

Policy and Sustainability

10.00am, Tuesday, 22 February 2022

Gaelic Language Plan 2018-22 - Monitoring Report

Executive/Routine Wards Council Commitment	Executive All 36
--	------------------------

1. Recommendations

- 1.1 The Committee considers and approves the third statutory annual progress report on the Council's Gaelic Language Plan 2018-22, covering the period to the end of December 2021, as required by Bòrd na Gàidhlig, and due to be submitted to the Bòrd by 6 March 2022.

Andrew Kerr

Chief Executive

Contact: Eleanor Cunningham, Lead Policy Officer,

Policy and Insight Team, Corporate Services Directorate

E-mail: eleanor.cunningham@edinburgh.gov.uk | Tel: 0131 553 8220

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 up to the end of December 2021, which is due to be submitted to Bòrd na Gàidhlig by 6 March 2022.

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. The GIG considered the draft annual report at its meeting on 2 November 2021.
- 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 third monitoring report for the Council's current plan is due on 6 March 2022. Section 8 below contains links to the Council's current Gaelic Language Plan (2018-22).

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 This report uses internal monitoring and reporting processes for the items in the Bòrd's template. Note that approximations and descriptions of activity are used to answer some of the data items.
- 4.3 Appendix 1 shows the completed monitoring report, which uses information from across Council Directorates, including: Schools and Lifelong Learning, Corporate Services, Business Growth and Inclusion and Cultural Services and covers activity during September 2020 to December 2021.
- 4.4 The appointment of a Corporate Gaelic Development Officer (CGDO) on a fixed-term basis, part-funded by Bòrd na Gàidhlig and the Scottish Government, has been highly effective in driving and embedding action across the scope of the plan. This post ended on 29 October 2021. Funding has been secured for a new post, detailed below at 4.9.
- 4.5 Key developments between September 2020 and December 2021 in Education and in embedding Gaelic and Gaelic culture are summarised below.
- 4.6 Progress in Education includes:
- 4.6.1 The Gaelic Medium Improvement Plan steering group was reconvened to closely monitor work on Curriculum Transitions, Partnerships and Workforce. This group will report progress on improvements in the quality of GME to Education, Children and Families in August.
- 4.6.2 In parallel Gaelic Medium Expansion work continues to be developed and is described at 4.6.6 below.
- 4.6.3 Our 0-18 teams continued to deliver high-quality GME despite acute challenges with staffing and accommodation arising from the Covid pandemic.
- 4.6.4 Early Years: Cròileagan, has been cited as an excellent model and is attracting interest from colleagues elsewhere in Scotland to visit and observe practice. As of August 2021, nursery provision at Taobh na Pàirce (TnaP) is operating with 1140 hours, using a term-time model. Recruitment is underway for a GME Early Years Development Officer and additional Playgroup Leaders.
- 4.6.5 Primary Education: a new full-time Head Teacher came into post in August 2021, completing a full, stable senior leadership team. Responding to concerns from staff, pupils and parents, Scottish Government funding has been secured to carry out improvements on acoustics in key learning spaces. Additional capital funding has also been secured to refurbish part of the school for 0-3 and general use.
- 4.6.6 Secondary Education: A new permanent GME Curriculum Leader is in post and staffing is stable. The curriculum offer has been expanded.
- 4.6.7 Pre-consultation engagement on future GME provision in the city has been ongoing for a considerable period of time, with an options appraisal for new secondary provision having initially been presented to parents in January

2020. In the interim, further opportunities for engagement were provided through on-line meetings with parents and partners, a dedicated mailbox and further pre-consultation engagement which resulted in a report being presented to Education, Children and Families in May 2021.

4.6.8 Following deputations by parents at a recent special meeting of the Education, Children and Families Committee a decision was taken to pause plans for statutory consultation on the proposed new GME provision and for officers to undertake additional pre-consultation engagement with parents and partners. This activity is underway but is likely to impact on timescales for the desired improvement of GME provision.

4.7 Progress in embedding Gaelic within the Council and across the city have been led by the CGDO. Activities have included:

4.7.1 Continuing to provide opportunities for colleagues and Elected Members to learn the language and about the culture through lunch and learn sessions and the development of an e-learning module; and supporting learning for members of the public.

4.7.2 Working with the Council's Communications Team to develop a communications plan which includes regular newsbeat items.

