

Policy and Sustainability Committee

10:00am, Tuesday, 21 March 2023

The City of Edinburgh Council Gaelic Language Plans: 2017-22 and 2023-27

Executive/routine
Wards
Council Commitments

Executive
All

1. Recommendations

1.1 It is recommended that Committee:

- 1.1.1 Approve the [draft Gaelic Language Plan for 2023-27](#), the Council's third plan, for public consultation
- 1.1.2 Approve the fourth and final statutory annual progress report on the Council's second Gaelic Language Plan 2018-22, covering the period from 6 December 2021 to 6 December 2022, as required by Bòrd na Gàidhlig, and due to be submitted to the Bòrd by 22 March 2022.

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Report

The City of Edinburgh Council Gaelic Language Plans: 2017-22 and 2023-27

2. Executive Summary

- 2.1 This report provides a summary of a draft of the Council's third Gaelic Language Plan, for the period 2023-27, which describes progress to date and the priorities and a draft implementation plan for the next four years. As required by the Act, the draft plan must be subject to public consultation, and approval is sought for the draft plan (Appendix 1) to form the basis of this consultation.
- 2.2 This report also provides an overview of the final statutory annual monitoring report for its last Gaelic Language Plan 2018-22 (shown in full at Appendix 2), which is due to be submitted to Bòrd na Gàidhlig by 22 March 2023.

3. Background

- 1.1 Under the Gaelic Language (Scotland) Act 2005, the City of Edinburgh Council has a statutory obligation to support Gaelic through the development of a Gaelic Language Plan to help ensure that Gaelic continues to thrive. A draft of the Council's third plan is described in this report; the two earlier plans have covered 2012-17 and 2017-22.
- 1.2 The Act also requires the Council to provide a report on progress on all commitments in their current Gaelic Language Plan on an annual basis if requested by Bòrd na Gàidhlig. The Bòrd advised that the fourth and final monitoring report for the Council's 2018-22 plan is due on 22 March 2022.
- 3.1 The Gaelic Implementation Group (GIG) comprises Elected Members, Council officers and representatives from the Gaelic community. It supports plan development and oversees progress with the implementation plan at its quarterly meetings. The GIG considered a draft of the 2023-27 report at its meeting on 23 January 2023.

4. Main report

Draft Gaelic Language Plan 2023-27

- 4.1 The plan builds on the extensive progress made in Edinburgh since 2012 when the first plan was published. Progress has included:
 - 4.1.1 improving the quality and provision of Gaelic Medium Education from early years to senior phase
 - 4.1.2 promoting and embedding the Gaelic language and culture within the Council and externally throughout the city
 - 4.1.3 strengthening partnership across the city through the Capital Gaelic project, led by the Council in partnership with the National Library of Scotland.
- 4.2 The draft third plan seeks to build on the progress made, focussing on:
 - 4.2.1 continuing to develop high quality Gaelic Medium education 0-18, aligned to national guidance, the aims and vision of Edinburgh Learns for Life and shaped by stakeholder participation
 - 4.2.2 embedding Gaelic language education in schools through the development of learning and teaching resources for all schools (in line with the Scottish Government's 1+2 Approach to language learning)
 - 4.2.3 extending engagement with Gaelic through opportunities for adult and family learning and cultural activity
 - 4.2.4 continuing to develop the cultural, social and employment opportunities which are needed for Gaelic to flourish beyond the classroom, supported by the Capital Gaelic network and wider partnership working
- 4.3 The draft plan, which includes a draft implementation plan, is set out in appendix 1.

Annual Monitoring report – Gaelic Language Plan 2017-22

- 4.4 As in previous years, Bòrd na Gàidhlig has provided a template for annual monitoring reports. 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 26 descriptors of practice and arrangements.
- 4.5 Appendix 2 shows the completed monitoring report, which uses information from across Council Directorates, including: Schools and Lifelong Learning, Corporate Services, Business Growth and Inclusion and Cultural Services and covers activity between 6 December 2021 and 6 December 2022.
- 4.6 Of particular note has been the Capital Gaelic project, in partnership with the National Library of Scotland, and part funded by Bòrd na Gàidhlig. The

project, initially funded for one year, started in late 2021, and aims to build partnership working across the public bodies in Edinburgh to meet the aims and ambitions of the Gaelic Language Act

- 4.7 An overview of progress across the four-year period covered by the last plan is given in the “Strong Foundations” section of the draft plan for 2023-27 (Appendix 1). Key areas of progress have spanned:

Gaelic Medium Education (GME):

- 4.7.1 Improved and increased early years GME provision (for children aged 0-5 years)
- 4.7.2 Improvement of the learning estate
- 4.7.3 Ongoing expansion of the GME curriculum offer
- 4.7.4 Provision of career-long professional learning opportunities for school teams
- 4.7.5 Development of partnership work to enhance and extend immersion for learners

Promoting and embedding Gaelic language and culture:

- 4.7.6 Continuing to support Council staff and Elected Members with the learning and use of Gaelic
 - 4.7.7 Increasing the visibility of Gaelic through signage
 - 4.7.8 Working with partners to deliver a programme of Gaelic events and exhibitions
 - 4.7.9 Continuing to promote Gaelic in tourism
 - 4.7.10 Continuing to develop career opportunities for GME pupils
- 4.8 Key to the progress achieved have been the appointment of two externally funded fixed-term posts: a Capital Gaelic Development Officer (CGDO) and an Early Years Development Officer, who have been highly effective in driving and embedding action across the scope of the plan. External funding for these posts comes from Bòrd na Gàidhlig, the Scottish Government and National Library of Scotland,

5. Next Steps

- 5.1 If approved by this Committee, the draft plan for 2023-27 will be published for consultation on the Council’s would be for a six-week period, in line with the Council’s consultation policy.
- 5.2 Following consultation, the revised plan will be considered by Policy and Sustainability on 28 May before being submitted to Bòrd na Gàidhlig for their consideration.

- 5.3 If approved by this Committee, the annual monitoring report for 2017-2022 will be submitted to Bòrd na Gàidhlig for their consideration.

6. Financial impact

- 6.1 The Capital Gaelic Development Officer and the GME Early Years Development Officer posts are part-funded from external sources, principally the Scottish Government and Bòrd na Gàidhlig, through annual grant processes. Many of the actions set out in the plan are dependent on continued specific financial support from these sources. All other actions are taken forward within existing approved service budgets.

7. Stakeholder/Community Impact

- 7.1 The Gaelic Implementation Group contribute to the development of the Council's Gaelic Language Plans and receive regular progress reports on implementation.
- 7.2 A six week period of public consultation, supported by targeted engagement, will inform the final version of the plan for 2023-2027.

8. Background reading/external references

- 1.3 The City of Edinburgh Council Gaelic Language Plan (2018- 22)

9. Appendices

- 9.1 Appendix One: Draft City of Edinburgh Council Gaelic Language Plan 2023-27
- 9.2 Appendix Two: Annual Progress Monitoring Report for 2021-22 for City of Edinburgh Council Gaelic Language Plan 2017-22

Consultation on The City of Edinburgh Council's Draft Gaelic Language Plan 2023-27

Contents

Executive Summary.....	2
Foreword.....	3
Introduction	4
Gaelic in Edinburgh	4
Strong foundations	4
The next phase – draft plan for 2023-27	6
High Quality Gaelic Language Education	6
Building cultural, social and employment opportunities.....	6
Priorities for 2023-2027	7
1. Using Gaelic.....	7
2. Learning Gaelic.....	7
3. Promoting Gaelic.....	7
Resourcing the plan	8
Implementation and monitoring	8
Appendix 1. Implementation Plan	9
Appendix 2. Consultation Questions – Your Details	14

Executive Summary

Under the Gaelic Language (Scotland) Act 2005, the City of Edinburgh Council has a statutory obligation to support Gaelic through the development of a Gaelic Language Plan to help ensure that Gaelic continues to thrive. This is the Council's third plan, setting out the next phase of work to promote Gaelic and increase its learning and use in Edinburgh.

