and activities happening in Edinburgh's Gaelic community. This will include a regular school report from Primary and High School GME pupils.
- CGDO with our Communications Team is working to develop a series of regular News Beat articles (published on the Council's intranet) and to increase Facebook/twitter activity as a way of sharing opportunities more widely.

#### Expanding the Gaelic Offer in the City

- As a member of a range of groups and committees, the CGDO supports both the development and the promotion of Gaelic activities, for example:
  - CEC publicise and contribute funding to the Seachdain na Gàidhlig (Edinburgh Gaelic Festival)
  - Successful Digital Local Mòd. May 28<sup>th</sup>/29<sup>th</sup> 2020. Promotion of National Mòd events (CGDO member of Local Mòd Committee).
- TnaP publicise Gaelic events and Gaelic learning opportunities for parents through their usual network and support the work of the Gaelic Development Officer (Comunn na Gàidhlig) in providing Gaelic language experiences for the wider community.
- Àrd-sgoil Sheumais Ghilleasbuig (SG/JGHS) has held a number of events in Gaelic across the city. Examples include:
  - community Gaelic music events, Oidhcheanan Òigridh supported and funded by BnaG. Last event held November 2019 – fundraiser for The Eilidh Macleod Trust.
  - With our CGDO; engagement with Central Library, City Arts Centre, National Library, National Galleries, Newbattle Abbey and Edinburgh University.

Forthcoming:

The CGDO has been instrumental in arranging a number of initiatives with partners as part of the development of partnership working between organisations – these include:

- Successful GLAIF applications:
  - 1) The City of Edinburgh Council, Glasgow City Council, Comunn na Gàidhlig and Spòrs Gàidhlig: “Latha Spòrs” June 4<sup>th</sup>, 2021. Spòrs Gàidhlig will lead on a day of activities in central Scotland with 30, 2<sup>nd</sup> year pupils.
  - 2) The City of Edinburgh Council Newbattle Abbey College, Comunn na Gàidhlig, Taobh na Pàirce, Àrd-sgoil Sheumais Ghilleasbuig and Gaelic Community: “Intergenerational Weekend” April 23<sup>rd</sup>/24<sup>th</sup> 2021.

### Increasing awareness of developments in GME in Edinburgh:

Within schools:

- We held two events in the last year for parents and members of the public to provide an update on progress with GME education.

The Council’s Communications Team have helped to publicise Gaelic related activity in the City including:

- Arranging interviews with BBC Alba on the future direction of GME in Edinburgh, with our CGDO, pupils and Gaelic Community.
- Publicising plans for a new Gaelic High School - we hope to go to statutory consultation in October 2020.
- Social Media posts in Gaelic.

## **Ionnsachadh na Gàidhlig / Learning Gaelic**

Ciamar a tha a’ bhuidhinn a’ toirt fàs air ionnsachadh na Gàidhlig?

How is the organisation increasing the learning of Gaelic?

This links to priority “our communities are supported to be fluent and confident speakers” in our Gaelic Language Plan 2018-22.

We are actively engaged in delivering on the national strategy for adult Gaelic learners:

### Learning for the public:

- The CGDO supports:
  - Conversation class for advanced learners/Saturday at Central Library from 8<sup>th</sup> February 2020 (online from April 2020)
  - A weekly “Fighe is Cabadaich” (Knitting and Chat) session (starting February 2020, Wednesday 2-4pm)
  - Parent classes, Boroughmuir High School from 17<sup>th</sup> Feb. 5 week “Gaelic for the Home”.
  - Reading Club for Learners online, Friday mornings, from April 2020.
- 73 adults participated in 7 Gaelic Language classes (Nat 2 to Higher Levels) in the Adult Education Programme from January to June 2019; with 9 Gaelic classes available in the September to December 2019 programme. The programme is available on the [Council’s website](#). Classes are protected against low uptake levels (i.e. less than 12 places filled) through subsidy from Gaelic funding.
- Gaelic Language classes in the Adult Education Programme: total enrolled between September 2019 – March 2020: 144. 12 classes [last year, 73 adults participated in 7 Gaelic Language classes]. The

programme is available on the [Council's website](#). Classes are protected against low uptake levels (i.e. less than 12 places filled) through subsidy from Gaelic funding.