4.7.3 Making Gaelic more visible by arranging for: Gaelic posters to be displayed in selected Council buildings and facilities (Waverley Court, the City Chambers, Central library); Gaelic to be included on Edinburgh Tram's website and on the Council's website, with much of this activity involving GME pupils in translation and design. Bilingual signage has been introduced at historic graveyard sites and agreed for Meadowbank Sports Stadium and the new Castlebrae Community Campus.

4.7.4 Working with partner organisations (including the National Library of Scotland, University of Edinburgh, Visit Scotland, Edinburgh Local Mòd, Comunn na Gàidhlig) to develop a programme of Gaelic events and exhibitions, with involvement from the Gaelic community and GME pupils. This included an online tour of Council museums and a virtual local Mòd.

4.7.5 Continuing to promote Gaelic in tourism, working with Invisible Cities (a social enterprise with people who have been homeless) and Mercat Tours to provide virtual events.

4.7.6 Continuing to develop career opportunities for GME pupils, for example, through the Young Female Leadership Programme, a project involving the National Library of Scotland, James Gillespie's High School and supported by Baillie Gifford.

4.8 The new Capital Gaelic project started in November, part funded by Bòrd na Gàidhlig and the National Library of Scotland. The project seeks to work with stakeholders across Edinburgh to identify opportunities, share knowledge and expertise, and shape a vision for the future of Gaelic in the city.

4.9 The self-assessment section has 26 items, including 2 new items for this year (language utility and place names). Our assessment of progress is that 20 of these are in place (ranked green) and the remaining six are in progress (amber). The areas in progress relate to: the normalisation of Gaelic plan commitments over time; the role of third parties in helping with the delivery of the Gaelic language plan; the use of Gaelic in public meetings and in press releases; seeking and using advice from Ainmean-Àite na h-Alba for place names and the use of Gaelic in communication and publications.

5. Next Steps

- 5.1 Following approval by Committee, the monitoring plan will be submitted to Bòrd na Gàidhlig for their consideration.
- 5.2 Pre – consultation engagement with parents and partners is ongoing regarding improvement of GME provision across sectors.
- 5.3 Funding has been secured for a new Capital Gaelic Development Officer post for one-year, which began in November 2021 and work is underway to explore options for longer term funding. Funding partners are the National Library of Scotland and Bòrd na Gàidhlig. The aim of the project is to support collaborative work to build the foundations for “Capital Gaelic” – a co-ordinated and creative partnership approach to embedding Gaelic as a vibrant part of life in Edinburgh for the benefit of citizens and visitors.
- 5.4 Work will continue on implementing the commitments made in the four-year plan, with the final report on the 2018-2022 plan due in December 2022.
- 5.5 The next iteration of the plan, covering 2022-26, will be developed in the coming months and will be subject to public consultation.

6. Financial impact

- 6.1 The Corporate Gaelic Development Officer, Capital Gaelic Development Officer and the GME Early Years Development Officer posts are part-funded from external sources. Gaelic language education is supported by Scottish Government grant applied for annually. All other actions are taken forward within existing approved service budgets.

7. Stakeholder/Community Impact

- 7.1 The Gaelic Implementation Group contributed to the development of the current Gaelic Language Plan and receive regular progress reports on the implementation of the Plan.
- 7.2 As noted above, members of the GIG considered the draft progress report at its November meeting.

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 Appendix 1 - Bòrd na Gàidhlig Annual Monitoring Form: The City of Edinburgh Council

BÒRD NA GÀIDHLIG

FOIRM DÀTA BLIADHNAIL ANNUAL RETURN FORM

Ainm na buidhne Organisation's name	The City of Edinburgh Council <i>This report provides an update on progress between September 2020 and December 2021</i>
--	--

Prìomh Dhàta Measaidh Primary Indicator Data

Fios bhon Phoball Communications from the Public	<p>Cia mhead brath sgrìobhte a fhuair am buidheann bhon phoball ann an Gàidhlig am-bliadhna? How many written communications have the organisation received from the public in Gaelic this year?</p> <p>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 – 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. Oifigear Leasachaidh Corporra Ghàidhlig, Comhairle Bhaile Dhùn Èideann, Corporate Gaelic Development Officer (CGDO) receives communications in Gaelic from school staff, stakeholders and the Gaelic Community. The CGDO uses and encourages other staff learners to use the "Happy to communicate in Gaelic or English" logo, thus showing equal respect to Gaelic and English. 	<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>
---	---	---