The plan builds on the extensive progress made in Edinburgh since 2012 when the first plan was published. Progress has included:

- improving the quality and provision of Gaelic Medium Education from early years to senior phase
- promoting and embedding the Gaelic language and culture within the Council and externally throughout the city through signage on key buildings and historic graveyards, a wide range of cultural events and the development of career opportunities
- strengthening partnership across the city through the Capital Gaelic project, led by the Council in partnership with the National Library of Scotland.

The draft third plan seeks to build on the progress made, focussing on:

- continuing to develop high quality Gaelic Medium education 0-18, aligned to national guidance, the aims and vision of Edinburgh Learns for Life and shaped by stakeholder participation
- embedding Gaelic language education in schools through the development of learning and teaching resources for all schools (in line with the Scottish Government's 1+2 Approach to language learning)
- extending engagement with Gaelic through opportunities for adult and family learning and cultural activity
- continuing to develop the cultural, social and employment opportunities which are needed for Gaelic to flourish beyond the classroom, supported by the Capital Gaelic network and wider partnership working

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, a unique and essential feature of Scotland's rich cultural tapestry.

Our approach to Gaelic will continue to 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 continued to make strong steps towards a more vibrant and visible Gaelic language and culture. We have continued to deliver high-quality Gaelic Medium Education (GME) from early years, through primary and on to high school, meeting the challenges of Covid and then supporting staff teams, families and learners to move forward beyond the pandemic.

We have continued to work towards a sustainable future for Gaelic across the city and have benefitted greatly from a dedicated post, which was part funded by Bòrd na Gàidhlig, bringing knowledge, expertise and creativity to greatly boost the visibility of Gaelic in the city. This created the foundations for Capital Gaelic, a partnership with the National Library of Scotland, working together with partners across the city to embed Gaelic as a vibrant part of life in Edinburgh for the benefit of citizens and visitors.

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 increase 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 and an increasingly diverse range of partners and organisations to deliver a vibrant and sustainable approach to Gaelic language and culture in the city.

Councillor Joan Griffiths, Chair of the Gaelic Implementation Group

Andrew Kerr, Chief Executive

Introduction

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament on 21st April 2005 with cross-party support, receiving Royal Assent on 1st June 2005.

Under the Gaelic Language (Scotland) Act 2005, the City of Edinburgh Council has a statutory obligation to support Gaelic through the development of a Gaelic Language Plan (GLP) to help ensure that Gaelic continues to thrive.

This is a draft of the City of Edinburgh Council's third Gaelic Language Plan. It sets out for comment the proposed high level aims and actions for the next four years, in line with the National Gaelic Language Plan, which aims to:

- Increase the use of Gaelic
- Increase the learning of Gaelic
- Promote a positive image of Gaelic

This draft GLP aligns with the key priorities of the [City of Edinburgh Council Business Plan](#), the aims and vision of [Edinburgh Learns for Life](#), and 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.

Gaelic in Edinburgh

As Scotland's capital city, Edinburgh has a special responsibility to nurture and help cultivate the Gaelic language and culture. 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. Edinburgh has played a key role in Gaelic life for centuries with many place names having Gaelic origins. For example, Craigentinny comes from the Gaelic Creag an t-Sionnaich which means the rock of the fox. Further details of Gaelic in Edinburgh are available from [this link](#) to a page on the Forever Edinburgh website.

Strong foundations

This draft GLP sets out ambitions and plans for the next phase of embedding and promoting Gaelic in Edinburgh to ensure that it has a thriving future.

Its key aims are to have strong and effective Gaelic Language Education and importantly, the opportunity to use and learn about the language and culture beyond the classroom, so that Gaelic becomes more relevant, accessible and interesting for the whole population.

The plan continues to build on the progress made since 2012, when the first plan was published.

Progress made in Gaelic Medium Education (GME) includes:

- Improved and increased **early years GME** provision (for children aged 0-5 years) through Scottish Government funded Early Learning and Childcare, including engagement with partner providers to increase capacity and the creation of a

Appendix 1

dedicated Development Officer post, part funded by Bòrd na Gàidhlig, to support improvement and alignment across early years services

- Improvement of the **learning estate** including the creation of additional capacity and enhancement to acoustics within the primary school building; transition to the GME base at the refurbished Darroch campus; the creation and recruitment to dedicated GME Deputy Head Teacher (DHT) post; and securing of additional Scottish Government capital funding for IT, science equipment and a nurture base
- Ongoing expansion of the **GME curriculum offer** across our provision, within the Broad General Education (from primary 1 to S3) and into the senior phase
- Provision of career-long **professional learning** opportunities for school teams
- Development of partnership work to enhance and extend **immersion for learners** and to maximise opportunities for meaningful engagement with Gaelic language and culture within and beyond the classroom.

Progress in promoting and embedding Gaelic language and culture within the Council and beyond includes:

- Continuing to **support Council staff and Elected Members** with the learning and use of Gaelic across the Council, including the language, history and culture
- **Increasing the visibility of Gaelic** in a range of ways, including external signs (e.g. historic graveyard sites, Meadowbank Sports Stadium and the new Castlebrae Community Campus), and bilingual names for stops on the Edinburgh Trams website
- Working with partner organisations (including the National Library of Scotland, National Galleries and Edinburgh Local Mòd) to deliver a **programme of Gaelic events and exhibitions**, involving the Gaelic community and GME pupils
- Continuing to promote **Gaelic in tourism**, working with Invisible Cities to develop a “Gaelic in Edinburgh” tour and with Visit Scotland as a member of their Gaelic Implementation Group
- Continuing to develop **career opportunities** for GME pupils, for example, the Young Female Leadership Programme, involving the National Library of Scotland, James Gillespie’s High School and supported by Baillie Gifford. In addition, we are developing Foundation Apprenticeships with Skills Development Scotland and other Capital Gaelic Network partners.

A major development has been the Capital Gaelic project, in partnership with the National Library of Scotland, and part funded by Bòrd na Gàidhlig. The project, initially funded for one year, started in late 2021, and aims to build partnership working across the public bodies in Edinburgh to meet the aims and ambitions of the Gaelic Language Act.

Further details are available in the Council's annual GLP progress reports to Bòrd na Gàidhlig. The most recent progress report is available [here](#).

The next phase – draft plan for 2023-27

The two key aims of the next phase of our Gaelic Language Plan for 2023-27 are:

- Continuing to develop high quality Gaelic Language Education for 0-18 years
- To develop the cultural, social and employment opportunities which are needed for Gaelic to flourish

High Quality Gaelic Language Education

Continuing to develop high quality Gaelic Language Education for 0-18 years will be supported by the Gaelic Medium Education (GME) Improvement Plan, which has clear links with Edinburgh Learns for Life and national guidance.

