

# Policy and Sustainability Committee

10.00am, Tuesday, 22 August 2023

## The City of Edinburgh Council Gaelic Language Plan 2023-28 – Revised Draft

Executive  
Wards: all

### 1. Recommendations

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- 1.1 Consider and approve the draft Gaelic Language Plan for 2023-28 (Appendix 1) which has been revised following public consultation, for submission to Bord na Gaidhlig for its consideration and approval.

**Deborah Smart**

Executive Director of Corporate Services

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# Report

## Draft Gaelic Language Plan, 2023-2028

### 1. Executive Summary

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- 1.1 The report provides an overview of a draft of the Council's third Gaelic Language Plan, covering the period 2023-28, which has been revised following public consultation for consideration by Committee prior to submission to Bord na Gaidhlig, in accordance with the Gaelic Language (Scotland) Act 2005.

### 2. Background

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- 2.1 Under the Gaelic Language (Scotland) Act 2005, the City of Edinburgh Council has a statutory obligation to support Gaelic through the development of a Gaelic Language Plan to help ensure that Gaelic continues to thrive. This is the Council's third plan, setting out the next phase of work to promote Gaelic and increase its learning and use in Edinburgh.
- 2.2 This committee considered an earlier draft of this plan on 21 March 2023 in advance of public consultation.

### 3. Main report

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- 3.1 The draft plan for 2023-2028 plan builds on the extensive progress made in Edinburgh since 2012 when the first plan was published. Progress has included:
- 3.1.1 improving the quality and provision of Gaelic Medium Education from early years to senior phase
  - 3.1.2 promoting and embedding the Gaelic language and culture within the Council and externally throughout the city
  - 3.1.3 strengthening partnership across the city through the Capital Gaelic project, led by the Council in partnership with the National Library of Scotland.
- 3.2 The draft third plan seeks to build on the progress made, focussing on:
- 3.2.1 continuing to develop high quality Gaelic Medium education 0-18, aligned to national guidance, the aims and vision of Edinburgh Learns for Life and shaped by stakeholder participation

- 3.2.2 embedding Gaelic language education in schools through the development of learning and teaching resources for all schools (in line with the Scottish Government's 1+2 Approach to language learning)
- 3.2.3 extending engagement with Gaelic through opportunities for adult and family learning and cultural activity
- 3.2.4 continuing to develop the cultural, social and employment opportunities which are needed for Gaelic to flourish beyond the classroom, supported by the Capital Gaelic network and wider partnership working
- 3.3 A draft of the plan was considered by this committee on 21 March in advance of a six week period of consultation alongside two sessions with key stakeholder groups, one in person and one online.
- 3.4 Feedback from the consultation showed that there was overall agreement that the priorities set out are the right ones. Other priority areas identified include:
  - 3.4.1 Ensure there is sufficient planning and a robust strategy to support GME sustainability and development; and expansion of provision from early years onwards
  - 3.4.2 Extend and promote priorities to the non-Gaelic community to increase awareness, interest and engagement, and make Gaelic more inclusive
  - 3.4.3 Improve adult education and boost employment opportunities
  - 3.4.4 Meaningful and transparent engagement with Gaelic community
- 3.5 Similarly, there was overall agreement that the actions set out are the right ones. Other actions which respondents would like to see include:
  - 3.5.1 Improving education staff recruitment, training, development and retention
  - 3.5.2 Embedding Gaelic language across the English medium curriculum, widening access to all pupils
  - 3.5.3 Improve engagement with parents and school communities
  - 3.5.4 Improve employment pathways
  - 3.5.5 Improve Gaelic signage
  - 3.5.6 Provide more financial commitment.
- 3.6 The initial draft report has been revised to take account of the feedback received, including further development of the implementation plan and making it more specific in terms of actions, timescales and lead service areas. The revised draft is attached as appendix 1.

## **4. Next Steps**

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- 4.1 Following approval by this committee, the revised draft plan will be submitted to Bord na Gaidhlig for its consideration and approval.
- 4.2 Once approved, the plan will be translated and published on the Council's website.

## 5. Financial impact

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- 5.1 Funding for all aspects of the Gaelic Language Plan comes from a variety of sources, and the actions set out in the plan are dependent on continued specific financial support from the Scottish Government, as set out in the draft plan.

## 6. Equality and Poverty Impact

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- 6.1 The IIA process identified implications for groups including: older people and people in their middle years; young people and children; and parents.
- 6.2 Positive implications included: opportunities for intergenerational learning and for parents to support their children through parental and family learning; the cognitive benefits of learning a second language; elimination of discrimination and harassment through inspiring equal respect for the Gaelic language and ensuring that it is delivered to an equal standard to that of English; advancing equality of opportunity by making Gaelic available to everyone; fostering good relations within and between people with protected characteristics through GME provision increasingly serving diverse communities, as well as building family support networks, resilience and community capacity, as well as opportunities for families through networking through the school and the cultural opportunities available.
- 6.3 The negative implication identified was that functionality for translating Gaelic emails into Voice for people who are blind does not yet exist. Options to address this gap will be explored as part of the development of a communications strategy.

## 7. Climate and Nature Emergency Implications

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- 7.1 As a public body, the Council has statutory duties relating to climate emissions and biodiversity. The Council

*“must, in exercising its functions, act in the way best calculated to contribute to the delivery of emissions reduction targets”*

(Climate Change (Emissions Reductions Targets) (Scotland) Act 2019), and

*“in exercising any functions, to further the conservation of biodiversity so far as it is consistent with the proper exercise of those functions”*

(Nature Conservation (Scotland) Act 2004)

- 7.2 The City of Edinburgh Council declared a Climate Emergency in 2019 and committed to work towards a target of net zero emissions by 2030 for both city and corporate emissions, and embedded this as a core priority of the Council Business Plan 2023-27. The Council also declared a Nature Emergency in 2023.

### **Environmental Impacts**

- 7.3 Opportunities for learners beyond the classroom, Gaelic events and encouraging young musicians to come into GME schools to play could incur travel emissions.

Mitigating actions will include promoting would include promoting sustainable ways to reach the venue and prioritising local artists.

## **8. Risk, policy, compliance, governance and community impact**

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- 8.1 A six week period of public consultation was held on earlier draft of the plan, and this included two session with key stakeholders. The feedback received has been used to further develop the draft plan.
- 8.2 If the recommendations of this report are rejected, there would be a delay in the submission of the draft plan to Bord na Gaidhlig, which risks reputational damage.

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

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- 9.1 [The City of Edinburgh Council Gaelic Language Plan \(2018- 22\)](#)
- 9.2 [The City of Edinburgh Council Gaelic Language Plan – pre consultation draft committee paper, March 2023](#)
- 9.3 [The City of Edinburgh Council Gaelic Language Plan \(2023-28\) – Integrated Impact Assessment](#)

## **10. Appendix**

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- 10.1 The City of Edinburgh Council Gaelic Language Plan 2023-2028 – Revised Draft

# The City of Edinburgh Council



## Draft Gaelic Language Plan

2023-28



This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on [approval date]

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## Executive Summary

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

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

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

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

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

The plan clarifies the Council's position on GME schools, which is to focus on the learner experience. It also states that the actions in the plan are dependent on continued specific financial support from the Scottish Government and Bòrd na Gàidhlig.

## Foreword

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The City of Edinburgh Council is committed to supporting and growing the use of Gaelic amongst our staff, our communities, in our schools and in our wider culture.

As Scotland's capital city, Edinburgh has a special responsibility to nurture and help cultivate the Gaelic language. Gaelic is an integral part of our shared heritage and national identity, a unique and essential feature of Scotland's rich cultural tapestry.

Our approach to developing and delivering our Gaelic Language Plan is underpinned by the principles of Gaelic having equal respect to English, and of making an active offer of our Gaelic services to our employees and the public. Delivery will continue to be progressed in keeping with the city's wider '2050 Edinburgh City Vision' which states that Edinburgh aspires to be a connected, inspired, fair and thriving city. The Gaelic language and Gaelic communities are an integral part of this vision.