<p style="text-align: center;">A' sgaoileadh fiosrachaidh Dissemination of information</p>	<p>Cia mheud pìos a sgaoil am buidheann air na meadhanan sòisealta ann an Gàidhlig am-bliadhna? How many posts did the organisation distribute on social media in Gaelic this year?</p> <p>Narrative</p> <ul style="list-style-type: none"> • TnaP: tweet regularly bilingually • SG/JGHS has a Gaelic Blog and Twitter account which are updated at regular points throughout the school year • There have been 42 Corporate posts since September 2020, examples are: <ul style="list-style-type: none"> ○ Edinburgh Local Mòd and National Mòd pre-Mòd eCèilidh ○ The Gaelic Literature Awards ○ Central Library: relating to Gaelic Language or literature ○ Invisible Cities Event ○ City Art Centre events ○ Gaelic Community Christmas Musical Event 	<p>As above - see narrative</p>
	<p>Cia mheud fios-naidheachd a chaidh a sgaoileadh leis a' bhuidheann anns a' Ghàidhlig am-bliadhna? How many press releases did the organisation publish in Gaelic this year?</p> <ul style="list-style-type: none"> • Four <ul style="list-style-type: none"> • Gaelic Festival Press release October 2020 • Informal consultation (Gaelic High School) November 2020 • Invisible Cities Event March 2021 • Edinburgh Gaelic Festival November 2021 	<p>4</p>
<p style="text-align: center;">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: 101 <ul style="list-style-type: none"> • September 2021: "Lunch and Learn" 34 • October 2020 – May 2021: external tutor 24 • Lunch and Learn sessions: August 2021 – October 2021 43 • November – December 2021: external tutor and CGDO: 26 • November 24th Introduction to Gaelic Wellbeing Roadshow:23 	<p>150</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</p>	

	<p>essential skill?</p> <p>Current Provision Staffing:</p> <p>0-3 Groups: 4 Playgroup Leaders (recruitment underway for additional staff)</p> <p>Nursery and Primary:</p> <ul style="list-style-type: none"> • Teachers 21.77FTE • PSAs 7.12FTE • Admin team 1.72FTE • EY team 5.65FTE <p>Àrd Sgoil</p> <ul style="list-style-type: none"> • 6 full time and 3 part time Teachers 	
	<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>Staff Survey 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"> • 2230 colleagues (95%) had no Gaelic at present • 106 (5%): spoke some but were not fluent • 9 (0.4%): fluent 	See narrative
<p>Foillseachaidhean</p> <p>Publications</p>	<p>Cia mheud foillseachadh a dh’fhoillsich am buidheann gu dà-CHANANACH am-bliadhna?</p> <p>How many organisational publications have been published bilingually (Gaelic and English) this year?</p> <ul style="list-style-type: none"> • None 	None
<p>Inbhe</p> <p>Status</p>	<p>Cia mheud soidhne dà-chànanach a chuir am buidheann an àirde am-bliadhna?</p> <p>How many new bilingual signs has the organisation erected this year?</p> <p>A range of signs and posters have been agreed/put in place (a range of formats used).</p> <p>These include:</p> <ul style="list-style-type: none"> • Gaelic signage at the new Meadowbank approved (Covid pandemic has delayed construction) 	See narrative

	<ul style="list-style-type: none"> • Tram stops to Newhaven/bilingual signage for stops: Ainmean Àite na h-Alba were approached for translation costing; this was approved 15 December 2021 • 5 Historic Edinburgh graveyard signs/ January 2021 • Range of signs and pop-up banners for the the Gaelic Books section in Edinburgh and Scottish Collection, Central Library via a graphic design project with S2 pupils at SG/JGHS for signs and pop-up banners: launch January 2022 • Bilingual welcome poster designed by pupil at Taobh na Pàirce on display at City Chambers and Waverley Court August 2021 • Castlebrae Community Campus. • Museums: bilingual signs for the Good to Go scheme on display at both the Art Centre and Museum of Edinburgh. This is the official UK mark to signal that a tourism and hospitality business are following Government and industry COVID-19 guidelines and have a process in place to maintain cleanliness and aid social distancing. <p>Existing signage arrangements:</p> <ul style="list-style-type: none"> • SG/JGHS has 2 prominent Gaelic signs, which were erected during the initial school build. • TnaP aim for Gaelic-only signage. 	
--	---	--

Prìomhachasan a' Phlana Cànan Nàiseanta Gàidhlig National Gaelic Language Plan Priorities

Cleachdadh na Gàidhlig / Using Gaelic

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

How is the organisation increasing the use of Gaelic?