The future shape and location of GME provision in the city has been under consideration for a number of years, with an options appraisal for new secondary provision initially presented to parents in January 2020. The Education, Children and Families Committee in January 2022 decided to pause plans for statutory consultation on the proposed new GME provision so that officers could undertake further pre-consultation engagement with parents and partners. This activity is underway and will inform timescales for the actions to improve GME provision.

We plan an added emphasis on bilingualism and cultural capital, which will link with languages education across our schools, through the Scottish Government 1+2 Approach. Opportunities for learners to engage with Gaelic (through L3 and IDL models) will be developed and promoted in all schools. We will conduct a thematic review of Gaelic Language Learning provision for children, families and adults as a basis for planning and development of provision across the life of this plan.

Building cultural, social and employment opportunities

Education needs strong links with cultural, social and employment opportunities for Gaelic to flourish, which in turn need:

1. Meaningful opportunities for Gaelic to be used beyond classroom settings, particularly for young people. The development of youth employment opportunities for Gaelic speakers is crucial
2. Wider knowledge, understanding and respect for Gaelic among the general population
3. Increased engagement with Gaelic language and culture across generations and across communities

To support this ambition, the Council will continue to work with other public bodies across Edinburgh to build the foundations for "Capital Gaelic". By collaborating and sharing resources, the Capital Gaelic network aims to increase opportunities to learn about the

language and culture for as many people as possible, embedding Gaelic as a vibrant part of life in the city for the benefit of citizens and visitors.

Priorities for 2023-2027

Supporting the aims described above, the priorities for the next iteration of the Council's Gaelic Language Plan are summarised below. The actions to support these are described in the implementation plan, shown in the appendix.

1. Using Gaelic

- Ensure that children and young people in Gaelic Medium Education (GME) develop a strong sense of Gaelic culture and community, linked to the ethos, vision and aims of their schools
- Actively support the development of a Gaelic community centre, linked to GME provision, through close partnership with the Gaelic language community in the city

2. Learning Gaelic

- Continue to improve the quality of provision of Gaelic Medium Education from 0-18 in line with national guidance and shaped by stakeholder participation, which includes the voices of children and young people
- Undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic medium and Gaelic learner education to the CEC residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education.

3. Promoting Gaelic

- Lead on developing the Capital Gaelic project and brand, building on its potential for coalescing the wider Gaelic cultural and linguistic community and the tourism sector, linked to and supporting developments in GME

Questions for consultation:

1. Are these the right priorities for the Council's next Gaelic Language Plan to focus on? [yes, no]
2. Are there any priorities which have not been included? [yes, no]
 - If yes, please tell us what these other priorities are
3. Are there any priorities listed which should not be included? [yes, no]
 - If yes, please tell us what these priorities are

The implementation plan, shown in the appendix, gives details of the actions which would support these aims.

Questions for consultation:

4. Are there other actions that we could take to support Gaelic development?
 - If yes, please tell us what these actions are
5. Do you have any other comments or suggestions about the draft City of Edinburgh Council's Gaelic Language Plan and its effectiveness in fulfilling the objectives of the National Gaelic Language Plan?
 - If yes, please tell us your suggestions

Resourcing the plan

Funding for Gaelic and GME comes from a variety of sources, and the actions set out in the plan are dependent on continued specific financial support from the Scottish Government:

- Education per capita funding for schools
- Rising rolls funding for schools
- Scottish Government Grant (annual)
- Additional capital funding from the Scottish Government
- Grants from Bòrd na Gàidhlig to support specific posts and projects

Implementation and monitoring

The implementation of the Gaelic Language Plan 2023-27 will be overseen by the Gaelic Implementation Group (GIG), which comprises Elected Members, Council officers and key stakeholders and representatives from the Gaelic community. It meets on a quarterly basis to consider progress and to identify priorities for further action.

Monitoring of GME is detailed in the Gaelic Medium Education Improvement Plan and is overseen by the Bòrd Ionnsachaidh na Gàidhlig (Gaelic Learning Board).


Appendix 1. Implementation Plan

High level aims	Actions	Lead
1.1 Ensure that children and young people in Gaelic Medium Education (GME) develop a strong sense of Gaelic culture and community, linked to the ethos, vision and aims of their schools.	<p>This will be taken forward in collaboration with partners, including Comunn na Gàidhlig</p> <p>As set out in our Gaelic Medium Education Improvement Plan:</p> <ol style="list-style-type: none"> 1. In line with Edinburgh Learns for Life and national guidance, revisit and update school aims and vision in consultation with learners and families 2. Develop and enhance partnerships to support improvement in: <ul style="list-style-type: none"> • Gaelic language skill and confidence (learners, staff, families) • Immersive pedagogy (staff) • Understanding of and engagement with Gaelic culture (learners, staff, families) • Curriculum – learner experience 3. Linked with the Capital Gaelic project, develop opportunities for rich language engagement for learners beyond the classroom, Gaelic groups in the community – choirs, adult learner groups, etc 4. Establish and strengthen supportive networks including partnerships with local authorities and national bodies and organisations. 	Education, Communities and Families
1.2 Actively support the Gaelic community in their efforts to develop a Gaelic community centre, linked to GME provision, through	Support Ionad Gàidhlig Dhùn Èideann with their objective to develop plans for a Centre for Gaelic in Edinburgh e.g. through advice on Business Case development, linking with the Council's development of a Community Centre Strategy (where appropriate).	All Directorates

Appendix 1

High level aims	Actions	Lead
close partnership with the Gaelic language community in the city.	Support our school settings to engage with the planning and development of the centre.	
1.3 Continue to improve engagement with Gaelic communities to support greater involvement with GME schools	<p>As set out in our Gaelic Medium Education Improvement Plan and linked to the Capital Gaelic project:</p> <ul style="list-style-type: none"> • Develop and promote local and national Gaelic partnerships • Ensure our Gaelic partnerships are fully collaborative and effective (e.g. by using information gathered through schools partnership audit) • Improve learning together in the medium of Gaelic (Parental Engagement and Involvement) 	Education, Communities and Families
1.4 Increase the use of bilingual signage in key Council sites	<p>When signage is due to be replaced across the city, the council will include Gaelic translations where appropriate, including during any future corporate brand refresh.</p> <p>The Council will encourage all council ALEOs to consider Gaelic or bilingual signage/branding as and when new or refreshed signage/branding is introduced</p>	All Directorates
1.5 Increase Gaelic content on the Council's website	Continue to explore opportunities to increase Gaelic content on the Council's website	All Directorates
1.5 Improve options for Gaelic speakers when	Arrange Gaelic awareness courses for front line staff	Customer Services,

Appendix 1

High level aims	Actions	Lead
contacting Council customer services.		supported by CGDO
1.6 Communications and key documents	Those communications which are directly relevant to the Gaelic speaking community will be made available in Gaelic.	Corporate Services
2.1 Continue to improve the quality of provision of Gaelic Medium Education from 0-18 in line with national guidance and shaped by stakeholder participation, which includes the voices of children and young people	<p>We are committed to improving provision of GME services from 0-18:</p> <ol style="list-style-type: none"> 1. Continue to strengthen our 0-3 Croileagan provision and extend reach across city 2. Improve cohesion of 0-5 provision, including with our partner provider and continuing to establish the role of the GME EY Development Officer. 3. Support strategic improvement and development of GME through stakeholder engagement in a Learner-led Consultation Programme. 4. As set out in our Gaelic Medium Education Improvement Plan, our main authority and school actions will develop provision across the key themes of: <ul style="list-style-type: none"> • Leadership and management of staff • The Curriculum • Transitions • Partnerships <p> GMEIP_HighLevel_2021.docx</p>	Education, Children and Families
2.2 Undertake the duty under the Education (Scotland) Act 2016 to promote and support, as	1. Continue collaborative working with organisations that support early bilingualism and language learning	Education, Children and Families

