

DRAFT GAELIC LANGUAGE PLAN 2018 to 2022

FOREWORD

Our aim is to shape and sustain a strong long-term future for Gaelic language and culture in Glasgow. We also share the aim of the National Gaelic Language Plan 2018 to 2023 which is that Gaelic is used more often, by more people and in a wider range of situations.

Glasgow City Council's third Gaelic Language Plan, from 2018 to 2022, will be built around five objectives:

- the provision of Gaelic education and learning in our schools and early years centres
- the promotion of a positive profile and status for the Gaelic language
- the fostering of knowledge and learning in our workplace and communities
- the provision of Gaelic arts and cultural heritage across the city
- the promotion of the social and economic benefits of Gaelic

This draft Plan reinforces our commitment to the Gaelic language. We welcome Gaelic and its special place in the diverse linguistic landscape of this city; welcome the educational, cultural and economic benefits that it gives our citizens; and welcome our central role in creating a sustainable future for the language in Scotland.

Our work contributes towards national objectives for the language and culture. We will work with the Scottish Government, Bòrd na Gàidhlig and other public, private and voluntary organisations to deliver actions of impact. These may be smaller in number than in previous Plans but should have more of a sustainable impact. Similar to the National Plan, our wish for Gaelic is that it is seen and heard in more aspects of daily life in the city.

Gaelic language and culture welcomes everyone and as we all know People Make Glasgow – Fàilte!

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STRUCTURE OF OUR PLAN

There are four sections:

1 – Background and context

This first section introduces the new Plan. It puts this and our first two Plans into their legal context, the city's vision, our aim and objectives for Gaelic, and the process for the development of the Plan.

2 – Progress and Success

This section will outline progress made in the last few years, what we have committed to do over the next four years, and some of the associated challenges and risks.

3 – Delivery of our commitments

In this section we will show what commitments we have made along with some of the key objectives and projects that we believe will deliver most impact. Unlike previous Plans this will not be a prescriptive list. We recognise the need to be flexible and to be able to amend our actions without deviating from the direction of the Plan. We will refresh the Plan after two years to ensure the actions we are taking accurately reflect the direction of development at that time.

4 – Implementation and Monitoring

In the final section, we will show how we will implement and monitor the Plan.

1.0 BACKGROUND AND CONTEXT

- 1.1 The Gaelic Language (Scotland) Act 2005 established Bòrd na Gàidhlig (the Bòrd) with the functions of “promoting, and facilitating the promotion of, the use and understanding of the Gaelic language, and Gaelic education and Gaelic culture.”
- 1.2 “The functions conferred on the Bòrd by this Act are to be exercised with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language through -
- increasing the number of persons who are able to use and understand the Gaelic language,
 - encouraging the use and understanding of the Gaelic language; and
 - facilitating access, in Scotland and elsewhere, to the Gaelic language and Gaelic culture.”
- 1.3 The Bòrd may give a notice in writing to any relevant public authority requiring the authority to prepare a Gaelic language plan. Glasgow City Council has been notified by the Bòrd that we should renew our Gaelic Language Plan and present it to the Bòrd in April 2018.

The National Gaelic Language Plan 2018 to 2023

- 1.4 The aim of the National Gaelic Language Plan 2018-2023 is that “Gaelic is used more often, by more people and in a wider range of situations”.
- 1.5 It contains key messages and priorities that are relevant to groups, bodies and individuals.

“Gaelic belongs to Scotland. This is about the past, the present and the future. Gaelic is part of our history and heritage. It is an important part of life in Scotland today and this Plan will help to secure its place in the future.”

- 1.6 In the foreword to the National Plan, John Swinney, MSP, Deputy First Minister and Cabinet Secretary for Education and Skills, said:

“It has also been good to see that many Gaelic initiatives have been characterised by strong partnership working and cooperation. We need this to continue and I would like to encourage all authorities and bodies to continue to consider what steps they can take to cooperate in the promotion of Gaelic in their areas.”

Strategy for growth in education and learning

- 1.7 An increase in the numbers using and understanding Gaelic was one of the key objectives for local authorities and other public agencies that arose from the Gaelic Language (Scotland) Act 2005. Since the production of our first Gaelic Language Plan in 2009, we have followed a strategy of growth to increase the numbers entering Gaelic Medium Education (GME). We have

made progress in raising the profile of the language in the wider community and in promoting the council's role in its development, but we recognise the need to do more internally within our business.