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

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

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

1. We have developed a communications plan with SMART objectives:
 - To create an informative, accessible and engaging online network of content for all Gaelic speakers, (fluent and learner) and supporters of Gaelic in Edinburgh;
 - To raise awareness of activities to encourage engagement and participation from all parts of the Gaelic community in the capital;
 - To promote and strengthen wider awareness of Gaelic and its presence within the capital to both Gaelic and non-Gaelic speakers;
 - Develop beneficial online links with Gaelic groups, initiatives and communities across Scotland.
2. CGDO with our Communications Team is working to develop a series of regular News Beat articles (published on the Council's intranet) and to increase Facebook/twitter activity as a way of sharing opportunities more widely.

Expanding the Gaelic Offer in the City

1. As a member of a range of groups and committees, the CGDO supports both the development and the promotion of Gaelic activities:
 - The Seachdain na Gàidhlig (Edinburgh Gaelic Festival): the CGDO is a member of the committee and the Council publicises and contributes funding
 - Successful Digital Local Mòd, May 28th/29th 2021 with over 100 entries: the CGDO is a member of the committee which organised Fringe events (Friday 28th & Saturday 29th May 2021) and led Gaelic sessions during Fringe
 - CGDO with leading members of the wider Gaelic Community in Edinburgh: working group now in place for naming streets after Gaelic people, places or events associated with the City of Edinburgh. To celebrate continuity of Gàidhlig in the city and in honour of those (no longer with us) who kept the language thriving/ celebrate cultural diversity in Edinburgh, the community group have proposed 5 names to be considered.
2. TnaP publicise Gaelic events and Gaelic learning opportunities for parents through their usual network and support the work of the Gaelic Development Officer (Comunn na Gàidhlig) in providing Gaelic language experiences for the wider community.
3. Àrd-sgoil Sheumais Ghilleasbuig (SG/JGHS): with CGDO engagement with Central Library, City Arts Centre and National Library to provide opportunities for GME pupils to promote Gaelic
4. The Council's Communications Team have helped to publicise Gaelic related activity in the City including:

- Plans for a new Gaelic High School
- Social Media posts in Gaelic

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.

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

2. Arranging interviews with BBC Alba on the future direction of GME in Edinburgh, with our CGDO, pupils and Gaelic Community.
3. Publicising plans for a new Gaelic High School – Informal Consultation March 2021.
4. Social Media posts in Gaelic.

Ionnsachadh na Gàidhlig / Learning Gaelic

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

How is the organisation increasing the learning of Gaelic?

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

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

Learning for the public:

- The CGDO supports:
 - Conversation class for advanced learners/Saturday at Central Library from 8th February 2020 (online from April 2020)
 - A weekly “Fighe is Cabadaich” (Knitting and Chat) session (starting February 2020, Wednesday 2-4pm) – postponed due to pandemic
 - Parent classes, Boroughmuir High School from 17th Feb. 5 week “Gaelic for the Home”.
 - Reading Club for Learners online, Friday mornings, from April 2020.
- Gaelic Language classes in the Adult Education Programme: total enrolled between September 2019 – March 2020: 144. 12 classes [last year, 73 adults participated in 7 Gaelic Language classes]. The programme is available on the [Council's website](#). Classes are protected against low uptake levels (i.e. less than 12 places filled) through subsidy from Gaelic funding.
- 4 in person Gaelic classes planned to start week commencing 21 Feb 2022 at Tollcross Community Centre: Levels: beginners, post beginners, intermediate & advanced

Learning for staff Council-wide:

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

The CGDO is supporting this in a number of ways:

- CGDO with Learning and Development colleagues has developed a digital learning module for staff, “**Gaelic Awareness**” which will be launched by Communications Team, December 2021.
- Two “Lunch and Learn Gaelic” sessions for staff – starting in February 2020, the second in August. These have been very popular, with staff attending from a wide range of services in the

council. Learn Gaelic and Duolingo recommended at these events as online resources for learning Gaelic.