Appendix 1

High level aims	Actions	Lead
appropriate, the potential for Gaelic medium and Gaelic learner education to the CEC residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education.	2. Carry out a thematic review of provision for Gaelic Learner Education for children in schools, families and adult learners	Education, Children and Families
	3. Create and promote teaching and learning materials for Gaelic Learner Education in line with the Scottish Government 1+2 Approach, including training for teachers and tutors.	Education, Children and Families
	4. Continue to support the Council workforce to develop Gaelic language skills to meet our commitments and ambitions	Corporate Services
	5. Continue to support opportunities for parents to improve their Gaelic speaking through working with the Council's Education and community learning and development teams including: <ul style="list-style-type: none"> • Signposting resources and external opportunities through school and council websites, social media comms, school communications, parent councils 	Education, Children and Families
Lead on developing the Capital Gaelic project and brand, building on its potential for coalescing the wider Gaelic cultural and	1. Continue to develop and sustain effective partnerships with a range of stakeholders, working together to deliver the aims of the Capital Gaelic Project	Corporate Services
	2. Work with partners to identify opportunities, share knowledge and expertise	Corporate Services

Appendix 1

High level aims	Actions	Lead
linguistic community and the tourism sector, linked to and supporting developments in GME.	3. Further develop a partnership approach for a programme of Gaelic Events	Corporate Services
	4. Strengthen connections between schools, the Gaelic community and partners through inter-generational activities and partnerships.	Corporate Services Education, Children and Families
	5. Promote opportunities to participate in Gaelic cultural or arts events such as the inaugural Seachdain na Gàidhlig and Edinburgh Local Mòd	Corporate Services
	6. Create and disseminate promotional video of GME provision to support community engagement and recruitment in schools	Education, Children and Families

Appendix 2. Consultation Questions – Your Details

Your details

Are you responding as an:

- Individual [Yes, No]
- Organisation [Yes, No]

Individuals

1. Your name (so we can send you a summary of the findings)
2. Contact details (for any questions we might have)

Organisation

1. Name of organisation
2. Your name
3. Your role
4. Contact details (for any questions we might have)

BÒRD NA GÀIDHLIG

FOIRM DÀTA BLIADHNAIL ANNUAL RETURN FORM

Ainm na buidhne Organisation's name	The City of Edinburgh Council <i>This report provides an update on progress between 6 December 2021 and 6 December 2022</i>
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Prìomh Dhàta Measaidh Primary Indicator Data

Fios bhon Phoball Communications from the Public	<p>Cia mheud 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>Narrative</p> <ul style="list-style-type: none"> The Early Years Development Officer receives communication in Gaelic from schools, early years settings, partner organisations and parents. 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. Bun-sgoil Taobh na Pàirce (TnaP) receive communication from parents in Gaelic. Àrd-sgoil Sheumais Ghilleasbuig/James Gillespie's High School (SG/JGHS) receive communication from parents in Gaelic. Capital Gaelic Development Officer, Comhairle Bhaile Dhùn Èideann, (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. 	<p>Not all service areas are able to record this information, it is therefore not possible to report an accurate total.</p> <p>See narrative for a description of communications.</p>
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<p>A' sgaoileadh fiosrachaidh Dissemination of information</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>Narrative</p> <ul style="list-style-type: none"> • TnaP: tweet regularly bilingually • SG/JGHS has a Gaelic Blog and Twitter account which are updated at regular points throughout the school year • Early Years Services use Facebook, Instagram and Twitter to provide information on services in Gaelic • Capital Gaelic Facebook page: daily posts • Corporate posts: <ul style="list-style-type: none"> ○ Central Library: relating to Gaelic Language/ literature or promotion of Gaelic Bookbug and Reading Clubs ○ Edinburgh Local Mòd ○ The Gaelic Literature Awards ○ Invisible Cities Event April 2022 ○ City Art Centre Donald Smith and Will Maclean Exhibitions/events 	<p>As above - see narrative</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> <ul style="list-style-type: none"> • Four <ul style="list-style-type: none"> • Gaelic Festival Press release November 2021 • Invisible Cities Event – BBC Alba feature 2022 • Partnerships with Poetry Library Events January 2022 • GLAIF Funding September 2022 	<p>4</p>
<p>Luchd-obrach Staff</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?</p> <ul style="list-style-type: none"> • Total: 135 <ul style="list-style-type: none"> ○ External Tutor December 2021: 27 staff ○ External Tutor February 2022: 24 staff ○ CGDO April 2022 Beginners: 18 staff ○ CGDO October 2022: 2x Beginners and Post beginners: 44 ○ CGDO Community Staff Group: 22 • In addition, a Gaelic Awareness course developed by the CGDO available to all staff on the Council's Learning Hub was launched December 2021; it has also been made available to National Library of Scotland (NLS), a partner in Capital Gaelic. 	<p>135</p>

	<p>Cia mheud dreuchd a th' agaibh an-dràsta far a bheil Gàidhlig ann mar sgil riatanach?</p> <p>How many posts do you currently have where Gaelic is an essential skill?</p> <p>1. 0-3 Groups: 3 Playgroup Leaders (recruitment underway for additional staff); full time Early Years Gaelic Development Officer</p> <p>2. Nursery and Primary:</p> <ul style="list-style-type: none"> • Teachers 22.34 FTE • PSAs 7.37 FTE • Admin team 2.04 FTE • EY team 5.76 FTE <p>3. Àrd Sgoil</p> <ul style="list-style-type: none"> • Depute Head Teacher: 1 FTE • 3 FTE [Full GME] • 1 FTE [GME & EME] • 3 part-time [GME] • 1 part-time [GME & EME] 	
	<p>Cia mheud neach-obrach a th' agaibh an-dràsta aig a bheil sgilean Gàidhlig?</p> <p>How many staff currently within the organisation have Gaelic skills?</p> <p>The most recent staff survey was done in November 2020 (totals reflect the number of people answering each question):</p> <p>1. Interested in learning Gaelic</p> <ul style="list-style-type: none"> • 1,779 colleagues (76%): not interested in learning Gaelic • 48 (2%): currently learning • 516 (22%): interested in learning <p>2. Level of Gaelic among staff</p> <ul style="list-style-type: none"> • 2,230 colleagues (95%) had no Gaelic at present • 106 (5%): spoke some but were not fluent • 9 (0.4%): fluent <p>While we don't have a formal update of these figures, the skill level among staff will have increased through Lunch and Learn classes and increased staff participation.</p>	Increase on previous year

