

Policy and Sustainability Committee

10 am, Tuesday, 12 March 2024

The City of Edinburgh Council Gaelic Language Plan: Progress

Executive
Wards: all

1. Recommendations

1.1 It is recommended that Committee:

- 1.1.1 Approve the fifth and final statutory annual progress report on the Council's second Gaelic Language Plan 2018-22, for submission to Bòrd na Gàidhlig by 19 March 2024.

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Report

The City of Edinburgh Council Gaelic Language Plan: Progress Report

2. Executive Summary

- 2.1 This report provides an overview of the final statutory annual monitoring report for the Council's second Gaelic Language Plan 2018-22 (shown in full at Appendix 1), which is due to be submitted to Bòrd na Gàidhlig by 19 March 2024.
- 2.2 The actions in this plan have been continued through the twelve months to December 2023 pending the approval by Bòrd na Gàidhlig of the third plan for 2024-29, which was approved in draft form by this committee in August 2023.

3. Background

- 3.1 Under the Gaelic Language (Scotland) Act 2005, the City of Edinburgh Council has a statutory obligation to help ensure that Gaelic continues to thrive in Edinburgh through the implementation of a Gaelic Language Plan.
- 3.2 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 a monitoring report for the Council's 2018-22 plan is required by 19 March 2024.
- 3.3 The actions described in the 2018-22 have been continued through the twelve months to December 2023 pending the approval by Bòrd na Gàidhlig of the Council's third plan, which will cover the period 2024-2029.
- 3.4 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. A draft progress report was circulated to members of the GIG for comment.

4. Main report

- 4.1 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.

- 4.2 Appendix 1 shows the completed monitoring report, which uses information from across Council Directorates and covers activity between 6 December 2022 and 6 December 2023.
- 4.3 Of particular note has been the continuation of the Capital Gaelic project, in partnership with the National Library of Scotland, and part funded by Bòrd na Gàidhlig. The project 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.
- 4.4 A summary of progress over the past year is shown below. Appendix 1 gives further details.

Gaelic Medium Education (GME):

- 4.4.1 Continued improvement and increased early years GME provision (for children aged 0-5 years)
- 4.4.2 Continued improvement of the learning estate
- 4.4.3 Ongoing expansion of the GME curriculum offer, recognised by James Gillespie's High School winning the Gaelic Education Award for their development of Gaelic Medium Education (GME)
- 4.4.4 Continued provision of career-long professional learning opportunities for school teams
- 4.4.5 Continued development of partnership work to enhance and extend immersion for learners

Promoting and embedding Gaelic language and culture:

- 4.4.6 Increased visibility of Gaelic through signage, supported by guidance for service areas and support from the Capital Gaelic Development Officer
- 4.4.7 Through the Capital Gaelic project, support for partners to deliver a significant programme of Gaelic events and exhibitions, including "Sgeul" at the National Library of Scotland, which has become a case study for Visit Scotland
- 4.4.8 Strengthened connections with GME schools through the development and delivery of a programme of activities out with classroom, helping to normalise Gaelic; this has included Cycle Project 23, a Bòrd na Gàidhlig funded initiative including GME pupils from Edinburgh and Glasgow
- 4.4.9 Continued support for Gaelic in Tourism, including Invisible Cities tours and membership of the Visit Scotland Gaelic Implementation Group
- 4.4.10 Continued support for Council staff, Elected Members and Capital Gaelic partners with the learning and use of Gaelic, including 125 CEC staff registered for Lunch and Learn classes from January 2023.

- 4.5 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.
- 4.6 The CGDO post was made permanent in December 2023, a significant measure towards ensuring that the Council can continue to make strong progress in delivering its ambitions and commitments for Gaelic in the city. External funding will continue to be sought for both posts.

5. Next Steps

- 5.1 If approved by this Committee, this annual monitoring report will be submitted to Bòrd na Gàidhlig for their consideration.
- 5.2 Work is underway to respond to Bòrd na Gàidhlig's feedback on the Council's Draft Gaelic Language Plan for 2024-2029. The changes requested are relatively minor, for example, making the actions more specific and measurable.