### Learning for staff Council-wide:

One of the aims of our Gaelic Language Plan is to improve the awareness, learning and use of Gaelic across the Council, in line with the objective of improving the visibility of Gaelic and to ensure staff are informed about the Gaelic Plan, history, culture and relevance of Gaelic in Edinburgh:

The CGDO is supporting this in a number of ways:

- Two “Lunch and Learn Gaelic” sessions for staff – starting in February 2020, the second in August. These have been very popular, with staff attending from a wide range of services in the council. Learn Gaelic and Duolingo recommended at these events as online resources for learning Gaelic.
- Starting in July 2020, working with Learning and Development: Developing Digital Learning Module for staff, **Gaelic Awareness**.
- Providing “Introduction to Gaelic” sessions for staff using YouTube as platform, starting in September 2020 (which has had nearly 850 views to date).
- Additional classes for staff are provided by an external tutor, online from October 2020 for Beginner and Intermediate level.

These activities have created a positive image and environment for Gaelic among staff.

### Teaching in schools:

#### a) Staff language skills and development:

- We have support in place for staff to complete their Gaelic Language in Primary Schools training. One candidate completed course May 2019. Two further candidates successfully participated in the 2019-20 course; strengthening of GLE in their primary settings.
- We are planning a full programme of CLPL input for staff across sectors, with the focus on Gaelic language and fluency and immersive pedagogy.
- TnaP provide financial support for externally delivered courses, as well as allowing time away for assessments and seminars; they are currently delivering bespoke in-house training to all staff. Specific Grant funding supports costs of externally delivered courses.
- GME staff have protected development time as part of their working week with specific development tasks, e.g. Social Subjects and differentiated materials. They also attend regular meetings with Central Belt Gaelic Secondary Teachers group which considers QA, moderation, sharing resources and best practice. On hold due to COVID.
- SG/JGHS is running a free Gaelic class for any of its staff who have an interest in the language. Currently on hold due to COVID and focus on recovery.
- Three JGHS staff have begun Gaelic Learners’ courses delivered by Sabhal Mòr Ostaig (funded by BnaG and self-funding).

#### b) Scope and scale of provision:

- Sgoil-àraich – we are exploring the inclusion of the nursery class at Bun-sgoil Taobh na Pàirce in the August 2020 plan with the aim of increasing provision to 11:40 hours, using a term-time model, in line with the Early Years expansion plan – on hold due to COVID.
- We are working in partnership with Oganan, who have now become a Partner Provider and are able to top-up provision so that families can receive their entitlement of 11:40 hours of funded Early Learning and Childcare to children and families.
- TnaP:

- are delivering GME to 419 and 49 in nursery.
- host Oganán Dhun Èideann, a Gaelic-medium wraparound-care provider.
- SG/JGHS has undergone a significant expansion of the GME Secondary provision:
  - the majority of the S1 cohort now receive 9 of their subjects through the medium of Gaelic.
  - S1 now receive Key Adult Time in Gaelic.
  - the use of Gaelic has increased across the school, both in terms of the amount of time pupils spend being immersed in the language, and the opportunities staff have to communicate in Gaelic.
  - We now have a Curriculum Lead in place, which means that we can roll out the offer of GLE to schools across the Council.
- We are continuing to explore the possibility of engaging people who can provide sports coaching in Gaelic for the school year 2019-2020. This would be in addition to current provision. Worked with Gate8 Outdoor Activity provider to facilitate participation in outdoor activities in Gaelic.
- We have secured Scottish Government funding for set up of classrooms in both school settings for use of Esgoil, helping us to increase the amount of Gaelic input available to pupils. The equipment has been installed and will be ready for use shortly. Some technical issues remain but we are now able to use successfully and we are contributing to teaching of the E-sgoil national offer (short term cover for E-sgoil teacher)
- The GDO supports Gaelic Medium social provision for young people based on GME activities through Sradagan (youth clubs)
- The GDO supports Gaelic Medium online provision for GME pupils.