<p>Foillseachaidhean Publications</p>	<p>Cia mheud foillseachadh a dh'fhoillsich am buidheann gu dà-chananach am-bliadhna?</p> <p>How many organisational publications have been published bilingually (Gaelic and English) this year?</p> <ul style="list-style-type: none"> • None 	<p>None</p>
<p>Inbhe Status</p>	<p>Cia mheud soidhne dà-chànanach a chuir am buidheann an àirde am-bliadhna?</p> <p>How many new bilingual signs has the organisation erected this year?</p> <p>A range of signs and posters have been agreed/put in place (a range of formats used).</p> <p>These include:</p> <ul style="list-style-type: none"> • Gaelic signage at the new Meadowbank • Range of signs and pop-up banners for the the Gaelic Books section in Edinburgh and Scottish Collection, Central Library via a graphic design project with S2 pupils at SG/JGHS for signs and pop-up banners: launched October 2022 • New signage at Darroch campus, JGHS • Castlebrae Community Campus • Central Library • Bangholm Sports Centre • Bangholm Outdoor Centre • Trinity Academy Sports Campus <p>Existing signage arrangements:</p> <ul style="list-style-type: none"> • SG/JGHS has 2 prominent Gaelic signs, which were erected during the initial school build. • TnaP aim for Gaelic-only signage. <p>Ainmean-Àite na h-Alba – translation complete for:</p> <ul style="list-style-type: none"> • St Cuthberts Primary Early Learning and Childcare • Signthill Primary Early Learning and Childcare • Victoria Primary Early Learning and Childcare • Nether Currie Primary Early Learning and Childcare • St Marks Early Learning and Childcare Main Entrance • Granton Primary Early Learning and Childcare • Calder Glen Early Learning and Childcare Entrance • Queensferry Early Learning and Childcare • Canaan Lane Primary Early Learning and Childcare • Craigentenny Early Learning and Childcare • Frogston Primary Early Learning and Childcare • St John Vianney Primary Early Learning and Childcare • South Queensferry Cemetery; • Dalry Cemetery 	<p>See narrative</p>

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:

1. We have developed a 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.
2. CGDO with our Communications Team continues to work to develop a series of regular News Beat articles (published on the Council's intranet) and to increase Facebook 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:

1. Seachdain na Gàidhlig | Dùn Èideann: the CGDO is a member of committee and with Edinburgh University Gaelic Officer leads on the programme
2. Successful Digital Local Mòd, May 2022: the CGDO is a member of the committee which organised Fringe events and led Gaelic sessions during Fringe. CGDO supported the Edinburgh Pre-National Mòd ceilidh September 2022
3. Taobh na Pàirce and Àrd-sgoil Sheumais Ghilleasbuig (SG/JGHS) with CGDO engagement: developing opportunities for use of Gaelic in Edinburgh amongst youth and in partnership with:
 - a. The National Library:
 - i. Family Treasure Event May 20th, 2022, supported by Dolina MacIannan
 - ii. Musical Event June 21st, 2022
 - iii. Playground Game: Taobh na Pàirce, Àrd-sgoil Sheumais Ghilleasbuig 2021/22
 - b. National Galleries:
 - i. Labelling project from September 2022 JGHS pupils: the re-opening of the Scottish Gallery.
 - ii. Your Art World project with Taobh na Pàirce: an online gallery showcases all the art February 2022

4. CGDO with Earth in Common and GME staff: project from May 2022, Ceòl is Nàdar. Provide young Gaelic speakers with the opportunity to use the language out with school. Focus on supporting people's wellbeing through using Gaelic, encourage or support families to use Gaelic together at home and create opportunities for adults to learn Gaelic
5. CGDO with TnaP and JG's: publicise Gaelic events and Gaelic learning opportunities for parents through their usual network
6. BBC Alba promotion of Gaelic in tourism – Invisible Cities 2022: CGDO supported Guides with "Gaelic for Tour Guides" sessions - Languages of Scotland tour launched May 2022. Featured on An Là BBC Alba
7. CGDO with The Edinburgh Local Mòd Committee: return of the Gaelic Lunches in Edinburgh from May 2022; originally set up and led by the late Iain Macleòid/ John Macleod. Iain who was originally from Carloway on Lewis was a champion of Gaelic language and culture all his life and actively involved with Gaelic development in Edinburgh. The first lunch May 2022: 24 attending. November 2022: 27 attending.

Increasing awareness of developments in GME in Edinburgh:

Within schools:

1. TnaP held two events in the last year for parents and members of the public to provide an update on progress with GME education.
2. Open Evening at Darroch Annexe – invitation to C6 & C7 parents from TnaP, as well as JGHS parent/carer community to visit the new GME-focused extension of JGHS. An audio tour was created by the Senior Leadership Team to share more information about the building and GME developments in Edinburgh. This event also supports enhanced transition.

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:

1. Central Library:
 - Community Group Reading Club
 - Community Conversation Class
2. Gàidheil Dhùn Èideann: with senior members of the Gaelic Community to plan events suitable for native Gaels in the city. In partnership with NLS and Galleries for events. 9th June 2022 Private visit to NLS - Gaelic specific.
3. Gaelic Playgroups:
 - Conversation classes and opportunities to learn the language for preschool children/parents/carers: Gàidhlig is Cabadaich: fortnightly at NLS from March 2022
 - Book bug McDonald Road Library, 2022
 - Book bug Central Library, Edinburgh Local Mòd Fringe May 2022, International Book Festival August 2022

4. Gaelic Language classes in the Adult Education Programme:

- Feb 22 – March 22: Beginner- 7 students Intermediate - 5 students
- May 22 – Jun 22: Beginner - 7 students Intermediate – 7 students
- Sep 22 – Dec 22: Beginner - 21 students Intermediate - 14

- 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:

- CGDO with Learning and Development colleagues has developed a digital learning module for staff, “Gaelic Awareness” which was launched December 2021 and shared with National Library of Scotland
- Weekly “Lunch and Learn Gaelic” sessions for staff (Council and NLS) and Elected Members with blocks starting in April 2022 and October 2022. 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.
- Additional evening classes for staff were provided by an external tutor, online from November 2021 and February 2022 for Beginners and Intermediate.

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. We will continue to promote these opportunities to staff for future sessions.
- We operate a full programme of Career-Long Professional Learning (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.
- Taobh na Pàirce regularly engage in Gaelic skills training:
 - Grammar Professional Learning x1
 - PSA x 1 engaged in Sabhal Mòr Ostaig course
 - Class teacher x1 engaged in Sabhal Mòr Ostaig course
 - Class teacher x1 engaged in SMO MEd – Gaelic Education
 - Class teacher x1 engaged in classroom language learning – in house learning
- GME staff attend regular meetings with Central Belt Gaelic Secondary Teachers group which considers QA, moderation, sharing resources and best practice.
- Three JGHS staff are following Gaelic Learners’ courses delivered by Sabhal Mòr Ostaig.
- Two teachers who completed the full-time immersion course last year are currently engaging with follow-up Gaelic immersive input.
- Having completed the full-time immersion course last year, funded by Scottish government and BnaG, our GME Music teacher specialist is currently engaging with follow-up Gaelic immersive input and working across JGHS and TnaP

- Staff engage with professional learning opportunities through our global [Edinburgh Learns](#) offer to ensure parity of access to high quality provision with staff in English Medium settings. In addition, specific provision for GME staff is available through local and national providers.
- A central focus of CLPL input for staff across sectors, is on Gaelic language and fluency and immersive pedagogy. This is through a blend of accessing opportunities provided by partner organisations and bespoke, in-house engagement activity, designed to meet group and individual needs. External opportunities are funded through school, Scottish Government and grant applications to external sources.