- 1.8 Some practical measures have been taken to raise the profile such as bilingual signage in some internal and external council buildings. Some corporate letterheads are bilingual and any staff member can have bilingual email signatures if they wish. We have provided Gaelic awareness sessions and many Gaelic classes for staff at beginner and intermediate levels.
- 1.9 Previously our 2013 to 2017 Plan complemented the objectives of the 2012 to 2017 National Gaelic Language Plan with its focus on growth and improvement. To maintain the profile of the council and improve our reach into the community, we collaborated with key community organisations and with other public agencies in the delivery of our respective Gaelic Language Plans. This will continue throughout the period of this Plan.
- 1.10 Our strategy has been effective in rapidly increasing the numbers in Gaelic Medium Education and in maintaining a positive profile for the language in Glasgow. It is worth bearing in mind that GME is a relatively recent development. It began in 1985 with 9 children registered at the first ever Gaelic unit in Scotland at the Sir John Maxwell Primary School in Pollokshaws. By 1999 the numbers had grown to enable the first standalone Gaelic Primary School to open at Ashley Street off Woodlands Road.
- 1.11 As the school roll continued to increase, the former Woodside Secondary at Berkeley Street in Anderston was refurbished to accommodate Scotland's first 3-18 GME campus. That school opened in 2006 for GME nursery, primary and secondary provision and it continues to thrive. It fosters a strong sense of community around the language but also goes from strength to strength in terms of SQA Higher attainment rates which are consistently very strong and among the best in Scotland.
- 1.12 GME enrolments have increased year after year. In 2009, there were 400 pupils in Gaelic Medium Education in Glasgow. In 2018, there are over 1000. A second Primary School (Bun-sgoil Ghàidhlig Ghleann Dail) has been added to the Secondary, Primary and Nursery provision at Sgoil Ghàidhlig Ghlaschu at Berkeley Street and to the nurseries at Rowena Primary School (Knightswood) and Lyoncross Primary School (Pollok).
- 1.13 A temporary annex to Sgoil Ghàidhlig Ghlaschu will be in place at Ladywell Primary School in Whiteinch for August 2018. Then, Cartvale Primary School in Govan is expected to reopen as Glasgow's third GME Primary School in August 2019.
- 1.14 Education Services are committed to expanding Gaelic language learning in our schools. There has been a steady growth in the number of teachers trained to deliver Gaelic learning in primary schools and this is offered in some mainstream primary schools from P5 in keeping with the Scottish Government language policy. We are working on moving Gaelic learners into secondary

so that more learners are able to have pathways from primary school.

- 1.15 We want to increase access to Gaelic language learning and will be working with partners to provide these opportunities for learners in the early years of secondary school and into the senior phase.
- 1.16 We would hope in due course that this would then allow learners to connect with Gaelic language learning opportunities in the city both in a formal and informal setting.
- 1.17 Gaelic Learning in the community is co-ordinated within Glasgow Life through its Gaelic Forum and Adult Learning Group and is aligned to the city's Community Learning & Development Plan.
- 1.18 Gaelic Adult classes (level 1–3) and conversation sessions have received high recognition from the recent Glasgow Life learning review, and these programmes have now been extended to being delivered at Glendale Primary as well as the Glasgow Gaelic School due to demand.
- 1.19 Glasgow Life continues to have deliberative dialogue with community groups and other relevant parties regarding other provision to ensure that resources are utilised to their best in line with their current commitments to the Community Empowerment (Scotland) Act 2015.

The role of parents

- 1.20 The council recognises the historic and current role of parents in the success of GME. Parents of children in GME have a long track record of support for Gaelic education and this continues to today. Individual parents, the Parent Councils and Comunn nam Pàrant Ghlaschu all responded to the consultation process for this Plan.
- 1.21 Further growth in GME is expected in future. A short life working group, chaired by Councillor Cunningham, City Convenor for Education, Skills and Early Years has been established and includes five parent representatives working alongside elected members and officers of the council. Together the group will make decisions for the short term and long term future of GME.
- 1.22 It's clear that parents and also community groups have a key role in the expansion of Gaelic, not least in helping create new opportunities to use the language outside school in sport, leisure and other social situations. Both of the schools have benefited from parental involvement in community projects. Although groups such as Buidheann Disathairne (Saturday Club) existed before Gaelic Plans others like Spòrs Ghlaschu initially started out as projects in our Gaelic Plan. Parents are very much the owners and drivers of these and similar projects.