Over the life of our last Gaelic Language Plan, the Council has continued to make strong steps towards a more vibrant and visible Gaelic language and culture. We have continued to deliver high-quality Gaelic Medium Education (GME) from early years, through primary and on to high school, meeting the challenges of Covid and then supporting staff teams, families and learners to move forward beyond the pandemic. Provision for GME has expanded and improved considerably over the life of the first and second iterations of our GLP.

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

This plan will be delivered with the leadership of elected members and the support and dedication of council staff. Importantly we will also look for every opportunity to increase the visibility and support for Gaelic in our wider communities.

While recognising that this plan will be implemented in a time of the widely documented challenge to public sector finances, over the next five years, we will work alongside our Gaelic communities and an increasingly diverse range of partners and organisations to deliver a vibrant and sustainable approach to Gaelic language and culture in the city.

Councillor Joan Griffiths, Chair of the Gaelic Implementation Group

Andrew Kerr, Chief Executive

# Introduction

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The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language.

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require a public authority to prepare a Gaelic language plan. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use.

This document is the City of Edinburgh Council's Gaelic Language Plan prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic.

The plan has been prepared in accordance with statutory criteria set out in the Act and having regard to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.

This is the City of Edinburgh Council's third Gaelic Language Plan. It sets out the high level aims and actions for the next five years, in line with the National Gaelic Language Plan, to ensure the sustainable future of Gaelic and to:

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

This GLP aligns with the key priorities of the [City of Edinburgh Council Business Plan](#), which are to :

- Create good places to live and work in Edinburgh
- Take all the local actions needed to end poverty in Edinburgh, and
- Work to deliver a net zero city by 2030

The GLP also aligns with the aims and vision of Edinburgh Learns for Life, which is the Council's strategic framework for Education, and with the city's wider '2050 Edinburgh City Vision' which states that Edinburgh aspires to be a connected, inspired, fair and thriving city. The Gaelic language and Gaelic communities are an integral part of this vision.

## Gaelic in Edinburgh

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As Scotland's capital city, Edinburgh has a special responsibility to nurture and help cultivate the Gaelic language and culture. Gaelic is an integral part of our shared heritage and national identity and is a unique and essential feature of Scotland's rich cultural tapestry. Edinburgh has played a key role in Gaelic life for centuries with many place names having Gaelic origins. For example, Craigentenny comes from the Gaelic Creag an t-Sionnach which means the rock of the fox. Further details of Gaelic in Edinburgh are available from [this link](#) to a page on the Forever Edinburgh website.

## Key principles

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The City of Edinburgh Council is committed to the following principles in the development and delivery of this plan:

### Equal Respect

We will ensure that where Gaelic is included as part of our operations and services, they are of an equal standard and quality as those that we provide in English.

### Active Offer

We will make an active offer of our Gaelic services to our employees and the public. This will ensure that where Gaelic services are made available by us, Gaelic users are made aware of their existence, and are actively encouraged to use them. We will ensure that our Gaelic language services are as accessible as our English language services.

### Normalising

We recognise that the normalisation, or mainstreaming, of Gaelic as part of the day-to-day fabric of modern Scottish life is key to sustaining and growing the Gaelic language and associated culture, and we will ensure that opportunities for the public and our staff to use Gaelic are normalised, in support of the National Gaelic Language Plan's aims.

## Consultation Findings

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The Act requires public authorities to consult on their draft Gaelic language plan before submitting it to Bòrd na Gàidhlig.

The Council consulted on a draft of the 2023-2028 plan on the Consultation Hub for a six week period alongside two sessions with key stakeholder groups, one in person and one online. There were 83 responses to the online survey: 77 from individual citizens and 6 from organisations/community groups; and an additional email response.

There was overall agreement that the priorities set out are the right ones. Other priority areas identified include:

- Ensure there is sufficient planning and a robust strategy to support GME sustainability and development; and expansion of provision from early years onwards
- Extend and promote priorities to the non-Gaelic community to increase awareness, interest and engagement, and make Gaelic more inclusive
- Improve adult education and boost employment opportunities
- Meaningful and transparent engagement with Gaelic community

Similarly, there was overall agreement that the actions set out are the right ones. Other actions which respondents would like to see include:

- Improving education staff recruitment, training, development and retention
- Embedding Gaelic language across the English medium curriculum, widening access to all pupils
- Improve engagement with parents and school communities
- Improve employment pathways
- Improve Gaelic signage
- Provide more financial commitment.

Further details are provided in Appendix 2.

## Strong foundations

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

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

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

Progress made in Gaelic Medium Education (GME) includes:

- Improved and increased **early years GME** provision (for children aged 0-5 years) through Scottish Government funded Early Learning and Childcare, including engagement with partner providers to increase capacity; the creation of a dedicated Development Officer post, part funded by Bòrd na Gàidhlig, to support improvement and alignment across early years services.
- Improvement of the **learning estate** including the creation of additional capacity and enhancement to acoustics within the primary school building; transition to the GME base at the refurbished Darroch campus; the creation and recruitment to dedicated GME Secondary Deputy Head Teacher (DHT) post; and securing of additional Scottish Government capital funding for IT, science equipment and a nurture base
- Ongoing expansion of the **GME curriculum offer** across our provision, within the Broad General Education (in this context, from primary 1 to S2) and into the senior phase
- Provision of career-long **professional learning** opportunities for school teams
- Development of partnership work to enhance and extend **immersion for learners** and to maximise opportunities for meaningful engagement with Gaelic language and culture within and beyond the classroom.

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

- Continuing to **support Council staff and Elected Members** with the learning and use of Gaelic across the Council, including the language, history and culture
- **Increasing the visibility of Gaelic** in a range of ways, including external signs (e.g. historic graveyard sites, Meadowbank Sports Stadium and the new Castlebrae Community Campus); two exhibitions held at the City Art Centre ([William McLean](#) and [Donald Smith](#)) which the

CGDO developed links with JGHS so that pupils had the opportunity to visit and engage; and group visits with advance Gaelic language learners.

- Working with partner organisations (including the National Library of Scotland, National Museum of Scotland, National Galleries of Scotland, Edinburgh University and Edinburgh Local Mòd) to deliver a **programme of Gaelic events and exhibitions**, again involving the Gaelic community and GME pupils
- Continuing to promote **Gaelic in tourism**, working with Invisible Cities to develop a “Gaelic in Edinburgh” tour and with Visit Scotland as a member of their Gaelic Implementation Group
- Continuing to develop **career opportunities** for GME pupils, for example, the Young Female Leadership Programme, involving the National Library of Scotland, James Gillespie’s High School and supported by Baillie Gifford. In addition, we are contributing to the development of routes into Foundation Apprenticeships as part of city-wide collaborative work with schools and external partners.

A major development has been the Capital Gaelic project, in partnership with the National Library of Scotland, and part funded by Bòrd na Gàidhlig. The project, initially funded for one year, started in late 2021, aims to bring 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. By building partnership working across the public bodies in Edinburgh, it aligns with the aims and ambitions of the Gaelic Language Act. See Appendix 4.

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

## The next phase: 2023-27

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The two key aims of the next phase of our Gaelic Language Plan for 2023-28 are:

- Continuing to develop high quality Gaelic Language Education for 0-18 years
- To develop the cultural, social and employment opportunities which are needed for Gaelic to flourish for the benefit of everyone living, working or visiting the city

Our overarching vision for education is that all learners experience the best quality teaching and learning. Our objectives for Gaelic Medium are clearly set out in the Gaelic Medium Education Improvement Plan. Developing the curriculum, professional learning and leadership to support this remain our most significant area of focus for achievement within the life of the plan.

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

At this time, no budgets are allocated in the Council's Capital Investment Programme for either a GME a primary or secondary school in Edinburgh and therefore no work on development of this project is currently being progressed. The Scottish Government have also confirmed that they do not have funding allocated to the building of a new Gaelic school in Edinburgh.