#### c) Transitions:

- Enhanced transition P7 – S1 has been a major focus, with SG/JGHS colleagues supporting teaching and learning in primary classes on a regular, timetabled basis. Focus has been on upper primary, with additional support in younger classes. Particular attention has been given to additional support for learning (ASfL), with a member of primary ASfL team seconded one morning per week to support secondary GME colleagues. Teachers involved report that this has greatly increased understanding of pupils’ needs well before transition and should have tangible impact on ease of transition P7 to S1. Evaluation of the impact of this work will inform the development of a cross-sector transitions policy this session. The JGHS teacher now has responsibility for developing SfL expertise and resources across the department.

#### d) Recruitment:

- The Council held a recruitment drive in March 2019, along with education providers, responding to challenges in recruiting Gaelic speaking staff. This was supported by the Council’s HR and Communications Teams and Bord na Gàidhlig, who coordinated input from a range of bodies including Edinburgh and Strathclyde Universities and Newbattle Abbey College. A session was held as part of the event to advise current teachers on how to get funding for courses to study Gaelic and be able to teach, or for those who are fluent to get funding to do the Gaelic Teaching course. The event was successful, attended by around 20 people and will potentially be held on an annual basis, subject to COVID Guidance.
- TnaP regularly employ people who have an interest in Gaelic, who are perhaps in the early stages of learning, and provide a range of supports, including financial support from Gaelic Specific Grant, to help them progress as quickly as possible.
- Work is ongoing with key partners, including FE/HE institutions and other local authorities, to develop a programme for career-long professional development which will support recruitment and retention.

#### e) School capacity:

We have been considering options to expand existing capacity across all provision:

- TnaP through capital works and re-organisation: plans were developed by pupils, parents and staff, in line with agile spaces, to adapt one of the large TnaP classrooms for use in team teaching larger classes from August 2019.

#### **A'cur air adhart na Gàidhlig / Promoting Gaelic**

Ciamar a tha a' buidhinn a' cur deagh iomhaigh air adhart airson na Gàidhlig?

How is the organisation promoting a positive image of Gaelic?

This links to our priority "Gaelic is visible, encouraged and has a sustainable future within the city of Edinburgh" and our ambition to support the development of a strong and vibrant Gaelic community.

The activities described below reflect our approach to increasing the prominence of Gaelic within schools and across Edinburgh, and our efforts to develop career opportunities and pathways for learners.

#### Initiatives designed to increase the visibility of Gaelic activity and resources across the City include:

- As in previous years, the Council support Gaelic involvement at The Scottish Storytelling Centre and The Scottish International Storytelling Festival, delivered by TRACS (a Council-funded organisation); Gaelic activity is included in TRACS' year-round programme. A further development is the Scottish Storytelling Centre's podcast, Sgeul is Seanchas, giving Gaelic stories each month, launched September 2019.
- **Embedding and expanding existing Gaelic activities and resources**
  - Events e.g. "Oidhchean Ogridh" Gaelic-speaking musicians from both Taobh na Pàirce and James Gillespie's High School performances (open to all parents), arranged by CGDO/CnaG and funded by BnG
  - Partnership with Comunn nan Leabhraichean/Central Library/Members of Community for updating and expanding Gaelic collection.
  - CGDO in discussions re a book collection suitable for GME pupils at a library close to the school: Macdonald Road or Leith (March 2020, postponed due to lockdown).
  - Partnership with Comunn nan Leabhraichean - Children's sessions: Leugh is Seinn le Linda – reading and singing for pre-school and primary school children. Central Library/Stockbridge (March 2020, postponed due to lockdown)
  - Blackhall Library: Òrain agus Rannan - every 2<sup>nd</sup> Tuesday from 18<sup>th</sup> February 2020 (postponed due to lockdown)

#### Activities to generate employment using Gaelic include:

- As part of our ongoing engagement with MG ALBA, BBC and Gaelic media companies to identify opportunities to enhance Gaelic skills in the media in Edinburgh, MG ALBA attended the September 2019 meeting of the Gaelic Implementation Group (GIG), leading to a collaboration (which was just beginning before lockdown in March 2020) with Cànan Graphics Studio/MG Alba to produce a regular Gaelic podcast, run by S6 Advanced Higher Gaelic class.
- A member of staff at SG/JGHS is leading on Developing Young Workforce (DYW)/Enterprise projects 2019-20, with a focus on involvement in Foundation Apprenticeship Early Years/Childcare and link with TnaP/Òganan