Other contributing factors

- 1.23 Glasgow's colleges and universities have long been associated with the

promotion of Gaelic learning, culture and music. The University of Glasgow's Department of Celtic and Gaelic is highly regarded in its field and its students and graduates regularly participate in Gaelic activities around the university and across the city. The University also has its own Gaelic Language Plan which has delivered innovative projects such as Taigh na Gàidhlig, a Gaelic residency scheme for students to live and work together through the medium of Gaelic for one year. Also, Strathclyde University has trained many of the teachers associated with the city's schools and North Kelvin College's Gaelic courses are for many their first introduction to the language.

- 1.24 Gaelic's musical tradition is well established but the number of young people embracing the opportunities to learn to play instruments such as the bagpipes, accordion, fiddle and clarsach is very heartening. The Piping Centre and College of Piping, soon to merge as one, have a successful track record promoting the playing of the bagpipe in the city and they are involved in Piping Live a precursor to the internationally renowned World Pipe Band Championships held annually in Glasgow during August. There is also huge interest in Highland dancing which attracts hundreds of young people to learn and to compete on a well-organised circuit year after year.
- 1.25 The presence of great venues in the city, degree level studies from the Royal Conservatoire, and a thriving Gaelic radio and television industry at Pacific Quay has given talented singers, musicians, actors, writers and production staff the confidence to forge successful careers in Gaelic arts, music and entertainment.
- 1.26 Native speakers and learners have also played their part. Some make a living from teaching Gaelic or dedicate themselves to voluntary groups, many with long traditions in the city such as An Comunn Gàidhealach and the Highland Associations. Others provide language support for children in Gaelic education and encourage young Gaels to participate in Association events.
- 1.27 We will be delighted to welcome An Comunn Gàidhealach staff, competitors and visitors for the 2019 Royal National Mod. That will be a special occasion for the city as we host this prestigious event for the first time in 29 years.
- 1.28 The city has a richly deserved reputation for its warmth to all people. Although Gaelic may be a minority language in a multicultural city that prides itself on its linguistic diversity, the city has long been a Gaelic stronghold and is known as Baile Mòr nan Gàidheal (City of the Gaels). When the Mod arrives next year the Gaels will welcome all Glaswegians to play their part in one of the oldest established cultural events in Scotland.

Our organisation

- 1.29 Glasgow City Council is the second largest public sector employer in Scotland after NHS (Scotland). With 19,112 employees across 6 Service Departments and a further 12,743 in one of the 9 Arms Length External Organisations (ALEOs) (at 31 December 2017) the scale of the organisation is impressive.

- 1.30 However that size also creates challenges. We have a very small group of Gaelic development, teaching and support staff so our ability to provide the full range of services in Gaelic both internally and externally is limited. A previous staff audit indicated that a substantial group wished to participate in Gaelic learning but we have not yet connected to the wider majority of staff. Over the lifetime of this third Plan we would hope to re-engage with previous supporters and most important of all engage with a new group of colleagues, across more Services and ALEOs.

Glasgow City Council's Strategic Plan

- 1.31 The vision statement in Glasgow City Council's Strategic Plan 2017-2022 is to have a world class city with a thriving, inclusive, economy where everyone can flourish and benefit from the city's success.
- 1.32 The city's priority is to reduce inequality across Glasgow by creating inclusive growth – a thriving economy that we can demonstrate benefits the city, its citizens and businesses. This means a growing economy that creates jobs and investment, builds on Glasgow's position as a world class city, helps us to tackle poverty, tackles poor health in the city and improves our neighbourhoods.
- 1.33 One of the seven cross-cutting themes in the Strategic Plan is for Excellent and Inclusive Education. One of the priorities under that theme is to “support the development and delivery of the Gaelic Language Plan including Gaelic Medium Education, exploring options for a further school in the city”.