- Providing “Introduction to Gaelic” sessions for staff using YouTube as platform, starting in September 2020 (which has had nearly 850 views to date).
- Additional evening classes for staff were provided by an external tutor, online from November 2020 for Beginners and Intermediate.
- From November 2021, external tutor and CGDO lead on 2 evening classes for staff.

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

Learning for Elected Members:

Gaelic awareness session with CGDO: August and September 2021.

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 are planning a full programme of CLPL input for staff across sectors, with the focus on Gaelic language and fluency and immersive pedagogy.
- TnaP provide financial support for externally delivered courses, as well as allowing time away for assessments and seminars; they are currently delivering bespoke in-house training to all staff. Specific Grant funding supports costs of externally delivered courses.
- GME staff attend regular meetings with Central Belt Gaelic Secondary Teachers group which considers QA, moderation, sharing resources and best practice. This has been on hold due to COVID but scheduled to resume.
- Three JGHS staff are following Gaelic Learners’ courses delivered by Sabhal Mòr Ostaig.
- Two teachers are currently released full-time to complete a year-long Gaelic Immersion course through Glasgow University. This is funded through Scottish Government Grant and BnaG funding
- Having completed the full-time immersion course two years ago, our science specialist is currently engaging with follow-up Gaelic immersive input.
- Two secondary languages specialists have enrolled in the pilot ATQ course being offered this session by Glasgow City Council, Glasgow University and BnaG. This aims to upskill languages teachers to enable them to offer GLPS in their settings.

b) Scope and scale of provision:

- Sgoil-àraich –of the nursery class at Bun-sgoil Taobh na Pàirce, as of August 2021, is operating with 11:40 hours, using a term-time model, in line with the Early Years expansion plan.
- We are working in partnership with Òganán, who have now become a Partner Provider and are able to top-up provision so that families can receive their entitlement of 11:40 hours of funded Early Learning and Childcare to children and families.
- TnaP:
 - are delivering GME to 391 and 40 in nursery.
 - host Òganán Dhùn Èideann, a Gaelic-medium wraparound-care provider.
- SG/JGHS has undergone a significant expansion of the GME Secondary provision:
 - the majority of the S1 cohort now receive 9 of their subjects through the medium of Gaelic.
 - S1 now receive Key Adult Time in Gaelic.
 - the use of Gaelic has increased across the school, both in terms of the amount of time pupils spend being immersed in the language, and the opportunities staff have to communicate in Gaelic.

- We now have a Curriculum Lead in place, which means that we can roll out the offer of GLE to schools across the Council.
- Delivering GME to 157 pupils
- 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)

d) Recruitment:

- We are working with colleagues from GTCS on plans to identify and support teachers from Edinburgh and the surrounding area with pathways into GME.
- 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.

A'cur air adhart na Gàidhlig / Promoting Gaelic

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

How is the organisation promoting a positive image of Gaelic?

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

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

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

1. Edinburgh trams: bilingual web page for the route map/stops with pupils from Taobh na Pàirce, completed May 2021

<https://edinburghtrams.com/plan-journey/route-maps-stops>

[See “If you would like this information in Gaelic, click **here**”]

Signage at Tram stops “Trams to Newhaven”. The CGDO has requested cost from Ainmean Àite na h- Alba – (£210) which has been passed to project leader.

2. Gaelic content on the Council web pages with the highest potential reach: CGDO with Comunn na Gàidhlig and pupils from Àrd-sgoil Sheumais Ghilleasbuig, May 2021 - Gaelic version of school term dates. We will continue to progress with the project in January 2022.

<https://www.edinburgh.gov.uk/schools/cinn-latha-seisean-sgoile-202122/1>

3. Central library: In partnership with S2 Gaelic, Àrd-sgoil Sheumais Ghilleasbuig, bilingual signs will be on display in Edinburgh and Scottish Collection.

A 300dpi file required for printing received from school, September 2021. Launch January 2022

4. Bilingual “welcome” poster with Comunn na Gàidhlig/Taobh na Pàirce pupils: on display at reception at City Chambers and Waverley Court, August 2021.