Forthcoming:

- The City of Edinburgh Council, National Library and the GME unit of Àrd-sgoil Sheumais Ghilleasbuig:

Young Female Leadership Programme: new partnership project in Autumn 2020 term to create a young female leadership project. As part of this project, a group of students will receive mentoring and training to design and deliver their own Gaelic language tours of the Library's upcoming exhibition, Petticoats and Pinnacles – an exhibition about pioneering female mountaineers. The tours will be available to the public in spring 2021. This project is supported by Baillie Gifford. This is a first step towards a wider initiative being investigated by the Council around Young Apprenticeships in Languages and Tourism, this links GME to innovative practice in wider languages teaching and learning, which forms part of work in Edinburgh schools on the Scottish Government 1+2 Approach to Languages. This is an opportunity to link GME to the wider curriculum and affords GME pupils' opportunities to engage in meaningful activity with other successful language learners.

### Partnership approach to develop a programme of Gaelic Events:

A priority this year has been to build partnerships with key organisations across the city, to further develop and promote Gaelic:

- National Portrait Gallery - Tours in Gaelic: opportunities created for senior pupils to support volunteer guides to include Gaelic language in public tours and to train as Young Gaelic Tour Guides. Scotland's Photograph Album: The Mackinnon Collection, Junior Gaelic speaking guides. Session on 30<sup>th</sup> January 2020 – community members on tour with S3 pupils from Àrd-sgoil Sheumais Ghilleasbuig (SG/JGHS)
- Events developed in partnership with the National Library:
  - John Murray, an Honorary Fellow at the University of Edinburgh, discusses his book 'Reading the Gaelic Landscape', in which he applies a Gaelic lens to the study of Scotland's landscapes and history. James Graham, An Comunn's Chief Executive: "event with John Murray on the 13<sup>th</sup> October at 5pm is a perfect addition (National Mòd). Gaelic landscapes and place names will enable people to travel in their imaginations where they can't in real life" (13<sup>th</sup> October 2020)
  - Professor Mata Maciver, "The Advent of Modern Gaelic Broadcasting" (14 January 2021)
- CGDO, City Arts Centre and Museum of Edinburgh: Bilingual exhibitions (Donald Smith, 2021/ Will Maclean, 2022) with involvement from Gaelic Community and GME pupils with Ian Stephen.

### Promotion of Gaelic in Tourism:

- **Promotion of Gaelic in Tourism – having become a** member of The Gaelic Tourism Implementation Group, Visit Scotland, the CGDO initiated joint work in July 2020 with the following partners in:
  - **Invisible Cities** (social enterprise with people who have been homeless) to develop Gaelic-related content (the history of Gaelic in Edinburgh and simple phrases) which Guides will incorporate in current tours. Further development to include:
    - Creation of a "Gaelic Experience Tour" which will be added to Invisible Cities portfolio.
    - Creation of a Gaelic Treasure hunt in the city assisted by Gaelic Medium pupils.
  - **Mercat Tours:** Will be supported by CGDO to develop Gaelic-related content (the history of Gaelic in Edinburgh and simple phrases) which Guides will incorporate in current tours.
- The CGDO has been working with Business Growth and Inclusion colleagues since August 2020 to develop a Gaelic guide on **edinburgh.org**. and in partnership with the Department of External Relations at the National Library a virtual Mod Fringe Event, "Reading the Gaelic Landscape" (August 2020)

### Gaelic Hub

- There is longstanding ambition to have a Gaelic Hub for Edinburgh with exhibitions, events and potentially a cafe to showcase and promote the language and heritage. Plans are at an early stage. The Council's Business Gateway Team (**Economic Development**) have been involved in discussions with the CGDO (from February 2020) about the proposed Gaelic Hub. Board Members to attend half day "strategy planning workshop".
- Discussions began in February 2020 for a "Virtual Hub" at The George Washington Brown Room, Central Library (postponed due to lockdown)