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. Equality and Poverty Impact

- 7.1 The IIA process undertaken to support the development of the Gaelic Language Plan for 2024-2029 identified implications for groups including: older people and people in their middle years; young people and children; and parents.
- 7.2 Positive impacts included: opportunities for intergenerational learning and for parents to support their children through parental and family learning; the cognitive benefits of learning a second language; elimination of discrimination and harassment through inspiring equal respect for the Gaelic language and ensuring that it is delivered to an equal standard to that of English; advancing equality of opportunity by making Gaelic available to everyone; fostering good relations within and between people with protected characteristics through GME provision increasingly serving diverse communities, as well as building family support networks, resilience and community capacity, as well as opportunities for families through networking through the school and the cultural opportunities available.

- 7.3 The negative implication identified was that functionality for translating Gaelic emails into Voice for people who are blind does not yet exist. Options to address this gap will be explored as part of the development of a communications strategy.

8. Climate and Nature Emergency Implications

- 8.1 Opportunities for learners beyond the classroom, Gaelic events and encouraging young musicians to come into GME schools to play could incur travel emissions. Mitigating actions will include promoting would include promoting sustainable ways to reach the venue and prioritising local artists.

9. Risk, policy, compliance, governance and community impact

- 9.1 If the recommendations of this report are rejected, there would be a delay in the submission of this annual progress report to Bòrd na Gàidhlig.

10. Background reading/external references

- 10.1 [The City of Edinburgh Council Gaelic Language Plan \(2018- 22\)](#)
10.2 [The City of Edinburgh Council Gaelic Language Plan \(2023-2028\) – revised draft](#)

11. Appendix

- 11.1 Foirm Aithisg Dearnachaidh - Monitoring report 2022-23

BÒRD NA GÀIDHLIG

FOIRM DÀTA BLIADHNAIL 2022-2023 ANNUAL RETURN FORM 2022-2023

Ainm na buidhne Organisation's name	The City of Edinburgh Council This report provides an update on progress between 06 December 2022 and 06 December 2023
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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 do not have social media channels • 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 ○ Gaelic Week ○ Gaelic Education Awards ○ Gaelic Plan Consultation 	<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"> • Gaelic Week February 23 • Gaelic Plan Consultation March 23 • Gaelic Education Award June 23 	<p>3</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: 152 <ul style="list-style-type: none"> ○ CGDO January Post Beginners 13 ○ April Beginners 22 ○ CGDO September 2023 91 Staff (including NLS, NGS, NMS) ○ CGDO Community Staff Group:26 ○ Elected Members Gaelic Awareness (History/Phrases document received by all Members) 	<p>152</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>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 1.82 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? 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>	<p>Increase on previous year</p>
<p>Foillseachaidhean Publications</p>	<p>Cia mheud 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> <ul style="list-style-type: none"> • Consultation on the Council's draft Gaelic Language Plan 2024-2029 	<p>1</p>
<p>Inbhe Status</p>	<p>Cia mheud soidhne dà-chànanach a chuir am buidheann an àirde am-bliadhna? How many new bilingual signs has the organisation erected this year?</p>	<p>13 sites</p>

	<p>These include, 2022-2023:</p> <p>13 sites:</p> <ol style="list-style-type: none"> 1. St Cuthberts Primary Early Learning and Childcare 2. Signhill Primary Early Learning and Childcare 3. Victoria Primary Early Learning and Childcare 4. Nether Currie Primary Early Learning and Childcare 5. St Marks Early Learning and Childcare Main Entrance 6. Granton Primary Early Learning and Childcare 7. Calder Glen Early Learning and Childcare Entrance 8. Queensferry Early Learning and Childcare 9. Canaan Lane Primary Early Learning and Childcare 10. Craigentiny Early Learning and Childcare 11. Frogston Primary Early Learning and Childcare 12. St John Vianney Primary Early Learning and Childcare 13. Willow Service: Women’s Justice Centre, 2023 <p>Installation pending</p> <p>a) External signage: Kirkliston Primary School extension.</p> <p>b) Internal Signage:</p> <ol style="list-style-type: none"> 1. Ratho Early Years 2. Maybury Primary School and HC 3. Wester Hailes High School 4. Kirkliston Primary Early Learning and Childcare <p>Website</p> <ol style="list-style-type: none"> 1. Edinburgh Tram’s Website: https://edinburghtrams.com/plan-journey/route-maps-stops 2. Council Website, school term dates: https://www.edinburgh.gov.uk/downloads/download/14829/school-term-dates-202324 	
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<p>Prìomhachasan a’ Phlana Cànan Nàiseanta Gàidhlig National Gaelic Language Plan Priorities</p>
<p>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?</p>