We plan an added emphasis on bilingualism and cultural capital, which will link with languages education across our schools. Opportunities for learners to engage with Gaelic for Learners will be developed and promoted in all schools. We will introduce a Gaelic Learning Week, to coincide with World Gaelic Week, as a means of encouraging wider engagement with Gaelic language and culture across our school communities. We will conduct a thematic review of Gaelic Language Learning provision for children, families and adults as a basis for future planning and development across the life of this plan.

## **Building cultural, social and employment opportunities**

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

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

To support this ambition, the Council will continue to work with other public bodies across Edinburgh to build the foundations for Capital Gaelic. By collaborating and sharing resources, the Capital Gaelic network aims to increase opportunities to learn about the language and culture for as many people as possible, embedding Gaelic as a vibrant part of life in the city for the benefit of citizens and visitors.

## **Priorities for 2023-2027**

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Supporting the aims described above, the priorities for the next iteration of the Council's Gaelic Language Plan are summarised below. The actions to support these are described in the implementation plan, shown in appendix 1.

### **1. Using Gaelic**

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

### **2. Learning Gaelic**

- Continue to improve the quality of provision of Gaelic Medium Education from 0-18 in line with national guidance and shaped by stakeholder participation, which includes the voices of children and young people
- Undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic medium and Gaelic learner education to the CEC residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education
- Continue to provide Gaelic courses at beginner and intermediate level through our citywide adult education programme and continue efforts to engage tutors to provide evening classes

### **3. Promoting Gaelic**

- Increase awareness, interest and take up of Gaelic opportunities for all ages

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

The implementation plan, shown in appendix 1, gives details of the actions which will support these aims.

## Resourcing the plan

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

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

## Publishing and Publicising the Plan

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### Internal

Council staff will be informed of the publication of the new plan through the Council's intranet, managers' updates and internal Newsbeat platform, which is also used to let staff know about opportunities to build their knowledge and awareness of the language and culture.

### External

The Council's Gaelic Language Plan will be published in Gaelic and in English on our website. In addition, we will:-

- issue a bilingual press release announcing the plan
- publicise the plan through a variety of social media platforms including LinkedIn and the Gaelic Facebook page
- send links to the published plan to arms-length organisations and other third-party organisations, as part of our engagement with them to support implementation

- send links to the published plan to key stakeholders in the public, private and third sectors; and to relevant Gaelic organisations and other interested bodies

## **Implementation and monitoring**

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

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

# The Gaelic Language Plan in the Public Authority

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## Overall responsibility for the plan

The Executive Director of Corporate Services has overall responsibility for preparation, delivery and monitoring of The City of Edinburgh Council's Gaelic Language Plan. They can be contacted as follows:

Dr Deborah Smart  
Executive Director, Corporate Services  
The City of Edinburgh Council  
4 East Market, EDINBURGH, EH8 8BG  
0131 529 482; Deborah.smart@edinburgh.gov.uk

The Lead Officer, Policy and Insight and the Senior Development Officer for Languages and Gaelic Education have day-to-day responsibility for the delivery and monitoring of the Council's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

Eleanor Cunningham  
Lead Policy Officer, Corporate Services  
The City of Edinburgh Council  
4 East Market, EDINBURGH, EH8 8BG  
0131 553 8220; eleanor.cunningham@edinburgh.gov.uk

Bethan Owen  
Senior Development Officer for Languages and Gaelic Education  
Children, Education & Justice Services  
The City of Edinburgh Council  
4 East Market, EDINBURGH, EH8 8BG

0131 469 3039; [bethan.owen@edinburgh.gov.uk](mailto:bethan.owen@edinburgh.gov.uk)

# Appendix 1. Implementation Plan

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## Priority 1. Using Gaelic

1.1 Ensure that children and young people in Gaelic Medium Education (GME) develop a strong sense of Gaelic culture and community, linked to the ethos, vision and aims of their schools.

This will be delivered through our Gaelic Medium Education Improvement Plan [see Appendix 3]. Actions will be taken forward in collaboration with partners, including Comunn na Gàidhlig.

	Actions	Lead
1.1.1	<p>In line with Edinburgh Learns for Life and national guidance, revisit and update school aims and vision in consultation with learners and families so that:</p> <ul style="list-style-type: none"> <li>• The ethos and identity of our Gaelic learning communities is strengthened and celebrated.</li> <li>• All learners and families within our GME communities feel equally valued, respected and included, in line with the UNCRC and Equality Act 2010</li> <li>• Awareness of the benefits of bilingualism are understood, recognised and celebrated by our learners, their families and throughout wider school communities</li> <li>• Gaelic learning becomes more visible and prominent across our schools' learning communities</li> </ul> <p><b>Timescale:</b> Year 1 and revisit throughout the life of the plan.</p>	Children, Education & Justice Services (CEJS)
1.1.2	<p>Develop and enhance partnerships to support improvement in:</p> <ul style="list-style-type: none"> <li>• Gaelic language skill and confidence (learners, staff, families)</li> <li>• Learners' ability to use Gaelic in a range of situations within and outside school</li> <li>• Approaches to teaching through Gaelic (Immersive pedagogy, for staff)</li> </ul>	CEJS

	Actions	Lead
	<ul style="list-style-type: none"> <li>• Understanding of and engagement with Gaelic culture (learners, staff, families)</li> <li>• Curriculum development and pathways to enhance learner experience for all groups in our GME cohorts, aligned to needs and interests of children and young people</li> <li>• Wider achievement activity</li> <li>• Connecting with Gaelic communities to enhance intergenerational activity</li> </ul> <p>We will do this by:</p> <ul style="list-style-type: none"> <li>• Ongoing audit and evaluation of existing partnerships and their impact, in consultation with school communities</li> <li>• Scoping out opportunities to extend and strengthen existing partnerships</li> <li>• Identifying potential new partnerships through links with communities and local/national/international networks</li> <li>• Developing a Framework for Partnership</li> <li>• Developing an improved communications strategy for schools, including with GME parents, as per action in Gaelic Medium Education Improvement Plan (see Appendix 3); as part of the development of the strategy, we will explore options for sound files for people who are visually impaired.</li> </ul> <p><b>Timescale:</b> Audit and evaluation of partnerships Years 1 and 3; Framework in place by Year 3; communications strategy in Year 1.</p>	
1.1.3	<p>Establish and strengthen supportive networks including partnerships with local authorities and national bodies and organisations through:</p> <ul style="list-style-type: none"> <li>• Active participation in: <ul style="list-style-type: none"> <li>• Gaelic Local Authority Network (GLAN)</li> </ul> </li> </ul>	<p>CEJS</p> <p>Corporate Services (CS)</p>

	Actions	Lead
	<ul style="list-style-type: none"> <li>• Cabinet Secretary's Faster Rate of Progress network (FROP) workstreams: Recruitment and Retention of Teachers; Digital Learning and Media; Economy and Labour Market; Community Engagement; Usage and Learner Support, Participation.</li> </ul> <p>Close collaboration with:</p> <ul style="list-style-type: none"> <li>• Bòrd na Gàidhlig</li> <li>• Education Scotland</li> <li>• HMIE</li> </ul> <p><b>Timescale:</b> as per 1.12 above and reviewed and evaluated annually as appropriate to activity and needs of learners, staff and communities.</p>	