## Fiosrachadh dearcnachaidh eile

### Other monitoring information

## A' brosnachadh Foghlam Gàidhlig

### Promotion of Gaelic Education

Chan fheum ach Ùghdarrasan Ionadail seo a lìonadh a-steach

For Local Authorities only to complete

Fo Earrainn 15 de dh'Achd an Fhoghlaim (Alba) 2016, feumaidh ùghdarrasan ionadail aig a bheil foghlam Gàidhlig anns an sgìre aca seo a shanasachd ann an dòigh iomchaidh. Feumaidh gach ùghdarras ionadail sanasachd a dhèanamh air na còraichean a th' aig pàrantan gus tagradh a dhèanamh airson foghlam Gàidhlig aig ìre na bun-sgoile agus foghlam luchd-ionnsachaidh na Gàidhlig a stèidheachadh. Ciamar a tha sibh a' coileanadh an dleistanais seo?

Under Section 15 of the Education (Scotland) Act 2016, local authorities which already provide Gaelic education in their area must take reasonable steps to promote this. All local authorities must take reasonable steps to promote the rights which parents have under the Act to make a request for Gaelic Medium Primary Education and the potential provision of Gaelic Learner Education. Could you tell us how you are undertaking this?

### Promoting the right to Gaelic Education:

We do this by providing information on provision and the application process, and through direct contact with interested parents:

[Croilegan's website](#) gives an overview of GME provision from nursery through to secondary schooling, along with a contact number for further information. This is now included on Council website.

Link: <https://www.edinburgh.gov.uk/nurseries-childcare/gaelic-pre-school/1>.

- The Council's public website includes a section on [Gaelic in schools](#), which gives details of how to apply for a place in the GME primary school, Bun-sgoil Taobh na Pàirce (TnaP).
- Within the TnaP school setting, we meet regularly with parents who have an interest in Gaelic Medium Education. Examples include regular open afternoons for prospective nursery parents, one to one meetings with prospective parents, well planned- enrolment week, with open day, in November.
- We have also taken significant steps to promote GME at the secondary level. The increased provision of GME subjects and in staffing has seen the presence of Gaelic at SG/JGHS grow, with an effective working partnership established between CEC Officers, schools and parent groups. We are also planning for a GME Secondary school in 2024, demonstrating a clear commitment to the safeguarding and development of Gaelic education across the city.

### **Pàrantan Corporra**

### **Corporate Parenting**

Chan fheum ach Pàrantan Corporra seo a lìonadh a-steach

For Corporate Parents only to complete

Am b' urrainn dhuibh dàta a thoirt dhuinn air an àireimh de dhaoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.

Please provide data on the number of Gaelic-speaking care experienced young people registered with the Authority.

There are none this year.

Am b' urrainn dhuibh fiosrachadh a thoirt dhuinn air tachartasan no cothroman a tha sibh a' cur air dòigh airson daoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.

Please provide information on activities or opportunities you provide for Gaelic-speaking care experienced young people.

At JGHS, none specifically, but we do ensure that this group are able to participate in activities/excursions, e.g. providing financial support where applicable.

At TnaP nothing currently exclusively offered to this group.

### Co-ionannachd Equalities

Bu chòir don a h-uile buidheann seo a lionadh a-steach

For all organisations to complete

An do chomharraich an t-ùghdarras poblach agaibh cùisean sònraichte sam bith co-cheangailte ri co-ionannachd chothroman a thaobh leasachadh na Gàidhlig?

Has your public authority identified any particular issues relating to equality of opportunity with regard to the development of Gaelic language?

- Every request for a place in one of the Gaelic schools has been met (i.e. there is no unmet need).
- As noted above in our description of arrangements for additional support needs, arrangements are in place in both primary and secondary settings.
- The work in the primary school to embed the school in the community is resulting in an increasing number of pupils with local post-codes being enrolled in GME and so broadening the profile of the school community in terms of the population served, e.g. SIMD and ethnicity.
- The main challenge has been in securing teaching capacity, to ensure that GME is available across as wide a spectrum of learning as possible. As noted above, we have developed a recruitment strategy to help to address this.