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:
 - a. To create an informative, accessible and engaging online network of content for all Gaelic speakers, (fluent and learner) and supporters of Gaelic in Edinburgh
 - b. To raise awareness of activities to encourage engagement and participation from all parts of the Gaelic community in the capital
 - c. To promote and strengthen wider awareness of Gaelic and its presence within the capital to both Gaelic and non-Gaelic speakers
 - d. 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

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 Local Mòd, May 2023: 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 2023
3. CGDO with TnaP and JG’s: publicise Gaelic events and Gaelic learning opportunities for parents through their usual network
4. BBC Alba promotion of Gaelic with support from CGDO: Edinburgh Local Mòd, “Sgeul” exhibition launch and Seachdain na Gàidhlig (Gaelic Week), Edinburgh 2023 Featured on An Là BBC Alba
5. CGDO with The Edinburgh Local Mòd Committee: return of the Gaelic Lunches in Edinburgh; originally set up and led by the late Iain Macleòid/ John Macleod. Iain who was originally from Carlway on Lewis was a champion of Gaelic language and culture all his life and actively involved with Gaelic development in Edinburgh.

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.
3. Project to research Gaelic in Edinburgh underway with students. External funding secured to produce promotional materials with content of research, to be shared at future school events

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:

- Central Library:
 - Community Group Reading Club
 - Community Conversation Class
 - Gaelic Reading Club preschool, supporting Early Years Officer

- Stockbridge Library:
 - U3A Reading Group

- Capital Gaelic:
 - Cofaidh is Cabadaich with Edinburgh University, CnaG and Early Years Officer

- Gaelic Playgroups:
 - Conversation classes and opportunities to learn the language for preschool children/parents/carers, e.g. CGDO led on “Vocabulary for Christmas” at Taobh na Pàirce
 - Summer Engagement Session Reading and Crafts, CGDO supported Early Years Officer August 2023
 - Book bug International Book Festival August 2023

- Gaelic Language classes in the Adult Education Programme:
 - January 2023 - March 2023
 - Beginner 12 registered
 - Beginner 14
 - Intermediate 10
 - May 23
 - Beginner 14
 - Intermediate 7
 - September 23
 - Beginner 12
 - Beginner 16
 - Post Beginner 16
 - Intermediate 11

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:

- Weekly “Lunch and Learn Gaelic” sessions for staff (Council and NLS) and Elected Members with blocks starting in January 2023 and September 2023 (Council, NLS, NMS, NGS x 4 classes per week).

These have been very popular, with staff attending from a wide range of services in the council. Learn Gaelic, Speak Gaelic and Duolingo recommended at these events as online resources for learning Gaelic.

- Elected Members Gaelic Awareness April 2023

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 x2
 - 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 take part in QA, moderation, sharing resources and best practice with GME staff across Scotland.
- 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:

- The 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. Work has continued, evolved, and developed, 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. The significant positive impact this post is having on the quality of our Early Years service is tangible. We are keen to explore possibilities around extending the post beyond the current funding arrangement.
- Numbers attending Croileagan groups continue to increase, with new families joining continuously throughout the year. The groups continue to attract a diverse range of families, many from the local catchment area, with strong representation of bilingual and multilingual learners. Sessions are held in several locations across the city, with a base at Taigh an Dorsair, which opened in September 2023. This space was created as a 'hub' for Early Years and provides a purpose-built space for sessions as well as engagement events and family learning. There is free-flowing indoor/outdoor space that maximizes opportunities for language development and provides a rich environment for our youngest learners. The team are also leading sessions in libraries, in conjunction with our Capital Gaelic Development Officer and Capital Gaelic Network partners. Gaelic classes are now provided for parents of those attending Cròileagan sessions.
- 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 continue to work in partnership with Òganan, who provide a Partner Provider service 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:

- Support for transition within Early Years has been enhanced through the work of the Early Years Development Officer.
- TnaP are delivering GME to 398 and 39 in nursery and host Òganan 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.
- A Supported Self-Evaluation has been carried out at TnaP by the Quality Improvement Team in collaboration with the HT at Portree Primary School. The findings of this process will inform future improvement planning.
- SG/JGHS has undergone a significant expansion of the GME Secondary provision:
- Recruitment of Gàidhlig teacher has been a huge asset to our team.
- New Gàidhlig teacher works at Bun-sgoil Taobh na Pàirce once a week - strengthening our transition programme

- Support for Learning offered for Gàidhlig and in Gàidhlig for the first time at James Gillespie's High School via the new Gàidhlig teacher - both in small groups and 1:1 during lessons
- Nurture and Support for Learning groups input have been set up at the Darroch Annexe, allowing for equitable provision of support between GME and EME pupils
- Staffing has remained stable and curriculum has been maintained including current offer of 10 out of 16 GME subjects in S1/S2, N5 Modern Studies and History (GME) at S3/4 level and Higher and Advanced Higher Gàidhlig
- GME PE Probation teacher has joined the team and supported the growth of GME sports and extra-curricular events
- Gaelic Choir welcomed back to perform at the Royal Highland Show in June 2023.
- Addition of Gaelic speaking admin officer as part of ongoing school recruitment
- Where possible, Key Adult teachers are also GME, ensuring some pastoral support can be delivered in Gaelic
- External funding secured for sports equipment provision at Darroch Annexe to encourage young people to play sports outdoors and can be used for GME PE
- Working to support Fèis Dhùn Èideann (which is attended by our GME Primary and Secondary students) to run their event in February 2024 by hosting at the Darroch Annexe
- Gaelic language and culture mural being designed by GME Art teacher and GME students at the Darroch Annexe
- Extra-curricular provision has grown - including homework club, History club and dedicated FilmG club
- Higher Gàidhlig pupils linked in with University of Edinburgh Gaelic officer to researched post-school pathways relating to Gaelic
- Project to research Gaelic in Edinburgh underway with students. External funding secured to produce promotional materials with content of research, to be shared at future school events
- JGHS GME hosted a visit from OECD on the theme of *Assessing, documenting, and recognising social and emotional skills in upper secondary education: an overview of practices, approaches, models, and strategies from OECD countries*
- The quality of GME provision was recognized and celebrated nationally when JGHS GME won the National Education Award for GME.

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.
- Pupil transition documents have been translated into Gaelic and will be shared with C7.

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.
- The Old Janitor's House at TnaP is now complete and being well used by the Early Years team and school groups. This project provides a base for 0-3 services and extends 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

- 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:

- 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.
- 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.

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.

Partnership approach:

The Capital Gaelic Development Officer, now part funded by Bòrd na Gàidhlig, the National Library of Scotland (NLS), Comunn na Gàidhlig (CnaG), National Museum of Scotland (NMS), National Galleries of Scotland (NGS) and Edinburgh University (EU), started in post in November 2021.

A summary of progress of the Capital Gaelic project to date:

1. A network has been established among leads in key stakeholder organisations (NLS, NMS, NGS, SDS, CEC, Edinburgh University, Scottish Parliament, Bothan, Ionad Gàidhlig Dhun Eideann, 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 are held with representation from all organisations to discuss progress and next steps.