## 1.2 Provide opportunities outside of school for using Gaelic

1.2.1	<p>Linked with the Capital Gaelic project, continue to develop opportunities for rich language engagement for learners beyond the classroom, Gaelic groups in the community, adult learner groups, etc</p> <ul style="list-style-type: none"> <li>• Continue to engage with NLS and NGS (CG partners) to arrange opportunities for visits and projects (e.g. ongoing labelling projects linked to the reopening of the Scottish Gallery; John Francis Campbell exhibition at the NLS)</li> <li>• Establish a core of significant events and activities to be participated in/offered each year</li> <li>• Plan responsively to develop further activity in consultation with learners, staff and communities to match evolving needs and interests</li> <li>• Lead on Fringe events; and provide Gaelic classes at the Local Mod each year</li> </ul>	CS CEJS
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	<ul style="list-style-type: none"> <li>• Work with our school communities, other GME settings, Spors Gaidhlig and CNAG to create opportunities for learners to participate in collaborative activities through Gaelic language.</li> <li>• Build in regular opportunities for evaluation throughout the life of the plan</li> </ul> <p><b>Timescale:</b> Year One establish a core of significant events and activities; evaluate and expand annually, in line with needs of community and available resource.</p>	
1.2.2	<p>Work with our school communities, other GME settings, Spors Gaidhlig and CNAG to create opportunities for learners to participate in collaborative activities through Gaelic language.</p> <ul style="list-style-type: none"> <li>• Establish inter-school partnerships in the primary sector; strengthen secondary partnerships and plan a framework for collaboration, for example a cycle trip between Edinburgh and Glasgow including the development of a “trail” for each city Establish a core of significant events and activities to be participated in/offered each year</li> </ul> <p><b>Timescale:</b> year 1</p> <ul style="list-style-type: none"> <li>• Plan responsively to develop further activity in consultation with learners, staff and communities to match evolving needs and interests</li> <li>• Build in regular opportunities for evaluation throughout the life of the plan</li> </ul> <p><b>Timescale:</b> Annual review and evaluation through the life of the plan.</p>	CEJS
1.2.3	<p>Continue to support Commun na Gaidhlig Officer work with Sradagan (Youth Club) to provide opportunities to speak Gaelic out with the school setting, through engaging activities</p> <ul style="list-style-type: none"> <li>• Establish a core of significant events and activities to be participated in/offered each year.</li> </ul> <p><b>Timescale:</b> Year One</p> <ul style="list-style-type: none"> <li>• Plan responsively to develop further activity in consultation with learners to match evolving needs and interests</li> <li>• Build in regular opportunities for evaluation throughout the life of the plan</li> </ul> <p><b>Timescale:</b> Annual review and evaluation through the life of the plan</p>	CS

1.2.4	<p>Work collaboratively with Feis Dhun Eideann through the Capital Gaelic Network to provide input on arts</p> <ul style="list-style-type: none"> <li>• Encourage young musicians to come into GME schools to perform</li> </ul> <p><b>Timescale:</b> year 1</p> <ul style="list-style-type: none"> <li>• Plan responsively to develop further activity in consultation with learners, staff and communities to match evolving needs and interests</li> <li>• Build in regular opportunities for evaluation throughout the life of the plan</li> </ul> <p><b>Timescale:</b> Annual review and evaluation through the life of the plan</p>	CS
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1.3 Actively support the Gaelic community in their efforts to develop a Gaelic community centre, linked to GME provision, through close partnership with the Gaelic language community in the city.

1.3	<p>Support Ionad Gàidhlig Dhùn Èideann with their objective to develop plans for a Centre for Gaelic in Edinburgh through advice on business case development, linking with the Council’s development of a Community Centre Strategy (where appropriate); through CGO membership on the committee and collaboration with the Ionad Officer (recruitment pending); and through invitation to the GiG to discuss opportunities for support.</p> <ul style="list-style-type: none"> <li>• invite [committee chair] to a GiG meeting to discuss progress so far and to identify opportunities for support; seek engagement from Capital Gaelic partners</li> </ul> <p><b>Timescale:</b> year 1</p> <ul style="list-style-type: none"> <li>• Support our school settings to engage with the planning and development of the centre.</li> </ul> <p><b>Timescale:</b> In step with the development of the centre</p>	CS Place CEJS
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#### 1.4 Continue to improve engagement with Gaelic communities to support greater involvement with GME schools

1.4	<p>As set out in our Gaelic Medium Education Improvement Plan and linked to the Capital Gaelic project:</p> <ul style="list-style-type: none"><li>• Ensure our Gaelic partnerships are fully collaborative and effective (e.g. by using information gathered through schools partnership audit)</li><li>• Improve learning together in the medium of Gaelic (Parental Engagement and Involvement)</li></ul> <p>Timescale: throughout the lifetime of this plan</p>	CEJS CS
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#### 1.5 Promote GME provision

1.5	<p>Create and disseminate promotional video of GME provision to support community engagement and recruitment in schools</p> <p><b>Timescale:</b> Year 1</p>	CEJS
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#### 1.6 Employment opportunities

1.6	<p>Ensure learners have opportunities to link their skills in Gaelic language and understanding of Gaelic Culture to employment opportunities:</p> <ul style="list-style-type: none"><li>• Develop the range of pathways available during the senior phase, including Foundation Apprenticeships</li><li>• Organise regular Developing the Young Workforce/Careers events for learners across the BGE and in the senior phase with partners, including employers</li><li>• Create opportunities for work placements with Capital Gaelic partners and school/0-3 settings</li></ul>	CEJS
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	<ul style="list-style-type: none"><li>• Introduce and develop a Gaelic Language Ambassadors programme with senior phase pupils and Edinburgh University students</li><li>• Ongoing evaluation and adaptation in line with learner needs and interests.</li></ul> <p><b>Timescale:</b> Year One and annual review and evaluation through the life of the plan</p>	
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## Priority 2. Learning Gaelic

2.1 Continue to improve the quality of provision of Gaelic Medium Education from 0-18 in line with national guidance and shaped by stakeholder participation, which includes the voices of children and young people

2.1.1	<p>Continue to strengthen our 0-3 Croileagan provision and extend reach across city</p> <ul style="list-style-type: none"> <li>Establish the new base at Taigh an Dorsair, which has been refurbished to provide a space for Early Years and family engagement opportunities</li> </ul> <p><b>Timescale:</b> Year One</p> <ul style="list-style-type: none"> <li>Strengthen use of digital to provide more support for home learning</li> <li>Extend choice and range of activity on offer citywide</li> <li>Continue to audit provision and survey parents</li> </ul> <p><b>Timescale:</b> Year One and annual review/evaluation</p>	CEJS
2.1.2	<p>Improve cohesion of 0-5 provision, including with our partner provider by:</p> <ul style="list-style-type: none"> <li>Developing a Strategic Improvement Plan for 0-3 services, linked to EY Improvement Planning and local/national priorities</li> <li>Creating shared professional development opportunities, in Gaelic where possible and appropriate</li> <li>Co-creating linked curriculum frameworks across 0-5 services</li> <li>Ensure continued support from the Quality Improvement Team</li> </ul> <p><b>Timescale:</b> Developed Year 1 and reviewed and evaluated annually</p>	CEJS
2.1.3	<p>Support strategic improvement and development of GME through stakeholder engagement in a Learner-led Consultation Programme.</p> <p><b>Timescale:</b> Year One</p>	CEJS

2.1.4	<p>As set out in our Gaelic Medium Education Improvement Plan (See Appendix 3), our main authority and school actions will develop provision across the key themes of:</p> <ul style="list-style-type: none"> <li>• Leadership and management of staff</li> <li>• The Curriculum</li> <li>• Transitions</li> <li>• Partnerships</li> </ul> <p><b>Timescale:</b> Annual evaluation and review of plan; further three-year iteration of plan will be developed following the learner-led consultation process and be in place for academic year 2024-2025.</p>	CEJS
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2.2 Undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic medium and Gaelic learner education to the Council residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education.