b) Scope and scale of provision:

0-3 & Early Years Provision:

- Following informal consultation with staff and service users, a new Early Years GME Development Officer Post was created to improve cohesion and continuity across 0-5 services. The role allows for greater articulation across our services and increased collaboration within the local authority, local communities and with partners and colleagues across Scotland. Working in close partnership with Early Years QIEO/QIEM, school teams, partner providers, the Capital Gaelic Officer and network, this role has increased and enhanced partnerships to improve continuity and progression as families and children transition through the stages of early years provision. This post is funded through Scottish Government and Bòrd na Gàidhlig grants.
- Numbers attending Croileagan groups have increased steadily, with a number of new families having joined since the summer break. The groups continue to attract a diverse range of families, many from the local catchment area, with strong representation of bilingual and multilingual learners. Groups have been able to return to their original venues but maintain outdoor activity alongside indoor sessions. The team are leading sessions in libraries, in conjunction with our Capital Gaelic Development Officer and Capital Gaelic Network partners.
- Sgoil-àraich – the nursery class at Bun-sgoil Taobh na Pàirce, is operating with 1140 hours, using a term-time model, in line with the Early Years expansion plan.
- We are working in partnership with Òganán, who have now become a Partner Provider and are able to top-up provision so that families can receive their entitlement of 1140 hours of funded Early Learning and Childcare to children and families.

Schools:

- TnaP are delivering GME to 399 and 40 in nursery and host Òganán Dhùn Èideann as a Partner Provider and for Gaelic-medium wraparound-care.
- Our primary team have continued to focus on improving attainment and offering an immersive GME environment. This includes adapting practice to meet increased need in terms of support with Gaelic language, following disruption to learning and limited engagement with Gaelic provoked by the pandemic.
- Pupil Voice groups are well established, with a focus on a range of topics, including language and culture. These groups will be central to wider consultation and subsequent decision making on curriculum reform.
- In line with Edinburgh Learns for Life strategy, both schools have Equalities groups, reflecting current priorities at local authority and national levels and influencing school decision making.
- A renewed focus on partnership work provides curriculum enrichment across sectors. The Capital Gaelic Network is an increasingly significant resource in this respect.
- SG/JGHS has undergone a significant expansion of the GME Secondary provision:
 - Successful completion of Darroch Annexe refurbishment in October 2022 – S1 & S2 GME pupils attend the building for most of their GME subjects. The building is the “home” of Gaelic at JGHS and allows for the development and strengthening of our Gaelic ethos and identity.

- 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.
- The secondary curriculum offer has been expanded and enriched through increased staffing and investment in additional resources, i.e. mobile science lab equipment for Darroch; the addition of a music specialist to our cross-sector team.
- GME Depute Head Teacher now in place to provide strategic overview of GME at Secondary level at JGHS, as well as Community leadership for GME pupils
- All S1 & S2 pupils have been organised into a new GME community named Darach. This will expand in 2023/24 to include S1-S4, with hopes of strengthening and consolidating a GME-positive ethos across the school

Transitions:

- Support for transition within Early Years has been enhanced through the work of the Early Years Development Officer.
- An enhanced P7-S1 transition programme is in place for pupils to support well-being during the process and into the initial months in secondary. Transition is supported during both P6 and P7 through staff and pupil visits.
- Parents and families have greater opportunities for contact with secondary school staff and information regarding curriculum and learner experience through planned meetings and events.

Digital:

- 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 while some technical issues remain, 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).
- Two classrooms will be fitted with equipment to enable Esgoil access at Darroch this session. Funding for this was secured from Scottish Government.
- GME pupils are benefiting from the 1:1 Empowered Learning programme being rolled out across the authority, with all learners from P6 onwards allocated a personal ipad.

Learning Environment:

- Improvements to acoustics at TnaP have notably improved the learning environment and are ongoing.
- Planning for the refurbishment of the Old Janitor's House at TnaP is now complete and work will begin in February 2023. This project will provide a base for 0-3 services and extend the space available to all learners in the Early Years, including a bespoke space for outdoor learning activities.
- Refurbishment of Darroch Annexe is complete and the GME team and learners have successfully transitioned into the facilities. Further improvements are planned to provide a nurture room and outdoor learning spaces.

d) Recruitment:

- We are currently completing a short promotional film to support recruitment and retention of GME staff.
- 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 to enhance the development of their skills.
- 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.

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:

1. Edinburgh trams: bilingual web page for the Newhaven route stops will be available online 2023, translated by Ainmean Àite na h- Alba 2022
The following link shows the existing route stops available: <https://edinburghtrams.com/plan-journey/route-maps-stops> [See “If you would like this information in Gaelic, click [here](#)”]
2. Gaelic content on the Council web pages with the highest potential reach: Gaelic version of school term: [School term dates 2023/24 – The City of Edinburgh Council](#).
3. Central library: in partnership with S2 Gaelic, Àrd-sgoil Sheumais Ghilleasbuig, bilingual signs on display in Edinburgh and Scottish Collection. Launched October 2022
4. Bilingual “welcome” poster with Comunn na Gàidhlig/Taobh na Pàirce pupils: on display at reception at City Chambers and Waverley Court
5. Web team with CGDO considering options for creating a duplicate of the homepage with Gaelic text
6. 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.
7. The CGDO supported the Lord Provost to record an online greeting to Edinburgh’s twin cities: Recorded 8th December 2021 – forwarded to twin cities Dec 2021

Activities to generate employment using Gaelic include:

- In line with the priorities of Edinburgh Learns for life, we are working alongside colleagues in other City of Edinburgh Council schools and with senior education officers to build on initial work on apprenticeship pathways for GME students. We are working with Capital Gaelic and broader partners to design work placements, which will link with frameworks being set up across City of Edinburgh Council schools to provide models adapted for GME learners.
- Through the Scottish Government Faster Rate of Progress network, we are working with colleagues from SQA, SDS, Education Scotland and partner authorities to take this work forward collaboratively with focus on offering young people a range of pathways to employment and FE/HE through GME.

Partnership approach to develop a programme of Gaelic Events:

Developing a programme of Gaelic Events

CGDO, City Arts Centre and JGHS:

- **Will Maclean exhibition**, 2022 with involvement from Gaelic Community and GME pupils with NLS archives; project across the three GME S1 classes. Link visual elements with written Gaelic for this project incorporating Gaelic texts, prose and poetry using mixed media, found objects and a focus on St Kilda inspired by Will Maclean's work. Musical and readings evening August 2022 linked to the show - a mixture of Gaelic music, stories and song. Storytelling session at JG’s Sept 2nd and visit to exhibition with pupils’ 23 Sept 2022
- **S2 pupils Painting Competition** inspired by the Donald Smith Exhibition. Online Presentation to pupils’ 9th March 2022 with Cllr Macinnes.
- Central Library: Gaelic signage for Scottish/Gaelic section at Central Library. Launch 26th October 2022 with Professor Matthew Maciver. Music and song by pupils and members of the Gaelic Community

Capital Gaelic, Partnership with the National Library of Scotland:

The Capital Gaelic Development Officer, part funded by Bòrd na Gàidhlig, the National Library of Scotland and Comunn na Gàidhlig, started in post in November 2021.