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 and 516 followers world-wide at December 2023.
 - Community Gaelic Interest Group established involving staff from all network organisations: to give staff opportunity to voice their wishes for moving forward with Gaelic; and an opportunity to meet socially with staff from other organisations with an interest in Gaelic language/culture/music etc; there are currently 26 staff registered with representation from all organisations. Supported by CGDO with regular meetings and a “Gaelic of the week” phrase.
 - Gaelic taster/awareness sessions, NMS/NLS/NGS May/June 2023 4x one hour online
 - Gaelic Trail of Edinburgh, Google Maps: all organisations involved, to be launched 2024.

Developing a programme of Gaelic Events

World Gaelic Week 2023

CGDO with Edinburgh University Officer: preparation and promotion of Edinburgh Gaelic Week programme 2023

Capital Gaelic Network events under Capital Gaelic umbrella: CGDO supported Magic Carpet at Museums with Early Years and Edinburgh University event with University Officer

CGDO supporting Network Organisations:

CGDO with NLS, Taobh na Pàirce, Edinburgh University - John Francis Campbell exhibition “Sgeul” 2023; CGDO:

- led on 3 days of Storytelling workshops with pupils
- supported edit and translation of film for purposes of exhibition and the recording of audio
- interviewed University staff for exhibition film
- Was guest speaker at the launch event, June 2023
- Supported the media Launch at NLS with Taobh na Pàirce pupils; June 2023

CGDO with NLS and Central Library:

- Storytelling for families National Library Week, October 2023

CGDO with NLS, Artist and Irish Consulate:

- Film Event: Calman nan Loch Film/Q&A session with CGDO - an artist's journey into a Gaelic speaking community, September 2023

CGDO with NLS:

- Monthly staff Reading Group

CGDO, NLS, Edinburgh University, Early Years Officer:

- Edinburgh Gaels: Storytelling with CGDO, October 2023
- Stories for Learners: CGDO and Edinburgh University Writer in Residence, October 2023
- Gaelic stories and crafts for 0-5 years, October 2023

CGDO with Comunn nam Pàrant and University Officer:

- Family Event, Cabadaich is ceàird-làimhe, August 2023

CGDO with Local Mòd and National Galleries:

- Regular Gaelic Lunches throughout 2023 held at Portrait Gallery

CGDO with National Galleries:

Audio for “The Sailing of the Emigrant Ship” – William McTaggart 1895

Strengthening connections with schools, supported by the CGDO:

- Sgeul exhibition at NLS supported by engagement with schools and the wider Gaelic community in Edinburgh
- Metagama Drama/James Gillespies High school: CGDO successful funding bid to Gaelic Language Promotion Trust, script written by Elspeth Turner and project start date, November 2023, supported by CnaG Officer
- CGDO, Edinburgh/Glasgow schools, CnaG/Spòrs Gàidhlig: cycle trip supported by funding from Bòrd na Gàidhlig, secured by CGDO
- Gaelic Glossary for NGS led by CGDO, supported by CnaG Officer, with P7 Taobh na Pàirce
- MC at fundraising event for P7, Taobh na Pàirce school trip November 2023
- Pupil voice group “Ar Guth” with pupils from James Gillespie's High School with support from CnaG officer providing an opportunity for senior pupils to voice their views of what they would like Capital Gaelic to achieve
- Collaborative working with Early Years Officers: Book bug/Reading Club/Coffee and Chat sessions
- CGDO support of pre Mòd event at Taobh na Pàirce, September 2023

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 9th March 2023 for new guides
- As part of Film project with James Gillespie pupils: Castle to Greyfriars Kirkyard tour with Invisible Cities guide, April 2023

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.

The CGDO supports Ionad Gàidhlig Dhùn Èideann with their objective to develop plans for a Centre for Gaelic in Edinburgh through membership on the committee, working collaboratively with the newly appointed Ionad Officer, and providing advisory support in identifying opportunities to attend various Gaelic Community events/workshops to raise the status of the Ionad.