2.2.1	<p>Continue collaborative working with organisations that support early bilingualism and language learning and connect with other minority language groups so that:</p> <ul style="list-style-type: none"> <li>• The benefits of bilingualism are widely understood, recognised and celebrated</li> <li>• The methodology that underpins GME is better understood by learners and families</li> </ul> <p>We will:</p> <ul style="list-style-type: none"> <li>• Ensure events highlighting bilingualism are included in the programme of engagement events for families and wider communities</li> </ul> <p><b>Timescale:</b> Initial series of events to be planned in year one and reviewed and adapted annually, according to need of learners and families.</p>	CEJS
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2.2.2	<p>Carry out a thematic review of provision for Gaelic Learner Education for children in schools, families and adult learners to evaluate current provision and inform improvement planning so that engagement with learning Gaelic is enhanced.</p> <p><b>Timescale:</b> Year 1</p>	CEJS
2.2.3	<p>Create and promote teaching and learning materials for Gaelic Learner Education including training for teachers and tutors.</p> <ul style="list-style-type: none"> <li>• Initial roll-out of resources</li> </ul> <p><b>Timescale:</b> Year One</p> <ul style="list-style-type: none"> <li>• Refresh promotion and support for schools to engage with resources</li> </ul> <p><b>Timescale:</b> Annually in May and August through life of plan</p>	CEJS
2.2.4	<p>Continue to offer Gaelic awareness and Gaelic language courses for Council staff (link with 1.6 above) – weekly throughout the year</p> <p><b>Timescale:</b> Year One from September 2023, reviewed and adapted annually to meet staff requirements</p>	CS
2.2.5	<p>Continue to support opportunities for parents to improve their Gaelic speaking through working with the Council’s Education and community learning and development teams including:</p> <ul style="list-style-type: none"> <li>• Signposting resources and external opportunities through school and council websites, social media comms, school communications, parent councils</li> </ul> <p><b>Timescale:</b> Initial identification, evaluation, selection and signposting of resources in year one to be reviewed and adapted annually, according to need of learners and families and evolution of available resources</p>	CEJS CS

## 2.3 Opportunities to learn about the language and culture

2.3.1	<p>Continue to provide opportunities for staff to learn about the language and culture</p> <ul style="list-style-type: none"><li>• Continue to provide weekly term time lunch and learn for staff (ongoing)</li><li>• Continue to support Elected Members by providing one awareness raising session each year; plus support EM requests for brief translations</li><li>• Annual promotion of the eLearning module and YouTube course (2020)</li><li>• Continue to support the staff community group (across Capital Gaelic organisations) – Gaelic of the week phrase, social meetings (quarterly)</li></ul> <p><b>Timescale:</b> Year One from September 2023, reviewed and adapted annually to meet staff requirements</p>	Corporate Services
2.3.2	<p>Continue to provide opportunities for adults to learn and use the language</p> <ol style="list-style-type: none"><li>1. Adult class run by the Council – continue efforts to provide evening classes (dependent on uptake and the availability of a tutor)</li><li>2. Promote existing resources for language learning and use on the Capital Gaelic Facebook page (there are lots of existing opportunities to learn and use the language <a href="#">[See Appendix 4]</a>)</li></ol> <p><b>Timescale:</b> Annual assessment of offer and resources available to fit level of interest.</p>	CEJS

### Priority 3. Promoting Gaelic

<p>3.1 Embedding Capital Gaelic</p>	<p>Work with BnaG and SG to explore ways to further develop CG as a sustainable brand</p> <p><b>Timescale:</b> Year 1</p>	<p>CS CEJS</p>
<p>3.2 Developing Capital Gaelic</p>	<p>Continue to develop and sustain effective partnerships with a range of stakeholders, working together to deliver the aims of the Capital Gaelic Project including identifying opportunities for collaboration and sharing knowledge and expertise</p> <ul style="list-style-type: none"> <li>• Commit to a CG-led community event during Seachdain na Gàidhlig (World Gaelic week) with opportunities for Gaelic projects and organisations across the city to come together to develop networking and explore opportunities for collaboration - Year 1: World Gaelic Week 2024</li> <li>• Reconvene Capital Gaelic Facebook steering group to review progress which aims to provide a one-stop-shop for finding out about Gaelic activity and events</li> <li>• Identify opportunities through Comann Oifigearan Na Gaidhlig Albannaich (Scottish Gaelic Officers Group) for collaboration with national partners to build capacity and share expertise</li> </ul> <p><b>Timescale:</b> Year 1</p>	<p>CG</p>

	<ul style="list-style-type: none"> <li>Develop a co-ordinated programme of Gaelic cultural or arts events such as the inaugural Seachdain na Gàidhlig and Edinburgh Local Mòd.</li> </ul> <p><b>Timescale:</b> Year 1</p>	
3.3 Tapping into Gaelic	<p>Via the Gaelic Implementation Group (community members), U3A reading group, Gaelic Community Lunches and advanced Gaelic conversation groups – discuss how best to tap into the valuable resource of Gaelic expertise in Edinburgh</p> <p><b>Timescale:</b> Year 1</p>	
3.4 Promoting opportunities	<p>Develop a communication strategy to ensure that people are aware of the opportunities to use and learn about Gaelic language and culture.</p> <p>As part of this work, we will ensure that information is available to available in formats to suit all groups of people, for example by exploring options for sound files for people who are visually impaired.</p> <p><b>Timescale:</b> Year 1</p>	<p>CS</p> <p>CEJS</p>

## Standard Corporate, Staffing and Corpus Aims

The section below summarises progress with the standard corporate, staffing and corpus aims. Further details of progress are provided in our latest annual progress to Bord na Gaidhlig for 2021-22, which forms Appendix 2 of a [report to the Council's Policy and Sustainability](#) in March 2023.

Corporate Services Aims	Current practice, actions needed and timescales	Lead
<p>Render the corporate <b>logo and branding</b> 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>We have committed to doing this but there is no renewal planned at present</p>	<p>Corporate Services</p>
<p><b>Signage</b> will include Gaelic and English as part of any renewal process.</p> <p>Increase the use of Gaelic signage in key Council sites</p>	<p>There is an agreed approach to including Gaelic in new and replacement signs on main Council buildings, especially where there is high footfall (main entrance signs only).</p> <p>The Council will review current guidance with a view to extend the scope and scale of implementation of Gaelic signage and to increase awareness of staff of their responsibilities to deliver this ambition.</p> <p><b>Timescale:</b> Year 1 for review</p>	<p>All Directorates</p>
<p><b>Promotion:</b> positive messages that communication from the public in Gaelic is always welcome are regularly repeated.</p>	<p>This is well-embedded in the Gaelic schools, where it is most relevant; and several Corporate staff use the BnaG “happy to communicate” footer on emails</p>	<p>Education, Children and Families</p>

<b>Written communication</b> in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.	In place	Education, Children and Families Corporate Services
Reception and phone: where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public. If there are not staff available to deliver this, capacity will be built through training and recruitment.	In place in key locations (Bun-sgoil Taobh na Pàirce and Àrd-sgoil Sheumais Ghilleasbuig/James Gillespie's High School)	Education, Children and Families
Opportunities to hold <b>public meetings</b> bilingually or in Gaelic are regularly explored and promoted. In those geographical locations in which the percentages or numbers of Gaelic speakers is greater, working towards this will be expected as standard.	Opportunities tend to relate to school events; translation resources would be required.	Education, Children and Families
High profile <b>news releases</b> and all news releases related to Gaelic are circulated in both Gaelic and English.	In place - news releases related to Gaelic are routinely issued in both languages	Corporate Services
Gaelic content distributed regularly through <b>social media</b> , working towards fully bilingual social media.	In progress through Capital Gaelic Facebook Page and the Early Years Services	Corporate Services Education, Children and Families