Summary of progress of Capital Gaelic project 2022:

1. A network has been established among leads in key stakeholder organisations (NLS, NMS, NGS, SDS, CEC, EU, CnaG) to shape and share a high-level vision for Gaelic in Edinburgh (e.g., Gaelic belongs to everyone) to identify opportunities, share knowledge and expertise, and shape a vision for the future of Gaelic in the city. Regular meetings held with representation from all organisations
2. Promoting a positive image of Gaelic by increased its visibility through shared and co-ordinated activities (strengthening networks)
 - Capital Gaelic Facebook page: launched Sept 2022 with all network organisations contributing – daily posts
 - Community Gaelic Interest Group established involving staff from all network organisations: to give staff opportunity to voice their wishes for moving forward with Gaelic; also, an opportunity to meet socially with staff from other organisations with an interest in Gaelic language/culture/music etc. 22 staff registered with representation from all organisations. Supported by CGDO with regular meetings and a “Gaelic of the week” phrase
3. Strengthening connections with schools
 - Project based on topics of interest from P6-7 Taobh na Pàirce: Gaelic Career project – developing a learning resource on preparing for employment, CGDO with NLS, CnaG and SDS - focus on employability skills through an interactive programme helping pupils to tell positive stories about themselves, supporting job applications, assistance in preparing CV’s
 - Established a Pupil voice group “Ar Guth” with senior pupils (S4-6) from James Gillespie's High School with support from CnaG officer:
 - First project: From November 2022: Gaelic Edinburgh - Student Video Tours Project; CGDO with NLS, CnaG and Ar Guth – project to develop short bilingual Gaelic/English video tours of 3 key locations around Edinburgh’s Old Town:
 - Edinburgh Castle
 - Greyfriars Kirk and/or Kirkyard
 - National Library building on George IV Bridge
 - Year of Storytelling at NLS was supported by engagement with schools and the wider Gaelic community in Edinburgh: Event at National Library with pupils and adults – “Story through song”
 - Development of Foundational Apprentice in collaboration with SDS
 - CGDO with CnaG and NGS: from October 2022 – “art from a pupils perspective” - for the reopening of the Scottish Gallery
4. Collaborative working with Early Years Officers: Book bug/Reading Club/Coffee and Chat sessions
5. U3A Gaelic Reading Group supported by CGDO meet at National Library

Promotion of Gaelic in Tourism:

Having become a member of The Gaelic Tourism Implementation Group, Visit Scotland, the CGDO initiated

joint work with 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. The CGDO:

- Led a training session on 16th March 2022 for new guides.
- Continues to promote Gaelic in tourism, Invisible Cities *Languages of Scotland* tour developed – trial 8th A: pril 2022, tour launched May 2022. Featured on An Là BBC Alba

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. CGDO is a member of this group.

The Council's CGDO and Business Gateway Team (Economic Development) have met with Ionad Gàidhlig Dhùn Èideann to discuss the proposed Gaelic Hub, and to propose a half day "strategy planning workshop" with Board Members, which was postponed due to pandemic.

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 dleastanais 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?

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

- 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. This was on-hold during Covid-19 but has been reinstated in 2022.
- We have also taken significant steps to promote GME at the secondary level. The presence of Gaelic at SG/JGHS has grown, with an effective working partnership established between CEC Officers, schools and parent groups.

Pàrantan Corporra

Corporate Parenting

Chan fheum ach Pàrantan Chorporra 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.

None this session.
<p>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.</p> <p>Please provide information on activities or opportunities you provide for Gaelic- speaking care experienced young people.</p>
<p>At JGHS, we have developed a team of staff with a specific role to ensure that care experienced pupils receive targeted support. One of our GME staff is part of this team thus ensuring that positive relationships developed in the classroom are built upon. Through a range of partnerships and fund-raising schemes, consistent with SG and CEC expectations, all pupils at JGHS have full and equitable access to the extensive range of extra-curricular activities.</p> <p>At TnaP nothing currently exclusively offered to this group.</p>
<p style="text-align: center;">Co-ionannachd Equalities</p> <p style="text-align: center;">Bu chòir don a h-uile buidheann seo a lìonadh a-steach</p> <p style="text-align: center;">For all organisations to complete</p>
<p>An do chomharraich an t-ùghdarras poblach agaibh cùisean sònraichte sam bith co-cheangailte ri co-ionannachd chothroman a thaobh leasachadh na Gàidhlig?</p> <p>Has your public authority identified any particular issues relating to equality of opportunity with regard to the development of Gaelic language?</p>
<ul style="list-style-type: none"> • Every request for a place in one of the Gaelic schools has been met (i.e. there is no unmet need). • 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.
<p>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?</p> <p>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?</p>

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

- Pupil Voice groups are established, with a focus on a range of topics, including language and culture. In line with Edinburgh Learns for Life strategy, both schools have Equalities groups, reflecting current priorities at local authority and national levels.

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 sgaoileadh 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.

This session, in partnership with the parent council, Taobh na Pàirce have established an inclusion fund which is ring-fenced to support learners who might need support in accessing particular items for school, extra-curricular activity etc.

Amasan airson Seirbhisean Corporra	Corporate Service Aims	
Àrd Phrionnsabalan	Overarching Principles	
1. Spèis Cho-ionann A h-uile gealladh anns a' phlana Ghàidhlig air a lìbhrigeadh dhan aon ìre anns a' Ghàidhlig agus anns a' Bheurla.	Equal Respect Gaelic language plan commitments delivered to an equal standard in both Gaelic and English. Narrative <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> A new Gaelic Learning Board was introduced during 2022 and oversees Gaelic Education.	<div> <div></div> <div></div> <div></div> </div> Rated green
2. Cothroman Follaiseach Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonnan air na cothroman a th' ann agus Gàidhlig a chleachdadh leis an ùghdarras phoblach.	Active Offer 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. Narrative This is well embedded in Education and has now been extended to libraries and museums – see detail in the main report. Information has been enhanced during 2022 through the Capital Gaelic project Facebook page.	<div> <div></div> <div></div> <div></div> </div> Rated green
3. Treas Phàrtaidhean A' dearbhadh gum bi ALEOs agus cunnraidhean eile ag obair gus plana Gàidhlig an ùghdarrais phoblaich a chur an gnìomh.	Third Parties Ensure that Arm's Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan. Narrative <i>Progress has been made with Edinburgh Leisure through the rebuilding of Meadowbank stadium, which will include a bilingual signage (English/Gaelic) on the external building.</i> Edinburgh Trams include Gaelic translation of all stop signs on their website.	<div> <div></div> <div></div> <div></div> </div> Rated amber

	All Strategic Partners in receipt of third part grants continued to be signposted to the Gaelic Implementation plan via a specific service condition in relation to their 3yr in principle Funding Agreement requirements.	
4. Gàidhlig na nì àbhaisteach Geallaidhean bhon phlana Ghàidhlig air an gabhail a- steach ann an structaran an ùghdarrais phoblaich tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart.	Normalisation Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed. Narrative 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.	Rated amber
5. Pàrantan Corporra Gu bheillear mothachail air na dleastanasan a th' ann mar Phàrant 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.	Corporate Parenting 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. Narrative This would be considered as part of the assessment and support planning for the young person.	Rated green