Glasgow City Council's draft Gaelic Language Plan

- 1.34 This will be our third Gaelic Plan and covers the period from 2018 to 2022. There are synergies between the vision, priority and themes of the Council's Strategic Plan and what the Gaelic Language Plan sets out to do.
- 1.35 The Plan has been prepared within Bòrd na Gàidhlig's guidelines for language plans and in accordance with the High Level Aims/Commitments for Glasgow City Council as approved by the Deputy First Minister.
- 1.36 The aim of this Gaelic Language Plan is to shape and sustain a strong long-term future for Gaelic language and culture in Glasgow. We look forward to a future where the Gaelic language, its people and communities will be secure and invigorated in a thriving, vibrant city.
- 1.37 The Plan will have five objectives:
1. The provision of Gaelic education and learning in our schools
 2. The promotion of a positive profile and status for the Gaelic language
 3. The fostering of knowledge and learning in our workplace and communities

4. The provision of Gaelic arts and cultural heritage across the city
5. The promotion of the social and economic benefits of Gaelic

Development Process

- 1.38 Discussions about the renewal of the council's Gaelic Language Plan began in September 2016.
- 1.39 In consultation with Bòrd na Gàidhlig, a draft High Level Commitments document was produced in April 2017 for the consideration of our Gaelic Officers' Group. This group is chaired by the council's Gaelic Development Officer, includes the Group Manager for Strategic Policy and Planning (Chief Executive's Department), the Quality Improvement Officer with responsibility for Modern Languages and Gaelic (Education Services), the Deputy Headteacher for Àrd-sgoil Ghàidhlig Ghlaschu, the Principal/Acting Headteacher at Bun-sgoil Ghleann Dail, Glasgow Life's Gaelic Arts Producer, Glasgow Life's Learning Officer for Gaelic. A Communications Officer from the Chief Executive's Department will be joining the Group and another request for representatives from other Services will be made in the months ahead.
- 1.40 The High Level Commitments reflected the priorities and themes of the draft National Gaelic Plan 2017-2022. They were approved by the Bòrd's internal Policy and Performance Committee and the Bòrd's main Board in June 2017. They were approved by the Deputy First Minister in August 2017.
- 1.41 Based on the Bòrd's commitments and numerous discussions with individuals involved in Gaelic community organisations, the Gaelic Officers' Group produced a list of priority actions for the next four years.
- 1.42 The draft Plan was considered by the General Purposes City Policy Committee on 14 November 2017.
- 1.43 A public consultation on the draft Plan was conducted between 1 December 2017 and 1 February 2018. The draft Plan was published on the council's consultation website and promoted regularly via social media. The consultation engaged with many people, the majority of them in favour of the Plan and the Gaelic language but there was also a vocal minority who did not agree with the council's support for Gaelic. Three meetings were organised for the general public and stakeholders with feedback options through an online questionnaire, email, twitter and Facebook.
- 1.44 The draft Plan will be examined by senior officers within the Executive Corporate Management Team and by senior elected members on the City Administration Committee. It will be issued to Bòrd na Gàidhlig for assessment just after Easter in 2018 and then on to the Bòrd's Gaelic Plans Panel for discussion and agreement. Subject to the Bòrd's approval we would hope to publish our refreshed Plan later in 2018.

2. PROGRESS AND SUCCESS

- 2.1 We have made excellent progress over the last four years. This has been most visible in our year on year expansion of provision for Gaelic Medium Education (GME) where the number of children aged 3-18 in GME provision has increased every year since 2009 (see Appendix 2).
- 2.2 We have been successful by widening access to the language through the promotion of classes to staff, by increasing learner provision for adults and children in our communities, and by expanding Gaelic arts provision during and after the 2014 Commonwealth Games.
- 2.3 Even more encouraging is the success of increased activity from the city's Gaelic community. Gaelic organisations, other public agencies with Gaelic Plans and an increasing number of individuals have made a huge contribution to the expansion of the language in Glasgow.
- 2.4 The following is a sample of some other notable achievements:
 - Bun-sgoil Ghàidhlig Ghleann Dail (Glendale Gaelic Primary School) was opened in May 2016 and has proved to be as popular as the 3-18 Sgoil Ghàidhlig Ghlaschu (Glasgow Gaelic School).
 - There has been a successful expansion of Gaelic for learners across both primary and secondary schools.
 - Gaelic as a learner subject is now a core curriculum language in Broad General Education in Govan High School.
 - Sgoil Ghàidhlig Ghlaschu is top of presentations in most GME subjects.
 - A new shinty club has been set up at Bun-sgoil Ghàidhlig Ghleann Dail.
 - Fèis Ghàidhlig Ghlaschu has been revived.
 - Pupils from Glasgow's Gaelic schools are regular contributors to BBC radio and television programmes, and our young musicians, singers and dancers are often asked to perform in concerts and events in the city.
 - We continue to encourage young people to use Gaelic outwith the classroom, with the Gaelic Youth Initiative at Sgoil Ghàidhlig Ghlaschu proving popular.
 - The bid for the 2019 Royal National Mod (Mòd Ghlaschu 2019) was successful. A Local Organizing Committee has been formed, a distinctive logo has been unveiled, and sponsorship opportunities are being promoted. This will be the first time since 1990 that Glasgow has hosted the event.

