

Policy and Sustainability Committee

10.00am, Tuesday, 26 November 2019

Gaelic Language Plan 2018-22 - Monitoring Report

Executive
Wards - all
Council Commitment 36

1. Recommendations

- 1.1 That the Committee considers and approves the first statutory annual progress report on the Council's Gaelic Language Plan 2018-22, as required by Bòrd na Gàidhlig, and due to be submitted to the Bòrd by 6 December 2019.

Andrew Kerr

Chief Executive

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Gaelic Language Plan 2018-22 - Monitoring Report

2. Executive Summary

- 2.1 This report provides an overview of the Council's statutory annual monitoring report, summarising progress with the implementation of its Gaelic Language Plan 2018-22, which is due to be submitted to Bòrd na Gàidhlig by 6 December 2019.

3. Background

- 3.1 The Council published its second Gaelic Language Plan on 6 December 2018, following approval by Bòrd na Gàidhlig. The plan covers the period 2018-22 and is structured around three priority areas: sustainable future, confident speakers and encouraged arts and culture.
- 3.2 The Gaelic Implementation Group (GIG) comprises Elected Members, Council officers and representatives from the Gaelic community. It oversees progress with the implementation plan at its quarterly meetings. An officers group meets between the formal meetings to drive progress across the scope of the plan.
- 3.3 The Gaelic Language (Scotland) Act 2005 requires relevant public authorities to provide a report on progress on all commitments in their Gaelic Language Plan on an annual basis if requested by Bòrd na Gàidhlig. The Bòrd have advised us that the first monitoring report for the Council's current plan is due on the 06/12/2019.

4. Main report

- 4.1 Bòrd na Gàidhlig provided a template for monitoring reports in August 2019. It has three sections: primary indicator data (8 items); narrative updates on national Gaelic Language Plan priorities and specific local authority functions and finally, a self-assessment section, using red-amber-green coding for 24 descriptors of practice and arrangements.
- 4.2 The Council's current monitoring systems and processes have enabled us to gather information for all but two of the items in the Bòrd's template (both are data items). In both cases, we have been able to use approximations or qualitative descriptions to answer these.

- 4.3 Appendix 1 shows the completed monitoring report, which reflects information provided to the GIG from colleagues across the Council including Education, Chief Executive's Division, Economic Development and Culture.
- 4.4 In this first year of the current plan, the Council has made progress on all three priority areas. Key developments in Education have included the expansion of the scope and scale of teaching in the Gaelic Medium at James Gillespie's High School, arrangements to support the transition from primary to secondary school, and additional support for learning. The Council also continues to support a wide range of activities within schools and the broader community to promote and embed the Gaelic language and culture.
- 4.5 The Council has also made progress with the wider elements of the plan, including increasing staff awareness through a series of items on Newsbeat and support to the Gaelic Hub Development Group.
- 4.6 In line with the reporting requirements, a self-assessment of progress against the 24 descriptors has been carried out. 16 of the descriptors are in place (green) with the remaining eight being in progress (amber).
- 4.7 The appointment of a Corporate Gaelic Development Officer, funded for one year by Bòrd na Gàidhlig and the Scottish Government, will help to drive and embed action across the plan going forwards.

5. Next Steps

- 5.1 Following approval by Committee, the monitoring plan will be submitted to Bòrd na Gàidhlig for their consideration.

6. Financial impact

- 6.1 There is no financial impact. As noted above, the Corporate Gaelic Development Post is fully funded from external sources.

7. Stakeholder/Community Impact

- 7.1 The Gaelic Implementation Group, which includes members of the Gaelic community in Edinburgh, receive regular progress reports on the implementation of the Council's 2018-22 Gaelic Language Plan, and considered a progress report covering all three priority areas at its September 2019 meeting.
- 7.2 The monitoring report (appendix 1) includes a description of the positive impact on equalities through the diversification of the population attending the primary school, Bun-sgoil Taobh na Pàirce in terms of ethnic groups, as well as socioeconomic features (SIMD).

8. Background reading/external references

- 8.1 [Item 7.6 - Gaelic Language Plan 2018-22 15 May 2018](#)
- 8.2 [The City of Edinburgh Council Gaelic Language Plan 2018-22](#)

9. Appendices

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

BÒRD NA GÀIDHLIG

FOIRM DÀTA ANNUAL RETURN

[Grab your reader's attention with a great quote from the document or use this space to emphasize a key point. To place this text box anywhere on the page, just drag it.]