5. Web team with CGDO considering options for creating a duplicate of the homepage with Gaelic text

6. As in previous years, the Council support Gaelic involvement at The Scottish Storytelling Centre and the Scottish International Storytelling Festival, delivered by TRACS (a Council-funded organisation); Gaelic activity is included in TRACS' year-round programme.
7. Gaelic in Edinburgh leaflet 2018 – updated May 2021. University of Edinburgh/Bòrd na Gàidhlig developed the leaflet in cooperation with organisations in Edinburgh, offering information about history of Gaelic and contact details for groups/organisations. Available online. First entry from Council by CGDO, May 2021.
8. The CGDO has also begun collaboration with colleagues across Scotland (Aberdeenshire, East Lothian and Moray) around the promotion of Gaelic and opportunities for joint online Gaelic events such as session with Gaelic authors.
9. The CGDO supported the Lord Provost to record [an online Gaelic greeting](#) to Edinburgh's twin cities (Mayor of Florence, Mayor of Kyiv, Lord Mayor of Munich, Mayor of Nice, Mayor of Dunedin, Mayor of Krakow, Governor of Kyoto Prefecture, Mayor of Vancouver, Mayor of Xian, Mayor of Shenzhen, Mayor of Aalborg) December 2021. In his message, he also described Edinburgh's Gaelic heritage and the significance of the Gaelic Language (Scotland) Act in securing that status of the Gaelic language as an official language of Scotland.

[Activities to generate employment using Gaelic include:](#)

The City of Edinburgh Council, National Library and the GME unit of Àrd-sgoil Sheumais Ghilleasbuig, supported by Baillie Gifford, collaborated to develop the Young Female Leadership Programme in the Autumn 2020 term. As part of this online project, a group of students received mentoring and training on public speaking, tour guide training etc.

This is a first step towards a wider initiative being investigated by the Council around Young Apprenticeships in Languages and Tourism. This links GME to innovative practice in wider languages teaching and learning, which forms part of work in Edinburgh schools on the Scottish Government 1+2 Approach to Languages. This is an opportunity to link GME to the wider curriculum and affords GME pupils' opportunities to engage in meaningful activity with other successful language learners.

This work has been interrupted due to the pandemic but we plan to resume this session. Through the Scottish Government Faster Rate of Progress network, we are working with colleagues from SQA, SDS, Education Scotland and partner authorities to take this work forward collaboratively with focus on offering young people a range of pathways to employment and FE/HE through GME.

[Partnership approach to develop a programme of Gaelic Events:](#)

[Developing a programme of Gaelic Events](#)

A priority has been to further develop and promote Gaelic through joint events. Collaboration this year has included the National Library of Scotland, University of Edinburgh, Visit Scotland, Edinburgh Local Mòd, Comunn na Gàidhlig:

1. CGDO, City Arts Centre and Museum of Edinburgh: bilingual exhibitions (Donald Smith, 2021/ Will Maclean, 2022) with involvement from Gaelic Community, GME pupils and Lewis Storyteller. Funding of £3,000 was received from BnG, June 2021

<https://www.edinburghmuseums.org.uk/whats-on/islander-paintings-donald-smith>

2. The City of Edinburgh Council Museums History Curator: online tour - *The Collections*, postponed to 2022 due to pandemic
3. Gàidheal Dhùn Èideann: discussions with senior members of the Gaelic Community to plan events suitable for native Gaels in the city:
 - National Galleries visit October 2021
 - In partnership with NLS – preparation for visit April 2022
4. CGDO, National Library, Taobh na Pàirce, Àrd-sgoil Sheumais Ghilleasbuig: project to devise a school playground game based on the 1987 report '[School, Gaelic and the community: paper to local authority councilors](#)' by An Comunn Gàidhealach. Funded by Creative Scotland. Filming 14th December at Taobh na Pàirce postponed due facilitator isolating. January 2022 date being considered.
5. CGDO with Edinburgh Local Mòd and Edinburgh Gaelic community: Christmas musical event Greyfriars Kirk 3rd December 2021
6. Events developed in partnership with the National Library:
 - John Murray, an Honorary Fellow at the University of Edinburgh, discusses his book 'Reading the Gaelic Landscape', in which he applies a Gaelic lens to the study of Scotland's landscapes and history (13th October 2020)
 - Professor Mata Maciver, "The Advent of Modern Gaelic Broadcasting" (14 January 2021)
7. CGDO with National Galleries, Taobh na Pàirce and Comunn na Gàidhlig: **Your Art World** is a new online community where 3-18 year olds are supported to make and share their art. Young people across Scotland come up with 'challenges' to inspire others to make art. An online gallery showcases all the art February 2022 Completion
8. CGDO with National Galleries and Community: discussions underway to engage Gaelic learners in the re-opening of the Scottish gallery. Ongoing into 2022.