- A new 2018-22 Gaelic Arts Strategy from Glasgow Life has been launched. It was developed with strategic partners across the city.
- Glasgow Life has been working with VisitScotland and University of Glasgow to promote Gaelic tourism, history and heritage as part of *Gàidhlig Ghlaschu*.
- Glasgow Life delivered a wide range of Gaelic arts activity during the Glasgow 2014 cultural programme.
- Other successes included *Às an Dorchadas*, a site specific piece set in a house in Pollokshields; *Macbheatha* which played to packed houses at the Citizens Theatre and the Edinburgh Fringe; the Gaelic Arts Performance Programme with six new pieces at Tramway, Citizens and Glad Cafe; *Àirc*, the Gaelic cafe at the Merchant City festival; and *Cèilidh Còmhla* a touring community engagement project.
- The number of adults learning Gaelic is growing with provision for council staff in Education and Social Work with more planned.
- An audit of newly registering parents in GME Early Years is to be included within ongoing impact monitoring.
- An Early Years staff SVQ qualification in GME is now offered
- Glasgow Life actively supports delivery of Gaelic in the community through engagement in adult learning, the arts, libraries, museums and sport.
- Glasgow Life Sport has been very supportive of Spòrs Ghlaschu, the parent-led Gaelic sports group initiated by Glasgow City Council. Glasgow Life has supported the group with resources to develop their coaching of shinty and football to Primary age children through the medium of Gaelic.
- Two Gaelic skills audit of staff have been completed and another will be planned during the lifetime of the third Gaelic Language Plan.
- Further work to increase the visibility and audibility of Gaelic in the workplace is required and this will be addressed with the support of the corporate Communications Forum.
- Actions to promote Gaelic in the workplace have centred largely around audits, language lessons and awareness sessions for council and Glasgow Life staff.
- The council's Gaelic Officers' Group has been extended with new members from Education Services and the Chief Executive's Department.
- The Glasgow Life Gaelic Forum was established to co-ordinate activity

and awareness across all service areas. All activity is planned within the context of Glasgow Life's internal plan for Gaelic.

Challenges and Risks

- 2.6 This Plan is being produced at a difficult time for the Gaelic language. It faces challenges from all corners. Speaking at the launch of new research into Gaelic learning in October 2017, Maggie Cunningham, Chair of the Gaelic media service MG ALBA, said:

“Gaelic is fighting for its survival. Major interventions are needed and we ask communities, institutions and bodies throughout Scotland to work together to increase access to Gaelic learning opportunities. We need Gaelic speakers and learners to raise their voices and we appeal to everyone in Scotland and across the UK to see Gaelic as precious to them and to the nation, not just as a cultural asset but a vibrant part of a modern diverse society”.