BLIADHNAIL 2018-19 FORM 2018-19

Ainm na buidhne Organisation's name	The City of Edinburgh Council
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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 Gaelic schools receive occasional communications in Gaelic from Gaelic partner organisations, the Gaelic Development Officer (GDO) and promotional material from groups such as Sabhal Mòr Ostaig and FilmG. Bun-sgoil Taobh na Pairce (TnaP): currently have 5 parents who contact the school by e mail in the medium of Gaelic. James Gillespie's High School (JGHS) receive communication from parents in Gaelic 	<p>Not all service areas are able to record this information, meaning it is not possible to report an accurate total.</p> <p>See narrative for a description of communications.</p>
A' sgaoileadh fiosrachaidh Dissemination of information	<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, with approximately 20 being sent this calendar year. JGHS has a Gaelic Blog and Twitter account which are updated at regular points throughout the school year. Corporately, there have been four: 3 relating to recruitment and 1 on the approval of the GME Strategic Growth Plan report 	<p>We do not have a central mechanism to collate this information - see narrative for a description of activity</p>

	<p>Cia mheud fios-naidheachd a chaidh a sgaoileadh leis a' bhuidheann anns a' Ghàidhlig am-bliadhna? How many press releases did the organisation publish in Gaelic this year?</p> <p>Narrative</p> <ul style="list-style-type: none"> • Press release in October 2019 on Seachdain na Gàidhlig (Edinburgh Gaelic Festival) [Pending] • TnaP's regular newsletters have pieces in Gaelic and English, as do their class blogs. 	1 See narrative
<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> <p>Narrative</p> <ul style="list-style-type: none"> • All GME staff from primary (58) and secondary (9) attended the first in a series of Career Long Professional Learning (CLPL) opportunities designed to improve Gaelic language skills in September 2019. • JGHS: two teachers successfully completed the Gift course 2018-19. One teacher successfully completed STREAP course. [Nine teachers have signed up for a beginners' Gaelic class which will be taught in the school during the next year] • In addition, 17 staff members received beginner or intermediate-level tuition during the last year at the Council's Headquarters. 	84
	<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>Narrative</p> <ul style="list-style-type: none"> • Corporate Gaelic Development Officer (CGDO) = 1 • Croileagan play leaders = 7 • Taobh na Pairce = 58 (all teaching, pupil support and nursery class posts, full/part time) • JGHS = 5 (there are currently 9 teachers who are Gaelic speakers, eight of whom deliver subjects through the medium of Gaelic; <i>five were appointed with Gaelic being an essential skill</i>; the other four were existing members of staff who were employed without Gaelic being a requirement of their contract and who are now delivering their subject through the medium of Gaelic and English). 	71

<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>Narrative</p> <p>Our survey of all staff in the Education service (part of Communities and Families) in July 2018 showed:</p> <table border="1"> <tr> <td>Number of individuals responding:</td> <td>657</td> </tr> <tr> <td>Teaching staff:</td> <td>471</td> </tr> <tr> <td>Non-teaching staff:</td> <td>186</td> </tr> <tr> <td>Number of respondents who stated they speak any Gaelic:</td> <td>83</td> </tr> <tr> <td>Teaching staff:</td> <td>56</td> </tr> <tr> <td>Non-teaching staff:</td> <td>27</td> </tr> <tr> <td>Number of respondents interested in teaching Gaelic:</td> <td>128</td> </tr> <tr> <td>Teaching staff:</td> <td>97</td> </tr> <tr> <td>Teaching staff who already speak Gaelic:</td> <td>27</td> </tr> <tr> <td>Non-teaching staff:</td> <td>31</td> </tr> <tr> <td>Non-teaching staff who already speak Gaelic:</td> <td>7</td> </tr> </table> <p>We plan to include questions on Gaelic skills among all Council staff as part of our next Colleague Opinion Survey, which will be carried out in 2021-22.</p>	Number of individuals responding:	657	Teaching staff:	471	Non-teaching staff:	186	Number of respondents who stated they speak any Gaelic:	83	Teaching staff:	56	Non-teaching staff:	27	Number of respondents interested in teaching Gaelic:	128	Teaching staff:	97	Teaching staff who already speak Gaelic:	27	Non-teaching staff:	31	Non-teaching staff who already speak Gaelic:	7	83
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<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> <p>Narrative The Council's Gaelic Language Plan 2018-22, which was published in December 2018.</p>	1
<p>Inbhe Status</p>	<p>Cia mheud soidhne dà-chànanach a chuir am buidheann an àirde am-bliadhna? How many bilingual signs has the organisation erected this year?</p> <p>Narrative</p> <ul style="list-style-type: none"> • JGHS has 2 prominent Gaelic signs, which were erected during the initial school build. • TnaP aim for Gaelic-only signage. • Discussions are underway for Gaelic signage at the new Meadowbank which is scheduled to be completed by April 2021. 	None within the current year

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.