Gaelic content should be available on the public authority's <b>website</b> , with emphasis given to the pages with the highest potential reach, working towards fully bilingual website in those geographical locations in which the percentages or numbers of Gaelic speakers is greater, speakers in the community, this will be expected as standard.	In progress e.g. May 2021 - Gaelic version of school term dates.  Benchmarking planned to identify good practice in other areas and consider options for Edinburgh.	Corporate Services  Education, Children and Families
<b>Corporate Publications:</b> produced in Gaelic and English, with priority given to those with the highest potential reach and impact.	The GLP will be produced in Gaelic and English.  Consideration will be given to other documents, depending on relevance	Corporate Services
A process is in place to ensure that the quality and accessibility of <b>Gaelic language</b> in all corporate information is high.	In place	Corporate Services
Opportunities to deliver public <b>exhibitions</b> bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.	In place through the Capital Gaelic project	Corporate Services
<b>STAFF</b>		
<b>Internal audit:</b> Conduct an internal audit of Gaelic skills and training needs through the life of each edition of the plan.	Council-wide staff survey undertaken November 2020.  An update for key service areas will be undertaken in the first year of this plan.	Corporate Services  Education, Children and Families
Knowledge of the public authority's Gaelic language plan and training opportunities are	Complete: this was introduced in March 2019	Corporate Services

embedded in <b>new staff inductions</b> .		
Gaelic language skills training and development, delivered to staff, particularly in relation to implementing the public authority's Gaelic language plan.	Continue to offer Gaelic awareness and Gaelic language courses for front line staff <i>Timescale: ongoing</i> In place – see details in our annual progress report	Corporate Services
<b>Using Gaelic</b> Staff are encouraged to use Gaelic in their work.	In place – key areas (schools and early years)	Corporate Services Education, Children and Families
<b>Awareness training</b> Gaelic awareness training delivered, with priority given to senior staff, other key decision makers and staff dealing directly with the public.	In place – see details in our annual progress report using the link above this table.	Corporate Services Education, Children and Families
<b>Recruitment:</b> Gaelic language skills are recognised and respected within the recruitment process throughout the public authority.	In place as per standard recruitment process re essential and desirable knowledge, skills and experience.	Corporate Services Education, Children and Families
<b>Recruitment:</b> 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.	In place as above	Corporate Services Education, Children and Families
<b>Recruitment:</b> Bilingual or Gaelic only job	In place as above	Corporate Services

advertises for all posts where Gaelic is an essential skill.		Education, Children and Families
<b>Gaelic Language Corpus</b>		
<b>Gaelic Orthographic Conventions</b> The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.	Relevant written materials comply.	Corporate Services
<b>Place-names</b> Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.	In place – advice is sought and used	Corporate Services

# Gaelic Language Plan 2023-28

Consultation survey results

# Background

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- Under the Gaelic Language (Scotland) Act 2005, the City of Edinburgh Council has a statutory obligation to support Gaelic through the development of a Gaelic Language Plan to help ensure that Gaelic continues to thrive.
- The Council shared its third plan, setting out the next phase of work to promote Gaelic and increase its learning and use in Edinburgh.
- An online survey ran alongside engagement sessions with key stakeholder groups to gather views on the draft plan.
- The survey asked respondents to give their views on proposed priorities and actions in the draft plan.

# Method

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- Online survey between March – May inviting the public and organisations to give their views on the draft plan.
- Promoted through social media and Gaelic networks.
- 83 responses to the online survey in total:
  - 77 from individual citizens.
  - 6 from organisations/community groups.
- One additional email response.
- The results of the survey are not representative of the Edinburgh population due to the numbers responding and the self selecting nature of the survey.
- To account for this, the online survey was carried out alongside two engagement sessions with those most likely to be impacted or with high interest.

# Key findings

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- Overall agreement that priorities are the right ones.
- Other priority areas include:
  - Extend and promote priorities to non-Gaelic community to increase awareness, interest, take-up, Build a sustainable GME model, Improve adult education and accessibility, improve use of Gaelic language in public/private services, make Gaelic more inclusive, meaningful and transparent engagement with Gaelic community, boost employment opportunities.
- Overall agreement that the actions are the right ones.
- Other actions which respondents would like to see include:
  - Including Gaelic in the school curriculum, improving education staff recruitment, training, development and retention, increase accessible adult education, improve employment pathways, provide more Gaelic events, improve Gaelic signage, skill-sharing and collaboration between Gaelic community and organisation, and provide more financial commitment.

# Priorities

- 76% of respondents believed that these were the right priorities. This included all organisations who responded.
- Most of those who disagreed they were the right priorities generally disagreed with supporting the development of Gaelic language in Edinburgh and felt that funding should be focussed elsewhere.
- Others who disagreed stated:
  - *"This is isolating the Gaelic speakers instead of promoting non Gaelic speakers to learn the language".*
  - *"Aspirations around use of Gaelic should not be confined to links with schools but should include everyone in the city, adult residents and visitors as well as young people, who should all have increased opportunities to see, hear and use Gaelic."*
  - *"Promoting Gaelic needs more emphasis. Educating the public on the history and value of the language can only help to improve Scottish identity and community values."*
  - *"Broadly yes [they are the right priorities], although there is quite a focus specifically on the Gaelic community and not so much on the wider "non Gaelic" community."*
  - *"Gàidhlig needs to be at the heart of the council".*

# Priorities not included in the plan:

- Extend priorities to non-Gaelic community to increase awareness, interest, take-up. Raise awareness of Gaelic culture and support Gaelic events. Recognise and promote Gaelic locally, nationally and internationally and improve signage.
- Build on support for Gaelic Medium Education (GME) for all age groups, including:
  - Raising awareness and education in all public schools.
  - Providing a high school in Edinburgh, with close links to the primary.
  - Work with partners to ensure there is sufficient planning and a robust strategy to support GME sustainability and development
  - Improve adult education and accessibility.
- Improve use of Gaelic language in public/private services.
- Make Gaelic more inclusive by supporting Gaelic BAME and ASN people/groups.
- Meaningful and transparent engagement with Gaelic community.
- Support employers in the Gaelic sector to boost employment opportunities.

# Priorities – What respondents said:

- *"All priorities listed are generally focused on GME only. This is an important aspect of Gaelic development in the city but not the only one. Opportunities for the support of Gaelic events beyond education badly needed."*
- *"urgent need to raise awareness of the Gaelic connection in Edinburgh to school children outside of Gaelic medium education."*
- *"Make more visible and available the wealth of Gaelic culture and artefacts held in CEC archives. Prioritise exhibitions about Gaelic culture in City Art Centre. The recent Glean exhibition being an exemplar of what could be done."*
- *"A high school in Edinburgh with close links to the primary"*
- *"work with partners to ensure there is sufficient planning and a robust strategy to support GME sustainability and development. There should be a long term plan and enough details / short term aims."*
- *"Expect commitment to training, recruitment and retention of professional development of GME."*
- *"Use of the language is very important - where possible public (and private) services should be available in Gaelic and effort should be made to make it visible throughout the city and throughout Scotland by making signage bilingual and promoting Gaelic place names."*
- *"I would like to see more classes run for adults. I think this is important if we want to support and encourage younger members of our families to speak Gaelic. The classes I have attended ... are excellent but there isn't much choice in times or days to fit around work and other commitments."*
- *"Support and promote the inclusiveness of Gaelic by supporting Gaelic BAME and ASN people/groups."*
- *"there appears to be no clear objective to increase the number of speakers, fluent or otherwise, of Gaelic... This is fundamental to the long-term health of the language in the capital and should therefore be considered a priority"*
- *"Employment opportunities are required to ensure that Gaelic learners and speakers have pathways into employment"*

# Actions

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- 71% of respondents believed that these were the right priorities. 12% did not know/did not answer.
- Again, most of those who disagreed that these were the right actions felt that funding should be focussed elsewhere. One person stated, *"The Council should meet the minimum commitments as required by ... Scottish Government legislation & no more."*
- Others who disagreed, stated:
  - *"Each action needs to be Specific, Measurable, Achievable, Realistic and Time bound - have a date by which it will be implemented."*
  - *"The actions you have mentioned aren't bad but for education I would be more committal about what you are going to do and when to provide Gaelic medium secondary education as this initiative seems to have stalled."*

# Other actions we could take:

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- Build Gaelic into the curriculum for all schools.
- Align early years and primary GME provision and build capacity to ensure sustainable growth and continue to develop Gaelic options.
- Greater capacity building of Gaelic speaking teachers, including support for EME to transition to GME as an ongoing commitment. Improve recruitment, training, retention.
- Ongoing and meaningful collaboration between the council and all parents of GME.
- Build links with schools across Scotland and other local authorities.
- Ongoing and meaningful collaboration with parents of GME pupils.
- Increase adult education capacity and improve accessibility in the community.
- Provide opportunities for CEC employees to learn about Gaelic language and culture.
- Support to families to continue to use Gaelic language at home.
- Extend funding for Gaelic Development Officer role(s) and Capital Gaelic Officer.