Capital Gaelic, Partnership with the National Library of Scotland:

The Capital Gaelic Development Officer, part funded by BnG and the National Library of Scotland, started in post in November 2021. To date, the leads from the two organisations have met to agree specific objectives for the year:

1. Promoting a positive image of Gaelic by increased its visibility through shared and co-ordinated activities (**strengthening networks**)
 - By the end of year 1, key contacts in schools (Taobh na Pàirce and Sheumais Ghilleasbuig) will have established ongoing collaboration with NLS colleagues to shape/support curriculum activities, using archives and collections
 - Opportunities to engage with Glasgow schools
 - A network will have been established among leads in key stakeholder organisations (e.g. NLS, NMS, NGS, SDS, CEC, EU) 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**

- NLS plans for the year of storytelling will have been supported by engagement with schools and the wider Gaelic community in Edinburgh; and opportunities for collaboration with key organisations across the city explored
2. Increasing the learning of Gaelic – shared support for staff development
 - The CGDO has engaged with NLS staff group to carry out an audit of existing skills and ambitions around Gaelic language development and has identified opportunities for learning, including shared learning with CEC staff.

Promotion of Gaelic in Tourism:

Having become a member of The Gaelic Tourism Implementation Group, Visit Scotland, the CGDO initiated joint work with the following partners in:

1. **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. **Gaelic Time with Invisible Cities** <https://invisible-cities.org/gaelic-festival> was held May 2021
2. **Mercat Tours:** continue to be supported by CGDO to develop Gaelic-related content (the history of Gaelic in Edinburgh and simple phrases) which Guides will incorporate in current tours. Guides currently accessing YouTube course developed by CGDO
3. The CGDO has been working with Business Growth and Inclusion colleagues since August 2020 to develop a Gaelic guide on **edinburgh.org**.

Gaelic Hub

1. There is longstanding ambition to have a Gaelic Hub for Edinburgh with exhibitions, events and potentially a cafe to showcase and promote the language and heritage. Plans are at an early stage. CGDO is a Board Member

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:

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

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

- The Council's public website includes a section on [Gaelic in schools](#), which gives details of how to apply for a place in the GME primary school, Bun-sgoil Taobh na Pàirce (TnaP).
- Within the TnaP school setting, we meet regularly with parents who have an interest in Gaelic Medium Education. Examples include regular open afternoons for prospective nursery parents, one to one meetings with prospective parents, well planned- enrolment week, with open day, in November. This has been on-hold during Covid-19
- We have also taken significant steps to promote GME at the secondary level. The presence of Gaelic at SG/JGHS has grown, with an effective working partnership established between CEC Officers, schools and parent groups. Our advanced plans for a GME Secondary school, demonstrate a clear commitment to the safeguarding and development of Gaelic education across the city.

Pàrantan Corporra

Corporate Parenting

Chan fheum ach Pàrantan Chorporra seo a lìonadh a-steach
For Corporate Parents only to complete

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

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

None this session.

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 nothing currently exclusively offered to this group.

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. The progress and success of these were cut short by the COVID closure. There are plans to re-establish these groups this session, using a slightly different approach. In line with Edinburgh Learns for Life strategy, both schools have Equalities groups, reflecting current priorities at local authority and national levels.
- In recent sessions, a member of the secondary team worked closely with primary colleagues to support transition and to shadow the work of the support for learning teacher. This staff member was also seconded to JGHS for a morning a week to support GME learners there, and to upskill GME staff in the delivery of Support for Learning.