Increasing awareness of developments in GME in Edinburgh

Within schools:

- We held three well-attended events in the last year for parents and members of the public to provide an update on progress with GME education
- We arranged for BBC Alba to attend two Gaelic parent meetings to hear first-hand about progress at both the Gaelic primary school and James Gillespie's High School

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

- Arranging several interviews with BBC Alba on the future direction of GME in Edinburgh
- Publicising plans for a new Gaelic High School (October 2018 and August 2019)
- Providing media publicity around the GME Strategic Growth Plan report being approved, including a quote from a lead member of the Gaelic Community (October 2019)

Supporting and promoting opportunities to participate in Gaelic events

- Our GDO produces a regular e-bulletin/Newsletter which gives an overview of news and activities happening in Edinburgh’s Gaelic community (a model praised by Bord na Gaidhlig, and replicated in other parts of Scotland)
- Our Communications team is working with colleagues across the Council to develop a series of regular News Beat articles (published on the Council’s intranet) and to increase twitter activity as a way of sharing opportunities more widely
- We promote and disseminate funding and volunteering opportunities, consultations, and updates on the Cultural Plan to the Gaelic community through the Culture and Communities Committee Business Bulletin, and intend to build on this by undertaking stakeholder mapping within input from BnG and Council’s Gaelic Implementation Group
- We worked with Creative Scotland in June 2019, who provided an overview Edinburgh-based Gaelic cultural organisations and links with a Gaelic translation for the Culture Edinburgh website
- We publicise and contribute funding to the Seachdain na Gàidhlig (Edinburgh Gaelic Festival) and support it through the participation of schools
- We 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
- TnaP publicise Gaelic events and Gaelic learning opportunities for parents through their usual network, and support the work of the GDO in providing Gaelic language experiences for the wider community
- James Gillespie’s High School (JGHS) has held a number of events in Gaelic across the city. Recent examples include:
 - community drama performances involving JGHS pupils, aimed at young Gaelic speakers and parents
 - community Gaelic music events, which have raised money for local causes
 - engagement with local groups such as the National Museum, National Galleries and Edinburgh University
 - pupils from S5 and 6 are currently rehearsing play written by a nationally recognised author and playwright, which will be performed at Scottish Storytelling Centre April 2020, with funding received from BnG

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 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

- 73 adults participated in 7 Gaelic Language classes (Nat 2 to Higher Levels) in the Adult Education Programme from January to June 2019; with 9 Gaelic classes available in the September to December 2019 programme. The programme is available on the [Council’s website](#). Classes are protected against low uptake levels (i.e. less than 12 places filled) through subsidy from Gaelic funding.
- We continue to monitor and fine-tune Gaelic provision for adults across Edinburgh in line with the National Gaelic Strategy for Adults, ensuring services are co-ordinated; we use a range of ways to

assess the quality of input and student experience, including Learner Voice feedback events and survey monkey, which we use to inform future programme planning.

Learning for staff Council-wide

- We held a [Gaelic language taster session](#) on 26 August 2019, open to all Council staff. We continue to offer free Gaelic languages courses at beginner and intermediate level and currently have one GLE tutor in place to do this. The beginners' class is oversubscribed and so we have organised alternative accommodation to cater for the increase in numbers.
- 12 staff took part in beginners classes last year and 5 took intermediate level classes

Teaching in schools

a) Staff language skills and development:

- We have support in place for staff to complete their Gaelic Language in Primary Schools training. One candidate completed course May 2019. Two further candidates are successfully participating in the 2019-20 course
- We are also engaged in a cross-sector inhouse CLPL language learning programme with TnaP, in which staff are both delivering professional learning and partaking as learners, depending on their language skills
- TnaP provide financial support for externally delivered courses, as well as allowing time away for assessments and seminars; they are currently delivering bespoke training to all staff.
- GME staff have protected development time as part of their working week with specific development tasks, e.g. Social Subjects and differentiated materials. They also attend regular meetings with Central Belt Gaelic Secondary Teachers group which considers QA, moderation, sharing resources and best practice
- We are involved in a collaborative project with Storrann to produce nationally available GME resources
- JGHS is running a free Gaelic class for any of its staff who have an interest in the language.