# Other actions we could take:

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- Employment pathways:
  - Improve employment opportunities and pathways into Gaelic in the workplace.
- Gaelic culture and awareness raising:
  - Support culture and provide Gaelic entertainment in schools and out with school life.
  - “Establish a programme of promotion and access to Gaelic cultural artefacts” and events.
  - Increase Gaelic signage to normalise culture.
- Capitalising on resource:
  - Skill-sharing and collaboration within the Gaelic community and organisations.
- More detail on actions and how this will be measured - including goals, targets, timelines, staffing, responsibility, finance.
- Financial
  - “clear financial backing in order to fulfil the aims and actions of the plan”.

# Actions - What respondents said:

- *"instead of a dedicated community support building it into the normal curriculum"*
- *"Commit to increasing the number of available GME places and locations at early years education ... and increasing the number of subjects available through Gaelic at high school as a stepping stone to a dedicated GME high school."*
- *"More support for families so we can speak together in Gaelic and encourage our young people."*
- *"providing learning opportunities to those adults who are interested in learning Gaelic but don't have children/have children in GME and which are designed to not exclude people who work."*
- *"explicit commitment to training (incl CPD), recruitment and retention and continuous professional development of GME teaching and support staff at all levels from 0-18 years to underpin planned continued improvement in quality of GME provided."*
- *"It would be great to support pop-ups at, for example, Farmers Market ... and events, e.g. morning coffee near the Gaelic schools. Outreach work is what is needed, I would say, to recreate a community."*
- *"More support for pathways into Gaelic in the workplace, examples provided including ensuring Gaelic was available at an appropriate, higher level, subject to allow for pathways into education in Gaelic. Linkages with local employers including Fèis with the possibility of exploring apprenticeships."*
- *We would like explicit collaboration between the Council and all parents of GME pupils"*
- *"There should be a presumption that signage/branding is bilingual unless exceptional reasons are provided."*
- *"Encourage young Gaelic musicians and singers to come into school for workshops or concerts."*
- *We would also suggest that CEC staff are given the opportunity to take short residential courses within the Gàidhealtachd on Gaelic language and culture. This would strengthen staff understanding of Gaelic language and culture.*
- *"Gàidhlig needs to be at the heart of the council, with clear guidelines, clear goals that can be measured, and all new plans for anything should have a phase in which scope for Gàidhlig is considered and budgeted for. "*

# Other comments

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- *"The spirit of the Gaelic Language (Scotland) Act 2005 is that public authorities should play their part in promoting Gaelic as a language commanding equal respect with English. This cannot be achieved at no cost to the council, but progress could be made with modest investment which we would urge the City of Edinburgh Council to consider."*
- *"Gaelic learners in schools should not be ignored in the future. There should be renewed support for this stream of learning."*
- *"Currently, there is no place in Edinburgh where Gaelic groups and Gaelic speakers in the city can come together and there is no 'safe space' for the language. A Gaelic centre would make a big difference."*
- *"We believe ... that there is an opportunity in the plan to maintain meaningful support for the important work done by community groups."*

# Gaelic Language Plan 2023-28

Consultation – Summary of  
engagement sessions

# Overview

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- Under the Gaelic Language (Scotland) Act 2005, the City of Edinburgh Council has a statutory obligation to support Gaelic through the development of a Gaelic Language Plan to help ensure that Gaelic continues to thrive.
- The Council shared its third plan, setting out the next phase of work to promote Gaelic and increase its learning and use in Edinburgh.
- Two engagement sessions were held with stakeholder groups to gather views on the draft plan. This was in addition to the online survey.
- The sessions gathered useful suggestions and additions to improve the priorities and actions in the plan. A summary of these can viewed on the following pages.

# Suggested priorities and actions

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- Commitments are a good start, however, there is a need for an **strong, ambitious and decisive plan** that can be **measured** year on year.
- **Create national opportunities and develop links and collaboration:**
  - Put pressure on Scottish Government to provide additional support to Gaelic.
  - Collaborate with other local authorities to increase the breadth of opportunity.
- **Create and support social opportunities and events to build Gaelic community:**
  - Provide activities in Gaelic for children out with school, including non-Gaelic specific activities, e.g. Football, Dynamic Earth, etc.
  - Develop a Gaelic community centre with a reach beyond the school environment.
- **Develop and support education needs:**
  - Improve workforce planning, retention and resilience through ongoing recruitment, support, training and development of staff. Invest in supporting more teachers to learn Gaelic.

# Suggested priorities and actions (continued)

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- Improve connections with local resource to support workforce development, e.g. apprenticeships, tutors, etc.
- Provide a Gaelic secondary school, expand on nursery, primary and secondary places, maintain visibility and mitigate against isolation.
- Create links with other local authorities.
- Provide Gaelic activities in schools, e.g. Active Schools using Gaelic.
- Improve engagement with parents and school communities.
- Make Gaelic learning more accessible to public.
- **Increase Gaelic/bilingual signage** and make use of opportunities to normalise Gaelic in the community.
- **Commit funding** to improve Gaelic opportunities and accessibility. *“It is much more difficult to find opportunities in Gaidhlig when so much is available in English.”*



Within the overarching city vision and aims of Edinburgh Learns for Life, we aim to develop the provision of high-quality Gaelic Medium education. The actions we are taking forward are the result of the audit of provision in 2018 across primary and secondary schools, and which led to the creation of the first Gaelic Medium Education Improvement Plan.

That plan has subsequently been developed but retains its clear links with the development of education through Edinburgh Learns and Edinburgh Learns for Life. The additional significant dimension is the emphasis on bilingualism and culture which is provided through Gaelic medium, enriching and supporting education and learning for life.

On the following pages we have set out our main authority and school actions which will develop provision across the key themes of:

- Leadership and management of staff
- The Curriculum
- Transitions
- Partnerships

## Edinburgh learns for life

### Our vision

A fairer, healthier, greener future for everyone, where learning for life happens at home, in school, in the wider community and in the workplace.

### Our mission

To create a world class learning city where everyone's skills, knowledge, creativity and relationships with people and places are equally valued.

To create an environment of collaboration that inspires connections, improves wellbeing and reduces poverty.

### Our goals

#### Transform

We will provide inclusive, equitable, valuable learning opportunities for everyone.

#### Connect

We will use a Place-based approach to build collaborative and sustainable learning, communities and networks.

#### Empower

We will co-create the environments where learners can lead and shape their own learning.

## Key school and authority actions

### Quality Indicator 1.4 Leadership and Management of Staff

- We will establish and maintain a culture of high quality, Gaelic Medium learning, learner engagement and an ethos of success
- We will build and sustain a professional staff team fluent in Gaelic
- We will ensure that a culture of equalities promotes staff wellbeing and pastoral support

Action number	Action	2022	2023	2024
1.4.1	Audit staff skills and refresh databases	✓	✓	✓
1.4.2	Create Teachers' Charter and Support Staff Charter for Gaelic Medium Education, including Early Years and Croileagan.		✓	✓
1.4.3	Develop Career-long CLPL Framework matched to GME Teacher's and Support Staff Charter (include pre-service and leadership)		✓	✓
1.4.4	Develop career education pathways including FA for Early Years and Support Staff to support recruitment and retention linked to our Grow Your Own strategy.	✓	✓	✓
1.4.5	Develop career education pathways for GTCS staff from GME and EME backgrounds	✓	✓	✓
1.4.6	Develop, in partnership, learning and development opportunities for support staff	✓	✓	✓
1.4.7	Review and update Induction policies for GME schools/centres - sector specific position statement for on-boarding		✓	
1.4.8	Develop effective comms strategy for recruitment, drawing on local and national resources.	✓	✓	
1.4.9	Prepare effective workforce plan for full GME provision 0-18, linked to immersion, curriculum development, rising rolls and improvement planning	✓	✓	✓
1.4.10	Review PRD policy for Gaelic Medium Staff to reflect specific needs across settings		✓	✓

## Quality Indicator 2.2 The Curriculum

- We will work together to develop, promote and maintain an aspirational vision for the curriculum to be delivered as far as possible through the medium of Gaelic
- We will continue to review and refresh the curriculum in line with the Education Reform recommendations and a culture of learning for sustainability
- We will assertively promote bilingualism
- We will develop pathways specific to careers in Gaelic Medium