- 2.7 Glasgow is a city of over 600,000 people, the majority of whom speak only English. For minority languages to thrive, the majority group has to welcome a language and culture that is not their own. In this case there is historic evidence especially through place-names that Gaelic was spoken almost all over modern Scotland, including Glasgow. City records from the 15th century onwards show Gaelic students attending, and Gaelic benefactors giving endowments to, University of Glasgow.
- 2.8 University of Glasgow's 2007 publication, “Glasgow Baile Mòr nan Gàidheal City of the Gaels” stated that Glasgow and its surrounding areas were Gaelic-speaking in the later 11th and 12th centuries. Places such as Garscube are Gaelic in origin (*Gart* field, *sguab* sheaves of corn). Barlinnie is another (*Blàr* field, *leanach* swampy). Likewise Gartnavel (*Gart an ubhal* field of the apples) and Blochairn (*Blàr* field, *càrn* cairn/burial mound).
- 2.9 The language's supporters have fought for centuries to have Gaelic accepted as equal to, and even of more value than, English. Currently Gaelic has legislative and public support but the pressures on public finance create new tensions about the use of public funds on Gaelic.
- 2.10 In 2017-18, the percentage of total spending allocated to Gaelic across all of Scotland was 0.07%. Given the importance of Gaelic Medium Education to the language's status and future sustainability, the amount allocated to Specific Grant for Gaelic Education is modest (c£4.5m, 0.0001% of the total Scottish budget). Retention of this funding is clearly critical to maintain and further develop the Gaelic language.
- 2.11 In the 2011 Census, 1.7% of the population identified themselves as having “some Gaelic language skill”. While that census showed a small reduction in the overall number of speakers from 2001, the number of young Gaelic speakers was shown to have increased especially in the 16-24 age group. The total number of people in Glasgow with some Gaelic language ability - speaking, reading, writing or understanding - was under 10,000 at the 2011

census but with 11% of the Scottish total, the largest number outwith the Western Isles and the Highlands, Glasgow is the largest centre for Gaelic in lowland, urban Scotland.

- 2.12 The population used to be larger in Glasgow. From the 18th century, discouragement and neglect contributed to Gaelic's decline but until the arrival of large numbers from Ireland in the 19th century, the Gaels were the largest incomer group in the city. The 1901 census recorded that 18,536 people in Glasgow could speak Gaelic or Gaelic and English. That was about 1 in 40, 2.5% of the population.
- 2.13 Now the predominance of English in everyday life in a city like Glasgow, a largely English language media, the peer pressure on young people to speak English outside of their Gaelic-speaking school community, and a lack of opportunities to use Gaelic in public services, are all challenges. The other risk for those young people is that they will not use Gaelic after they leave school. The challenge will be to encourage their interest while they are still of school age and to convert their interests, along with the development of new interest groups, into lifelong supporters and speakers.
- 2.14 In order to maintain the progress we have made and to ensure the continuing viability of Gaelic language and heritage, we need to ensure the maintenance of specific funding, strong political leadership, and sustained support in the media.

3. DELIVERY OF OUR COMMITMENTS

These are the themes and high level commitments agreed between Bòrd na Gàidhlig and Glasgow City Council for the delivery of Glasgow City Council's Gaelic Language Plan 2018 to 2022.

Throughout the Plan

In line with the Gaelic Language (Scotland) Act 2005 and the Guidance on Preparing Gaelic Language Plans, Glasgow City Council with its key partner Glasgow Life will be required to:

- carry forward and include all relevant commitments from Glasgow City Council's Gaelic Language Plans (2009-2012 and 2013-17) that are within the Council's remit
- demonstrate that the Gaelic language is given equal respect with English within Council services and that a continuous active offer of specific Gaelic language services is made.

Public Services

During the life of the Plan, Glasgow City Council will commit to a further increase in the visibility and status of Gaelic across the city.

Home and Early Years

Glasgow City Council will work with partners in Gaelic Medium Education to meet the commitment to increased early learning and childcare hours.

Education

Within the context of the Education Scotland Act (2016) and the Statutory Guidance on Gaelic Education, Glasgow City Council will continue to deliver Gaelic Medium Education and Gaelic Learning in the Primary School and will establish Gaelic learning pathways in Secondary education.

Bòrd na Gàidhlig supports and encourages the establishment of a third Gaelic medium school in Glasgow, and any further developments that may arise.

Community

Glasgow City Council with its key partner Glasgow Life will work in partnership with other public and community organisations on the planning and delivery of a range of Gaelic services in the community.

Bòrd na Gàidhlig supports the development of the Aon Ghlaschu initiative.

Workplace

Glasgow City Council with its key partner Glasgow Life will promote knowledge and learning of Gaelic among staff across the city.

Arts and Cultural Heritage

Glasgow City Council with its key partner Glasgow Life will work in partnership with other public and community organisations to promote and develop Gaelic innovation and ambition in the arts and other sectors within an urban, creative learning and

active language environment.