b) Scope and scale of provision

- Sgoil-àraich – we are exploring the inclusion of the nursery class at Bun-sgoil Taobh na Pàirce in the August 2020 plan with the aim of increasing provision from term time to year-round, in line with the Early Years expansion plan; we are working in partnership with Oganan, who have now become a Partner Provider and are able to offer 600 hour entitlement of funded Early Learning and Childcare to children and families.
- TnaP:
 - are delivering GME to 427 learners, P1-7, and to up to 80 learners in our nursery class.
 - host Oganan Dhun Eideann, a Gaelic-medium wraparound-care provider.
- JGHS has undergone a significant expansion of the GME Secondary provision:
 - the majority of the S1 cohort now receive 9 of their subjects through the medium of Gaelic
 - the use of Gaelic has increased across the school, both in terms of the amount of time pupils spend being immersed in the language, and the opportunities staff have to communicate in Gaelic.
 - We now have a Curriculum Lead in place, which means that we can roll out the offer of GLE to schools across the Council.
 - We are continuing to explore the possibility of engaging people who can provide sports coaching in Gaelic for the school year 2019-2020. This would be in addition to current provision.

- We have secured Scottish Government funding for set up of classrooms in both school settings for use of Esgoil, helping us to increase the amount of Gaelic input available to pupils. The equipment has been installed and will be ready for use shortly
- Our GDO supports Gaelic Medium social provision for young people based on GME activities through Sradagan (youth clubs) and will accompany S6 pupils to Stornoway to participate in the Scottish Schools Gaelic debate

c) Transitions

- Enhanced transition P7 – S1 has been a major focus during session 2018-19, with JGHS colleagues supporting teaching and learning in primary classes on a regular, timetabled basis. Focus has been on upper primary, with additional support in younger classes. Particular attention has been given to additional support for learning (ASfL), with one JGHS teacher training with primary ASfL specialists and with counterparts in the high school setting. Teachers involved report that this has greatly increased understanding of pupils' needs well before transition and should have tangible impact on ease of transition P7 to S1. Evaluation of the impact of this work will inform the development of a cross-sector transitions policy this session.

d) Recruitment

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

e) School capacity

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

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

A'cur air adhart na Gàidhlig / Promoting Gaelic

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

How is the organisation promoting a positive image of Gaelic?

This links to our priority "Gaelic is visible, encouraged and has a sustainable future within the city of Edinburgh" and our ambition to support the development of a strong and vibrant Gaelic community. The activities described below reflect our approach to increasing the prominence of Gaelic within schools and the wider public, and our efforts to develop career opportunities and pathways for learners.

- The prominence of Gaelic at JGHS is increasing through additional Gaelic-speaking staff and a wider extra-curricular Gaelic programme including drama/music clubs open to non-Gaelic speakers.

- Initiatives supported by the GDO have included: a fundraising event for the oncology ward at the Sick Kids hospital in Edinburgh on the 31st January 2019: Gaelic-speaking musicians from both Taobh na Pàirce and James Gillespie's High School took to the stage, raising over £3,000.
- As part of our ongoing engagement with MG ALBA, BBC and Gaelic media companies to identify opportunities to enhance Gaelic skills in the media in Edinburgh, MG ALBA attended the September 2019 meeting of the Gaelic Implementation Group (GIG), leading to a collaboration (which is just beginning) with Cànan Graphics Studio/MG Alba to produce a regular Gaelic podcast, run by S6 Advanced Higher Gaelic class
- A member of staff at JGHS is leading on *Developing Young Workforce (DYW)/Enterprise* projects 2019-20, with a focus on involvement in Foundation Apprenticeship Early Years/Childcare and link with TnaP/Òganan
- Work is underway in collaboration with education officers at the National and Portrait Galleries to create opportunities for senior pupils to support volunteer guides to include Gaelic language in public tours and to train as Young Gaelic Tour Guides. This is a first step towards a wider initiative being investigated by the Council around Young Apprenticeships in Languages and Tourism, which it is hoped will involve collaboration with colleagues in FE, other LAs, Visit Scotland and Esgoil. This links GME to innovative practice in wider languages teaching and learning, which forms part of work in Edinburgh schools on the Scottish Government 1+2 Approach to Languages. This is an opportunity to link GME to the wider curriculum and affords GME pupils opportunities to engage in meaningful activity with other successful language learners.
- Proposals for a Gaelic Hub are at an early stage and are being led by the community-based Gaelic Hub Development Group. Our Economic Development Team has been giving the group advice on how to become constituted, which will enable them to apply for funding. The Hub will be for the local / Edinburgh and wider community, the general public and visitors with exhibitions, events and potentially a cafe to showcase and promote the language and heritage.