A bheil poileasaidhean, modhan-obrach no dòighean-obrach sam bith co-cheangailte ri co-ionannachd a chaidh a chur an gnìomh leis an ùghdarras phoblach agaibh, no a tha gan cur an gnìomh an-dràsta, a bhuineas ri bhith a' cur co-ionannachd chothroman air adhart an lùib leasachadh na Gàidhlig? An inns sibh dhuinn mun deidhinn?

Are there any equalities policies, procedures or measures that have been implemented by your public authority, or are in the process of being implemented, that are relevant to advancing the equality of opportunity in the development of Gaelic language? Can you tell us about them?

Our key actions which are designed to advance equality of opportunity are as follows:

- Pupil Voice groups were set up at TnP in August '19, with a focus on a range of topics, including language and culture. The progress and success of these were cut short by the COVID closure. There are plans to re-establish these groups this session, using a slightly different approach. There will also be an Equalities group, reflecting current priorities at local authority and national level.
- A member of the secondary team worked closely with primary colleagues to support transition and to shadow the work of the support for learning teacher. This staff member was also seconded to JGHS for

a morning a week to support GME learners there, and to upskill GME staff in the delivery of Support for Learning.

A bheil eisimpleirean ann de cheumannan sònraichte a ghabh sibh gus piseach a thoirt air in-ghabhail agus com-pàirteachas a tha air obrachadh gu sònraichte math a thaobh leasachadh na Gàidhlig taobh a-staigh an ùghdarrais phoblaich agaibh? An inns sibh dhuinn nam biodh sibh toilichte nan sgaioleadh Bòrd na Gàidhlig na h-eisimpleirean agaibh agus nan dèanamaid sanasachd orra.  
Are there examples of implementing specific measures to improve inclusivity or engagement that have worked particularly well regarding Gaelic language development for your public authority? Please indicate if you would be happy for Bòrd na Gàidhlig to share and promote the examples provided.

### Schools:

#### Taobh na Pàirce:

In addition to our focus on closing the attainment gap, staff make every effort to include pupils from all backgrounds in extra-curricular activities. Strategies include budgeting to allow pupils from low-income backgrounds to take part in trips at a reduced cost, or free of charge. This has been key in allowing pupils from varying demographics to have the opportunity to use their Gaelic in a social environment, as well as in the classroom.

<b>Amasan airson Seirbhisean Corporra</b>	<b>Corporate Service Aims</b>	2019-20		
Àrd Phrionnsabalan	Overarching Principles			
<p><b>Spèis Cho-ionann</b> A h-uile gealladh anns a’ phlana Ghàidhlig air a lìbhrigeadh dhan aon ìre anns a’ Ghàidhlig agus anns a’ Bheurla.</p>	<p><b>Equal Respect</b> Gaelic language plan commitments delivered to an equal standard in both Gaelic and English. <b>Narrative</b> <i>The commitments in the report are structured around three strategic aims, and implementation is overseen by the Gaelic Implementation Group, a formal working group of the Council. This is the same implementation process used for all Council plans.</i></p>	Rated green		
<p><b>Cothroman Follaiseach</b> Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonna air na cothroman a th’ ann agus Gàidhlig a chleachdadh leis an ùghdarras phoblach.</p>	<p><b>Active Offer</b> Practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic in relation to the work of the public authority. <b>Narrative</b> <i>This is well embedded in Education and has now been extended to libraries and museums – see detail in the main report</i></p>	Rated green		
<p><b>Treas Phàrtaidhean</b> A’ dearbhadh gum bi ALEOs agus cunnraidhean eile ag obair gus plana Gàidhlig an ùghdarras phoblaich a chur an gnìomh.</p>	<p><b>Third Parties</b> Ensure that Arm’s Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan. <b>Narrative</b> <i>Progress has been made with Edinburgh Leisure through the rebuilding of Meadowbank stadium, which will include a Gaelic on the external building. Agreement has also been reached with Edinburgh trams to include Gaelic name places on route maps (to be displayed inside the tram). LRT have advised that funding is not currently available to support translation for their services.</i></p>	Rated amber		
<p><b>Gàidhlig na nì àbhaisteach</b> Geallaidhean bhon phlana Ghàidhlig air an gabhail a- steach ann an structaran an ùghdarras phoblaich tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh</p>	<p><b>Normalisation</b> Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed.</p>	Rated amber		