Action number	Action	2022	2023	2024
2.2.1	Produce a shared Gaelic Medium curriculum (Learner Led) rationale and framework reflecting skills for learning, life and work for BGE and Senior Phase, and within context of learning for sustainability		✓	✓
2.2.2	Produce and publish a revised Vision Statement, linking Gaelic Education to activity in culture and economy, in conjunction with the Capital Gaelic initiative and tied to the aims of CEC and national Gaelic Language Plans		✓	
2.2.3	Promote the relevance of bilingualism and associated benefits for enriching and supporting education and learning for life.	✓	✓	✓
2.2.4	Work with partners to broaden and strengthen curriculum offer in BGE through cooperative projects and hybrid models of teaching and learning, including use of e-egoil and digital consortia	✓	✓	✓
2.2.5	Assess progress in learning through ACEL/MCNG	✓	✓	✓
2.5.6	Develop coherent, relevant, ambitious learning pathways, delivered through medium of Gaelic	✓	✓	✓
2.5.7	Increase diversity of available pathways through the Senior Phase by exploring options leading to apprenticeships, Languages for Life and Work Awards, Baccaulaureate <ul style="list-style-type: none"> <li>❖ Foundation Apprenticeships in Early Years and Childcare in partnership with CEC EYC Academy</li> <li>❖ Link to CEC Development of FA Programmes across schools</li> </ul>	✓	✓	✓

2.5.8	Collaborate with partners (Storlann and SQA) to enable curriculum choice of learners to influence the development of national resources to support GME	✓	✓	✓
2.5.9	Audit of gaps in language proficiency and impact on access to teaching and learning following school closures; establish tracking and monitoring mechanisms in each school	✓	✓	✓

### Quality Indicator 2.6 Transitions

- We will ensure our learners and families are supported
- We will collaborate to plan and deliver learning
- We will ensure continuity and progression in learning

Action number	Action	2022	2023	2024
2.6.1	Develop an over-arching transitions policy to ensure children and young people are supported at transition <b>into</b> GME, <b>through</b> EY, primary and <b>onto</b> secondary and <b>beyond</b> school <b>onto</b> positive destinations. Link to Pupil Voice findings.	✓	✓	✓
2.6.2	Implement Transitions GME Policy ensuring high levels of social and emotional support. Review yearly.		✓	✓
2.6.3	Develop learning transitions at P7 to S1 with a focus on the uniqueness of children's experiences as learners in an immersive GME context (progression and continuity of Gaelic language learning) and any associated barriers to moving into S1.	✓	✓	✓

2.6.4	Implement Buddy system with senior pupils (develop this into Gaelic Language Ambassador Programme longer-term, working with languages CLs in CEC schools to develop model).		✓	✓
2.6.5	Develop policy for involvement of GME volunteers to enhance immersion and learner experience. (parents/students/community members/partner organisations) Link to QI 2.7 Partnerships	✓	✓	✓
2.6.6	Review and update policy on Immersive Practice and Pedagogy for use across sectors and settings		✓	✓
2.6.7	Implement authority Tracking and Monitoring Database	✓	✓	
2.6.8	Develop Learning Community Pupil Support Group and refine GIRFEC processes		✓	✓
2.6.9	Establish Wellbeing Hub and alternative Pathways	✓	✓	✓

### Quality Indicator 2.7 Partnerships

- We will develop and promote local and national Gaelic partnerships
- We will ensure our Gaelic partnerships are fully collaborative and effective
- We will improve learning together in the medium of Gaelic (Parental Engagement and Involvement)

Action number	Action	2022	2023	2024
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2.7.1	Develop Communications Strategy and Partnership strategy which ensure inclusion of all relevant groups in collaborative activity, particularly parents		✓	✓
2.7.2	Audit impact of existing partnerships on: <ul style="list-style-type: none"> <li>○ Gaelic language skills of learners and families;</li> <li>○ Staff language skills and confidence;</li> <li>○ Staff understanding and skill in immersive pedagogy;</li> </ul>	✓	✓	
2.7.3	Develop and enhance partnerships to support improvement in: <ul style="list-style-type: none"> <li>● Gaelic language skill and confidence (learners, staff, families)</li> <li>● Immersive pedagogy (staff)</li> <li>● Understanding of and engagement with Gaelic culture (learners, staff, families)</li> <li>● Curriculum – learner experience</li> </ul>	✓	✓	✓
2.7.4	Develop opportunities for rich language engagement for learners beyond the classroom, Gaelic groups in the community – choirs, adult learner groups, etc.  Link to Capital Gaelic Project and partners.	✓	✓	✓
2.7.5	Establish and strengthen supportive networks including partnerships with Local Authorities and national bodies and organisations, at school and local authority levels	✓	✓	✓



## 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.

As Scotland's capital city, Edinburgh has a special responsibility to nurture and help cultivate the Gaelic language. Gaelic is an integral part of our shared heritage and national identity, a unique and essential feature of Scotland's rich cultural tapestry.

Capital Gaelic is led by the City of Edinburgh Council in partnership with the National Library of Scotland. We realised that, by getting the key organisations in Edinburgh to work together, we could share and grow skills, knowledge and expertise to promote and embed Gaelic in Edinburgh and beyond. By working together, we can identify opportunities, share knowledge and expertise, and shape a vision for the future of Gaelic in the city.

Over time, we will build the partnership. Our current partners are:

- The City of Edinburgh Council
- National Museum of Scotland
- National Galleries of Scotland
- Skills Development Scotland (SDS)
- Comunn na Gàidhlig (CnaG)
- Edinburgh University
- The Scottish Parliament

Capital Gaelic partners believe that Gaelic is for everyone – people who live and work in the city, visitors and tourists.

Capital Gaelic is working to support a sustainable future for Gaelic in Edinburgh by:

1. Making Gaelic more visible as part of the city's culture
2. Providing opportunities to use Gaelic beyond classroom settings for young people, including employment opportunities for Gaelic speakers
3. Seeking and building on opportunities through solid, dynamic links to bodies engaged in cultural activity, tourism, business and industry
4. Promoting the wide range of opportunities which already exist including places to hear and use the language and experience and learn about the culture
5. Holding special events – exhibitions, concerts
6. Building capacity and confidence among staff
7. Strengthening networks and promoting activity in Gaelic language and culture city-wide and beyond.
8. Wider knowledge, understanding and respect for Gaelic among the general population for Gaelic to truly flourish.

Our work together so far has included:

- A dynamic programme of events for Seachdan na Gaidhlig in February 2023
- John Francis Campbell exhibition at the NLS
- Pupil Video Tour (Ann, NLS, Invisible Cities and CnaG)
- Labelling Project (Ann, Galleries, CnaG, JG's)
- Local Mod Fringe (Ann, Sorcha, Laura, Kirsteen, Isla)
- Gaelic documentary film Calman nan Loch (Ann, NLS)

## Appendix 5. Key Resources

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### Learning Gaelic:

- Speak Gaelic <https://speakgaelic.scot/>; Learn Gaelic, <https://learngaelic.net/>
- Gaelic for Parents: <https://www.gaelic4parents.com/>

### Using the language in Edinburgh:

- Evening conversation classes for adults: Cearcall Còmhradh, <https://www.cearcall.net/>;
- Saturday coffee and cake: Cànan is Ceic – <https://www.facebook.com/Canan.is.Ceic/>;
- Cofaidh is Cabadaich, via Capital Gaelic Facebook page – <https://www.facebook.com/CapitalGaelic>
- Non Gaelic speaking kids: reading club (0-5 and parents/carers) at Central Library – info via Capital Gaelic Facebook
- Gaelic choir and Bothan Dun Eideann (<https://www.facebook.com/BothanDE>) – all via CG Facebook page – open to all with the opportunity to hear Gaelic
- Weekly Gaelic service at Greyfriars (all welcome): <https://greyfriarskirk.com/services/gaelic-worship/>