Fiosrachadh dearcnachaidh eile

Other monitoring information

A' brosnachadh Foghlam Gàidhlig

Promotion of Gaelic Education

Chan fheum ach Ùghdarrasan Ionadail seo a lìonadh a-steach
For Local Authorities only to complete

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

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

Promoting the right to Gaelic Education

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

- [Croilegan's website](#) gives an overview of GME provision from nursery through to secondary schooling, along with a contact number for further information.
- The Council's public website includes a section on [Gaelic in schools](#), which gives details of how to apply for a place in the GME primary school, Bun-sgoil Taobh na Pàirce (TnaP).
- Within the TnaP school setting, we meet regularly with parents who have an interest in Gaelic Medium Education. Examples include regular open afternoons for prospective nursery parents, one to one meetings with prospective parents, well planned- enrolment week, with open day, in November.
- We have also taken significant steps to promote GME at the secondary level. The increased provision of GME subjects and in staffing has seen the presence of Gaelic at JGHS grow, with an effective working partnership established between CEC Officers, schools and parent groups. We are also planning for a GME Secondary school in 2025, demonstrating a clear commitment to the safeguarding and development of Gaelic education across the city.

Pàrantan Corporra

Corporate Parenting

Chan fheum ach Ùghdarrasan Ionadail seo a lìonadh a-steach
For Local Authorities only to complete

<p>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.</p> <p>Please provide data on the number of Gaelic-speaking care experienced young people registered with the Authority.</p>
<p>Response</p> <ul style="list-style-type: none"> • 8 are learning through the medium of Gaelic
<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>Response</p> <ul style="list-style-type: none"> • We work with families of care-experienced children to plan for individual needs. Two children are currently attending Forest School, as part of the Local Authority offering.
<p>Co-ionannachd Equalities</p> <p>Bu chòir don a h-uile buidheann seo a lionadh a-steach</p> <p>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). • As noted above in our description of arrangements for additional support needs, arrangements are in place in both primary and secondary settings. • The work in the primary school to embed the school in the community is resulting in an increasing number of pupils with local post-codes being enrolled in GME and so broadening the profile of the school community in terms of the population service, 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:

- A Gaelic Pupil Voice Group has been identified and a Pupil Council formed June 2019. This mirrors the JGHS Pupil Voice, with particular focus on Gaelic. The role of the group is to represent pupil views on how the Gaelic curriculum is formed, how we develop our extra-curricular and excursion programme, wider issues affecting pupils and providing guidance as we work towards our new secondary location.
- As noted above, the work in the primary to embed the school in the community is extending take up to a wide range of groups within the population
- Support for Gaelic learners with additional support needs, as outlined above: a member of JGHS staff works with Bun-sgoil Taobh na Pàirce pupils as part of enhanced transition plan and is being supported to retrain in use of materials and approaches in place in primary setting by TnaP ASfL teacher. This benefits teaching and learning in both settings as needs can be supported through transition.

A bheil eisimpleirean ann de cheumannan sònraichte a ghabh sibh gus piseach a thoirt air in-ghabhail agus com-pàirteachas a tha air obrachadh gu sònraichte math a thaobh leasachadh na Gàidhlig taobh a-staigh an ùghdarrais phoblaich agaibh? An inns sibh dhuinn nam biodh sibh toilichte nan sgaioleadh Bòrd na Gàidhlig na h-eisimpleirean agaibh agus nan dèanamaid sanasachd orra.

Are there examples of implementing specific measures to improve inclusivity or engagement that have worked particularly well regarding Gaelic language development for your public authority? Please indicate if you would be happy for Bòrd na Gàidhlig to share and promote the examples provided.

Schools

a) Taobh na Pàirce

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

b) Gaelic Development Officer

Our GDO is committed to extensive engagement with the Gaelic and wider communities, within and beyond school settings. Examples of GDO' activities are described below (with details of the full range of activity supported available on request):

- Pupils at James Gillespie's Primary School took worked with GDO each week between January and May 2019 to prepare and perform "Mary Queen of Scots at Edinburgh Castle". Through this activity, pupils learned simple Gaelic sentences on a range of topics, including the family, numbers, time/months of the year, colours, clothes and food. The drama included around 50 words from these topics and the play was successfully performed for parents/carers at the school.
- An adaptation of Pied Piper was written by the drama department at JGHS, the GDO and pupils, and was performed at the Scottish Storytelling Centre in June 2019.