a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart.	<b>Narrative</b> <i>The Council's Policy and Sustainability Committee, the Gaelic Implementation Group and the Officer Group are the relevant elements of the decision-making structure within the Council.</i>			
<b>Pàrantan Corporra</b> Gu bheilear mothachail air na dleastanasan a th' ann mar Pàrant Corporra gum bi a h-uile pàiste is neach òg fo chùram no a b' àbhaist a bhith fo chùram le Gàidhlig a' faighinn na h-aon cothroman 's a tha clann le cànan eile.	<b>Corporate Parenting</b> That the authority is aware of the duties of a Corporate Parent to ensure that looked after children and young people and care leavers with Gaelic receive the same opportunities as those with other languages. <b>Narrative</b> <i>This would be considered as part of the assessment and support planning for the young person.</i>	Rated green		
<b>Inbhe</b>	<b>Status</b>			
<b>Suaicheantas</b> Ag amas air suaicheantas corporra anns a' Ghàidhlig agus anns a' Bheurla a chruthachadh nuair a thig a' chiad chothrom agus mar phàirt den phròiseas ùrachaidh.	<b>Logo</b> Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process. <b>Narrative</b> <i>We have committed to doing this in our GLP but there is no renewal planned at present</i>	Rated green		
<b>Soidhnichean</b> Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.	<b>Signage</b> Prominent signage will include Gaelic and English as part of any renewal process. <b>Narrative</b> <i>As noted above – agreement reached for Meadowbank and Edinburgh Trams. Wider progress has been limited as there is no renewal programme planned</i>	Rated green		
<b>Conaltradh leis a' phoball</b>	<b>Communicating with the public</b>			
<b>Brosnachadh</b> Teachdaireachdan gu bheil fàilte air conaltradh sa Ghàidhlig bhon poball daonnan.	<b>Promotion</b> Positive message that communication from the public in Gaelic is always welcome. <b>Narrative</b> <i>This is well-embedded in the Gaelic schools, where it is most relevant; and several Corporate staff use the BnG "happy to communicate" footer on emails</i>	Rated green		
<b>Conaltradh sgrìobhte</b>	<b>Written Communication</b>	Rated green: see		

<p>Fàilte ga cur air conaltradh sgrìobhte sa Ghàidhlig (post, post-d agus meadhanan sòisealta) daonnan agus bidh freagairt ann sa Ghàidhlig, a rèir clàr-ama conaltraidh àbhaisteach na buidhne.</p>	<p>Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.</p>	<p>above (section 1)</p>
<p><b>Ionad-fàilte agus am fòn</b> Far a bheil luchd-obrach le Gàidhlig ann airson seo a thoirt seachad, gheibh iad taic airson seo a dhèanamh agus thèid sanasachd a dhèanamh air t-seirbheis dhan phoball.</p>	<p><b>Reception and phone</b> Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.</p>	<p>Rated green: see above (section 1)</p>
<p><b>Coinneamhan</b> Cothroman airson coinneamhan dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh.</p>	<p><b>Public meetings</b> Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted. <b>Narrative</b> <i>Opportunities tend to relate to school events; translation resources would be required</i></p>	<p>Amber:</p>

Fiosrachadh	Information	<div style="display: flex; justify-content: space-between; width: 100%;"> <div style="width: 33%; background-color: #90EE90;"></div> <div style="width: 33%; background-color: #FFD700;"></div> <div style="width: 33%; background-color: #FF0000;"></div> </div>
<p><b>Fiosan-naidheachd</b> Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.</p>	<p><b>News releases</b> High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English. <b>Narrative</b> <i>A Communications Plan is under development, as noted in an earlier section of this report and the approach to news releases will be included there.</i></p>	<p>Amber</p>
<p><b>Meadhanan sòisealta</b> Stuth Gàidhlig ga sgaoileadh tro na meadhanan sòisealta gu cunbhalach, le stiùir bho ìre cleachdaidh no cleachdadh a dh'fhaodadh a bhith ann.</p>	<p><b>Social Media</b> Gaelic content distributed regularly through social media, guided by the level of actual and potential users <b>Narrative</b> <i>The appointment of the CGDO has enabled a significant increase in social media presence.</i></p>	<p>Rated green</p>
<p><b>Làrach-lìn</b> Stuth Gàidhlig air làrach-lìn an ùghdarrais phoblaich, le prìomhachas air na duilleagan le faicsinneachd mhòr.</p>	<p><b>Website</b> Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach. <b>Narrative</b> <i>As above the Communications Plan will include the approach to website content.</i></p>	<p>Amber</p>