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

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

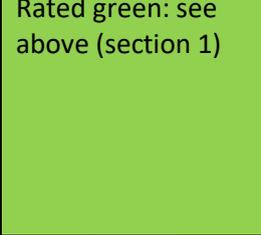
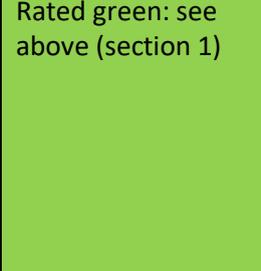
Schools:

Taobh na Pàirce:

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

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 <i>The commitments in the report are structured around three strategic aims, and implementation is overseen by the Gaelic Implementation Group, a formal working group of the Council. This is the same implementation process used for all Council plans.</i></p>	Rated green		
<p>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 <i>This is well embedded in Education and has now been extended to libraries and museums – see detail in the main report</i></p>	Rated green		
<p>3. Treas Phàrtaidhean A’ dearbhadh gum bi ALEOs agus cunnraidhean eile ag obair gus plana Gàidhlig an ùghdarras 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 will include a bilingual signage (English/Gaelic) on the external building. 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.</i></p>	Rated amber		
<p>4. Gàidhlig na nì àbhaisteach Geallaidhean bhon phlana Ghàidhlig</p>	<p>Normalisation Gaelic plan commitments are</p>	Rated amber		

<p>air an gabhail a- steach ann an structaran an ùghdarras phoblaich tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart.</p>	<p>normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed.</p> <p>Narrative <i>The Council's Policy and Sustainability Committee, the Gaelic Implementation Group and the Officer Group are the relevant elements of the decision-making structure within the Council.</i></p>	
<p>5. Pàrantan Corporra Gu bheilear 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 <i>This would be considered as part of the assessment and support planning for the young person.</i></p>	<p>Rated green</p> 

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 <i>We have committed to doing this in our GLP but there is no renewal planned at present</i></p>	<p>Rated green</p> 
<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 <i>See section 1 for a description of the range of formats introduced</i></p>	<p>Rated green: see above (section 1)</p> 
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.</p> <p>Narrative <i>This is well-embedded in the Gaelic schools, where it is most relevant; and several Corporate staff use the BnG</i></p>	<p>Rated green: see above (section 1)</p> 

	<i>“happy to communicate” footer on emails</i>	
<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. <i>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.</i></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 <i>Opportunities tend to relate to school events; translation resources would be required</i></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 <i>News releases related to Gaelic are routinely issued in both languages</i></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 <i>The appointment of the CGDO has enabled a significant increase in social media presence.</i></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 <i>CGDO with Comunn na Gàidhlig and pupils from Àrd-sgoil Sheumais Ghilleasbuig, May 2021 - Gaelic version of school term dates. We will continue to progress with project September 2022.</i></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 chorporra 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</p>	<p>Exhibitions</p>	Rated green		

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' bhuidhe as motha a thoirt air cùisean.	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 See above in sections on promoting and using Gaelic	
---	--	--

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 Inntigidh Bidh fiosrachadh mu Phlana Gàidhlig an ùghdarrais phoblaich mar phàirt den fhiosrachadh inntigidh 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 <i>See above section 2 for the extensive range of activities underway, which are open to all groups of staff.</i>			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 <i>As per standard recruitment process re essential and desirable knowledge, skills and experience.</i>			Rated green
23. Fastadh	Recruitment			Rated green

<p>Bidh Gàidhlig air a h-ainmeachadh mar sgit riatanach agus / no a tha na buannachd ann an tuairisgeulan obrach gus cuideachadh le bhith a' cur a' Phlana Ghàidhlig an gnìomh agus a rèir an stiùiridh bho Bhòrd na Gàidhlig airson luchd-obrach fhasadh.</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>Narrative <i>As per standard recruitment process re essential and desirable knowledge, skills and experience.</i></p>			
<p>24. Fastadh Bidh sanasan-obrach dà-chànanach ann no ann an Gàidhlig a-mhàin airson a h-uile dreuchd far a bheil Gàidhlig na sgit riatanach.</p>	<p>Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p> <p>Narrative <i>As per standard recruitment process re essential and desirable knowledge, skills and experience.</i></p>	Rated green		
Corpas na Gàidhlig	Gaelic Language Corpus			
<p>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.</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> <p>Narrative <i>Relevant written materials comply.</i></p>	Rated green		
<p>26. Ainmean-àite Iarrar agus gabhar ri comhairle bho Ainmean-Àite na h-Alba air ainmean-àite Gàidhlig.</p>	<p>Place names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.</p> <p>Narrative Advice sought but cost prohibitive (£30 per name)</p>	Rated amber		