Amasan airson Seirbhisean Corporra	Corporate Service Aims			
Àrd Phrionnsabalan	Overarching Principles			
<p>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.</p>	Rated green: we undertake activity in relation to implementing the GLP to the same standard as any other Council plan, as a matter of principle.		
<p>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.</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.</p>	Rated green: in place with development ongoing (see section on increasing the use of Gaelic)		
<p>Treas Phàrtaidhean A' dearbhadh gum bi ALEOs agus cunnraidhean eile ag obair gus plana Gàidhlig an ùghdarrais phoblaich 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.</p>	Rated amber: we are liaising with contractors who are responsible for the redevelopment of Meadowbank.		
<p>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 bhuidheatan 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>	Rated amber: progress has been made through the Gaelic Implementation Group and with a Gaelic Officers Development Group.		
<p>Pàrantan Corporra Gu bheillear mothachail air na dleastanasan a th' ann mar Pàrant Corporra gum bi a h-uile pàiste is neach òg fo chùram no a b' àbhaist a bhith fo chùram le Gàidhlig a' faighinn na h-aon cothroman 's a tha clann le cànan eile.</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>	Rated green: see section above		

Inbhe	Status			
<p>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.</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.</p>	Rated green: we have committed to doing this in our GLP but there is no renewal planned at present		
<p>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>	Rated green: as above – agreement reached for Meadowbank, but progress is limited as there is no renewal programme planned		
Conaltradh leis a' phoball	Communicating with the public			
<p>Brosnachadh Teachdaireachdan gu bheil fàilte air conaltradh sa Ghàidhlig bhon poball daonnan.</p>	<p>Promotion Positive message that communication from the public in Gaelic is always welcome.</p>	Rated green: this is well-embedded in the Gaelic schools, where it is most relevant		
<p>Conaltradh sgrìobhte Fàilte ga cur air conaltradh sgrìobhte sa Ghàidhlig (post, post-d agus meadhanan sòisealta) daonnan agus bidh freagairt ann sa Ghàidhlig, a rèir clàr-ama conaltraidh àbhaisteach na buidhne.</p>	<p>Written Communication 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>Ionad-fàilte agus am fòn Far a bheil luchd-obrach le Gàidhlig ann airson seo a thoirt seachad, gheibh iad taic airson seo a dhèanamh agus thèid sanasachd a dhèanamh air t-seirbheis dhan phoball.</p>	<p>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>Coinneamhan Cothroman airson coinneamhan dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh.</p>	<p>Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p>	Rated amber: public meetings with BBC alba held, (see section 2 above). We are keen to develop opportunities for bilingual meetings, which would need funding for translation facilities.		

Fiosrachadh	Information			
<p>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.</p>	Rated amber: as noted above, Communications colleagues are increasing the use of twitter		
<p>Meadhanan sòisealta Stuth Gàidhlig ga sgaoileadh tro na meadhanan sòisealta gu cunbhalach, le stiùir bho ìre cleachdaidh no cleachdadh a dh'fhaodadh a bhith ann.</p>	<p>Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users</p>	Rated amber: as above		
<p>Làrach-lìn Stuth Gàidhlig air làrach-lìn an ùghdarras phoblaich, le prìomhachas air na duilleagan le faicsinneachd mhòr.</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.</p>	Rated amber: this is under active consideration		
<p>Irisean Corporra Irisean corporra sa Ghàidhlig agus Beurla le prìomhachas air sgrìobhainnean le faicsinneachd mhòr.</p>	<p>Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.</p>	Rated amber: this has been restricted to the GLP so far		
<p>Taisbeanaidhean Cothroman airson taisbeanaidhean dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh, le prìomhachas air an fheadhainn aig a bheil a' bhuaidh as motha.</p>	<p>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.</p>	Rated green: see above in section on promoting Gaelic		
Corpas na Gàidhlig	Gaelic Language Corpus			
<p>Gnàthachas Litreachaidh na Gàidhlig Leanaidh an t-ùghdarras Poblach Gnàthachas Litreachaidh na Gàidhlig as ùire mar stiùir airson a h-uile rud sgrìobhte aca.</p>	<p>Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p>	Rated green: both schools follow G.O.C.		

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