<p><b>Irisean Corporra</b>  Irisean corporra sa Ghàidhlig agus Beurla le prìomhachas air sgrìobhainnean le faicsinneachd mhòr.</p>	<p><b>Corporate Publications</b>  Produced in Gaelic and English, with priority given to those with the highest potential reach.  <b>Narrative</b>  <i>As above the Communications Plan will include the approach to corporate publications.</i></p>	Amber
<p><b>Taisbeanaidhean</b>  Cothroman airson taisbeanaidhean dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh, le prìomhachas air an fheadhainn aig a bheil a’ bhuaidh as motha.</p>	<p><b>Exhibitions</b>  Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.</p>	
<p><b>Corpas na Gàidhlig</b></p>	<p><b>Gaelic Language Corpus</b></p>	
<p><b>Gnàthachas Litreachaidh na Gàidhlig</b>  Leanaidh an t-ùghdarras Poblach Gnàthachas Litreachaidh na Gàidhlig as ùire mar stiùir airson a h-uile rud sgrìobhte aca.</p>	<p><b>Gaelic Orthographic Conventions</b>  The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.  <b>Narrative</b>  <i>As noted above, this is being factored in to the Communications Plan. At present, the relevant written materials from schools comply.</i></p>	Rated green

Luchd-obrach	Staff			
<p><b>Sgrùdadh Luchd-obrach</b> Sgrùdadh cunbhalach air sgilean Gàidhlig agus iarrtasan airson trèanadh Gàidhlig tro bheatha gach plana.</p>	<p><b>Internal audit</b> Conduct an internal audit of Gaelic skills and training needs through the life of each plan.</p> <p><b>Narrative</b> <i>As noted above we plan to include questions on Gaelic skills among all Council staff as part of our next Colleague Opinion Survey, which will be carried out in 2021-22.</i></p>	Rated amber		
<p><b>Inntrigeadh</b> Eòlas air a' phlana Ghàidhlig mar phàirt den phròiseas inntrigidh.</p>	<p><b>Induction</b> Knowledge of the public authority's Gaelic language plan included in new staff inductions</p>	Rated green: introduced in March 2019		
<p><b>Trèanadh cànan</b> Trèanadh ann an sgilean Gàidhlig ga thabhann agus ga bhrosnachadh, gu sònraichte a thaobh a bhith a' cur plana Gàidhlig na buidhne an gnìomh.</p>	<p><b>Language training</b> Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.</p>	Rated green: see above in "learning of Gaelic"		
<p><b>Trèanadh le Fiosrachadh mun Ghàidhlig</b> Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air stiùirichean, buill bùird, comhairlichean agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.</p>	<p><b>Awareness training</b> Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.</p> <p><b>Narrative</b> <i>See above sections for the extensive range of activities underway, which are open to all groups of staff.</i></p>	Rated green		
<p><b>Fastadh</b> A' toirt aithne is spèis do sgilean Gàidhlig mar phàirt den phròiseas fhastaidh.</p>	<p><b>Recruitment</b> Recognising and respecting Gaelic skills within the recruitment process.</p> <p><b>Narrative</b> <i>As per standard recruitment process re essential and desirable knowledge, skills and experience.</i></p>	Rated green		
<p>Gàidhlig ainmichte mar sgil a tha na buannachd agus/no a tha riatanach gus seirbheisean Gàidhlig a libhrigeadh agus a rèir na comhairle laghail aig Bòrd na Gàidhlig.</p>	<p>Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.</p>	Rated green: as above		
<p>Sanasan-obrach dà-chànanach no sa Ghàidhlig airson dreuchdan far a bheil Gàidhlig ainmichte mar sgil riatanach.</p>	<p>Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p>	Rated green: for example, CGDO post		