Inbhe	Status			
6. Suaicheantas 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. Bu chòir an aon ìre follaiseachd a bhith ann airson an dà chànan san t-suaicheantas.	Logo Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages. Narrative We have committed to doing this in our GLP but there is no renewal planned at present	Rated green		
7. Soidhnichean Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.	Signage Prominent signage will include Gaelic and English as part of any renewal process. Narrative See section 1 for a description of the range of formats introduced	Rated green: see above (section 1)		

Conaltradh leis a' phoball	Communicating with the public			
8. Adhartachadh A' toirt teachdaireachd bhrosnachail seachad gum bithear daonnan a' cur fàilte air conaltradh a nì am mòr-shluagh ris an ùghdarras ann an Gàidhlig.	Promotion Positive message that communication from the public in Gaelic is always welcome. Narrative 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	Rated green: see above (section 1)		
9. Conaltradh sgrìobhte Bithear daonnan a' gabhail ri conaltradh sgrìobhte ann an Gàidhlig (litricean, puist-d agus na meadhanan sòisealta) agus thèid freagairtean Gàidhlig a thoirt seachad a rèir a' phoileasaidh choitchinn.	Written Communication 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. 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.	Rated green: see above (section 1)		
10. Ionad-fàilte agus am fòn Nuair as urrainn do luchd-obrach le Gàidhlig an t-seirbheis seo a thoirt seachad, gheibh iad taic airson sin a dhèanamh, agus thèid sanasachd a dhèanamh air an t-seirbheis am measg a' mhòr-shluaigh.	Reception and phone Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.	Rated green: see above (section 1)		
11. Coinneamhan Thèid coimhead gu cunbhalach air na cothroman a th' ann gus coinneamhan poblach a chumail gu dà-chànanach no ann an Gàidhlig, agus thèid sanasachd a dhèanamh orra.	Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted. Narrative Opportunities tend to relate to school events; translation resources would be required	Rated amber		

Fiosrachadh	Information			
12. Fiosan-naidheachd Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.	News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English. Narrative News releases related to Gaelic are routinely issued in both languages	Rated amber		
13. Na Meadhanan sòisealta Thèid susbaint Ghàidhlig a sgaoileadh gu cunbhalach sna meadhanan sòisealta, agus sin a rèir an uiread luchd-cleachdaidh Gàidhlig a th' ann agus a dh'fhaodadh a bhith ann.	Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users Narrative The CGDO has enabled a significant increase in social media presence. Early Years Services regularly distribute information in Gaelic through multiple social media platforms.	Rated green		
14. An Làrach-lìn Bu chòir susbaint Ghàidhlig a bhith ri faotainn air làrach-lìn an ùghdarrais phoblaich, agus prìomhachas ga thoirt do na duilleagan a dh'fhaodadh an àireamh as motha de dhaoine a tharraing.	Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach. Narrative CGDO with Comunn na Gàidhlig and pupils from Àrd-sgoil Sheumais Ghilleasbuig, May 2021 - Gaelic version of school term dates.	Rated green		
15. Foillsichidhean Corporra Thèid an ullachadh ann an Gàidhlig is Beurla, agus prìomhachas ga thoirt don fheadhainn a dh'fhaodadh an àireamh as motha de dhaoine a leughadh.	Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.	Rated amber		
16. Tairbhe a' Chànain Bidh pròiseas ann gus dèanamh cinnteach gu bheil a' Ghàidhlig a gheibhear san fhiosrachadh corporra uile aig deagh ìre agus gun gabh a tuigsinn	Language Utility A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.	Rated green		
17. Taisbeanaidhean Bu chòir beachdachadh gu cunbhalach air cothroman gus taisbeanaidhean poblach a	Exhibitions Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular	Rated green		

shealltainn gu dà-chànanach no ann an Gàidhlig, le prìomhachas ga thoirt don fheadhainn a dh'fhaodadh a' bhuaidh as motha a thoirt air cùisean.	basis, with priority given to those with the highest potential impact. Narrative See above in sections on promoting and using Gaelic	
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Luchd-obrach	Staff			
18. Sgrùdadh air sgilean Thèid sgrùdadh a dhèanamh air sgilean Gàidhlig an luchd-obrach agus na feumalachdan trèanaidh aca a thaobh Gàidhlig rè ùine gach plana.	Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan. Narrative Staff survey undertaken November 2020 (see section 1 above)	Rated green		
19. Fiosrachadh Inntrigidh Bidh fiosrachadh mu Phlana Gàidhlig an ùghdarrais phoblaich mar phàirt den fhiosrachadh inntrigidh a gheibh luchd-obrach ùr.	Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions Narrative Introduced in March 2019	Rated green		
20. Trèanadh cànan Thèid cothroman trèanaidh is leasachaidh airson sgilean Gàidhlig a thabhann don luchd-obrach, gu h-àraidh mar thaic do bhith a' coileanadh Plana Gàidhlig an ùghdarrais phoblaich.	Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan. Narrative See section 2 above	Rated green		
21. Trèanadh le Fiosrachadh mun Ghàidhlig Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air luchd-obrach aig àrd ìre, luchd co-dhùnaidh eile agus luchd-obrach air a bheil dleasan a bhith a' conaltradh leis a' mhòr-shluagh.	Awareness training Gaelic awareness training offered, with priority given to senior staff, other key decision makers and staff dealing directly with the public. Narrative See above section 2 for the extensive range of activities underway, which are open to all groups of staff.	Rated green		
22. Fastadh A' toirt aithne do is a' cur sùim ann an sgilean Gàidhlig an lùib nam pròiseasan fastaidh air feadh an ùghdarrais phoblaich.	Recruitment Recognising and respecting Gaelic skills within the recruitment process throughout the authority Narrative As per standard recruitment process re essential and desirable knowledge, skills and experience.	Rated green		
23. Fastadh Bidh Gàidhlig air a h-ainmeachadh mar sgil riatanach agus / no a tha na buannachd ann an tuairisgeulan	Recruitment Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic	Rated green		

<p>obrach gus cuideachadh le bhith a' cur a' Phlana Ghàidhlig an gnìomh agus a rèir an stiùiridh bho Bhòrd na Gàidhlig airson luchd-obrach fhastadh.</p>	<p>language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.</p> <p>Narrative</p> <p>As per standard recruitment process re essential and desirable knowledge, skills and experience.</p>	
<p>24. Fastadh</p> <p>Bidh sanasan-obrach dà-chànanach ann no ann an Gàidhlig a-mhàin airson a h-uile dreuchd far a bheil Gàidhlig na sgil riatanach.</p>	<p>Recruitment</p> <p>Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p> <p>Narrative</p> <p>As per standard recruitment process re essential and desirable knowledge, skills and experience.</p>	Rated green
Corpas na Gàidhlig	Gaelic Language Corpus	
<p>25. Gnàthachas Litreachaidh na Gàidhlig</p> <p>Thèid cumail ris an tionndadh as ùire de Ghnàthachas Litreachaidh na Gàidhlig anns na stuthan sgrìobhaidh uile a thèid fhoillseachadh leis an ùghdarras phoblach.</p>	<p>Gaelic Orthographic Conventions</p> <p>The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p> <p>Narrative</p> <p>Relevant written materials comply.</p>	Rated green
<p>26. Ainmean-àite</p> <p>Iarrar agus gabhar ri comhairle bho Ainmean-Àite na h-Alba air ainmean-àite Gàidhlig.</p>	<p>Place names</p> <p>Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.</p> <p>Narrative</p> <p>Advice sought but cost prohibitive (£30 per name)</p>	Rated amber