During Seachdain na Gàidhlig Week 2024, a *pop-up Ionad* project will be led by both officers and run jointly by Ionad Gàidhlig Dhùn Èideann and Capital Gaelic. The project aims to provide a glimpse of an Edinburgh Gaelic Hub of the future by:

- providing an opportunity for different organisations in the city and groups from the Edinburgh Gaelic community to run activities which will enhance engagement in Gaelic, raising awareness of

the range of activities being run through Gaelic in Edinburgh and creating a Gaelic-speaking space where the language will be spoken and heard in a natural social environment

- promoting engagement between Gaelic groups and enhancing the sense of a Gaelic community in the city.

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.

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.

1 (Taobh na Pàirce).

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, 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.

At TnaP a nurture group is offered to care experienced pupil.

Co-ionannachd Equalities

Bu chòir don a h-uile buidheann seo a lìonadh 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).
- 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 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 sgoileadh 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.

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			
<p>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.</p>	<p>Equal Respect Gaelic language plan commitments delivered to an equal standard in both Gaelic and English. Narrative 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. A new Gaelic Learning Board was introduced during 2022 and oversees Gaelic Education.</p>	Rated green		
<p>2. Cothroman Follaiseach 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>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.</p>	Rated green		
<p>3. Treas Phàrtaidhean A’ dearbhadh gum bi ALEOs agus cunnraidhean eile ag obair gus plana Gàidhlig an ùghdarrais phoblach a chur an gnìomh.</p>	<p>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 includes a bilingual signage (English/Gaelic) on the external building.</i> <i>Edinburgh Trams include Gaelic translation of all stop signs on their website.</i></p>	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.	
<p>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.</p>	<p>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.</p> <p>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.</p>	Rated amber
<p>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.</p>	<p>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.</p> <p>Narrative This would be considered as part of the assessment and support planning for the young person.</p>	Rated green

Inbhe	Status			
<p>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.</p>	<p>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.</p> <p>Narrative We have committed to doing this in our GLP but there is no renewal planned at present</p>			Rated green
<p>7. Soidhnichean Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.</p>	<p>Signage Prominent signage will include Gaelic and English as part of any renewal process.</p> <p>Narrative See section 1 for a description of the range of formats introduced</p>			Rated green: see above (section 1)

Conaltradh leis a' phoball	Communicating with the public			
<p>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.</p>	<p>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</p>	Rated green: see above (section 1)		
<p>9. Conaltradh sgrìobhte Bithear daonnan a' gabhail ri conaltradh sgrìobhte ann an Gàidhlig (litrìchean, puist-d agus na meadhanan sòisealta) agus thèid freagairtean Gàidhlig a thoirt seachad a rèir a' phoileasaidh choitchinn.</p>	<p>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.</p>	Rated green: see above (section 1)		
<p>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.</p>	<p>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.</p>	Rated green: see above (section 1)		
<p>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.</p>	<p>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</p>	Rated amber		

Fiosrachadh	Information			
<p>12. Fiosan-naidheachd Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.</p>	<p>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</p>	Rated amber		
<p>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.</p>	<p>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.</p>	Rated green		
<p>14. An Làrach-lìn Bu chòir susbaint Ghàidhlig a bhith ri faotainn air làrach-lìn an ùghdarras phoblaich, agus prìomhachas ga thoirt do na duilleagan a dh'fhaodadh an àireamh as motha de dhaoine a tharraing.</p>	<p>Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach. Narrative Gaelic version of school term dates.</p>	Rated green		
<p>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.</p>	<p>Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.</p>	Rated amber		
<p>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</p>	<p>Language Utility A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.</p>	Rated green		
<p>17. Taisbeanaidhean Bu chòir beachdachadh gu cunbhalach air cothroman gus taisbeanaidhean poblach a shealltainn gu dà-chànanach no ann an Gàidhlig, le prìomhachas ga thoirt don fheadhainn a dh'fhaodadh a'</p>	<p>Exhibitions 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. Narrative</p>	Rated green		

bhuaidh as motha a thoirt air cùisean.	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 dleastanas 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 obrach gus cuideachadh le bhith a' cur a' Phlana Gàidhlig an gnìomh agus a rèir an stiùiridh bho Bhòrd na	Recruitment 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.	Rated green		

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