Bòrd na Gàidhlig supports Glasgow City Council's collaboration with the Local Organising Committee and the wider Glasgow Gaelic community in the development, delivery and legacy planning around the Royal National Mod in Glasgow in 2019.

Glasgow City Council's Historic Glasgow Strategy will align itself with the council's Gaelic Language Plan by highlighting the contribution of the Gael to the development of the city through research, dissemination and interpretation.

Economy

Glasgow City Council will promote the economic benefits of Gaelic language and culture as part of the Council's wider economic development activity.

We have identified a number of objectives, actions and targets to help us deliver these commitments. We will monitor and review all of this information annually but at the midway point in 2020 we will refresh the actions and targets in recognition of any changes to the operating environment at that time.

Further details about the objectives, actions and targets are contained within the five tables that follow

Objective 1:

The provision of Gaelic education and learning in our schools and early years centres

We will:

- adhere to the Education Scotland Act (2016) and the Statutory Guidance on Gaelic Education
- establish a third Gaelic Medium Primary School in Glasgow
- increase early learning and childcare provision within the GME sector
- increase our capacity to provide Gaelic language learning pathways in Secondary education
- increase personalisation and choice post broad general education for Gaelic medium students
- develop a more robust learning pathway for all students and staff in Gaelic Medium Education and Gaelic Learners Education

We will continue to:

- deliver Gaelic Medium Education from age 3-18
- deliver Gaelic Learning in the Primary School and build up capacity as L3
- support the development and training of staff and teachers involved in Gaelic Medium Education or who would like to move into the GME field
- work in partnerships to increase opportunities for staff (both teaching and support staff) to further add to their qualification portfolio thus leading to greater subject choices for students in GME and more engagement from SQA
- work with staff and national bodies to ensure leadership opportunities are fully exploited
- have careers information and work experience opportunities specifically targeted for Gaelic speakers
- continue to support the delivery of the Gaelic Youth Initiative at Sgoil

Supporting actions:

- establish a Gaelic Education group comprised of stakeholders – partners, parent and teachers to look at development of and continued provision of Gaelic Education both GME and GLE
- provide information to parents at each stage of development through the working group and increased communications with parent councils and partner groups
- provide high quality professional development opportunities for staff to engage with language learning, methodology and leadership opportunities
- establish more formal links in expressive arts with CREATE and the expressive arts (Drama, music and art) programme within our schools
- establish a programme of out of school activities for young people with the Gaelic youth officer at Sgoil Ghàidhlig Ghlaschu

Targets:

- increased number of pupils in GME Primary provision
- increased number of learners in GLPS schools
- completed and analysed audit of pupils in each GME centre and GLPS school
- maintenance of teacher numbers at the highest level possible for each centre
- introduction of Gaelic as an L3 to one or more Secondary schools
- bilingual signage to be installed on all GLPS schools at next renewal/replacement time

Ghàidhlig Ghlaschu

We will also:

- extend opportunities for our young people to increase their use of Gaelic out with an academic school environment
- work within Education Services to establish more formal links in expressive arts (CREATE) to better build on interdisciplinary learning at primary and secondary level
- seek to increase the visibility and usage of Gaelic as a language in educational establishments
- promote and support Mòd Ghlaschu 2019

Partners:

Bòrd na Gàidhlig, Parent Councils / representatives - Sgoil Ghàidhlig Ghlaschu, Bun-sgoil Ghleann Dail, Lyoncross Nursery and Rowena Nursery, Comunn nam Pàrant Ghlaschu, SQA, Education Scotland, Comunn na Gàidhlig, Skills Development Scotland, Mòd Ghlaschu 2019 Local Organising Committee, An Comunn Gàidhealach, other local Gaelic community organisations

Lead service:

Education

Timescale:

2018 and 2019 with refresh in 2020 up to 2022

Objective 2:

The promotion of a positive profile and status for the Gaelic language

We will:

- improve the visibility and status of Gaelic within Council services and externally with partners across the city
- demonstrate that the Gaelic language is given equal respect with English within council services
- make a continuous active offer of specific Gaelic language services

We will continue to:

- implement all actions and commitments from the 2009-2012 and 2013-2017 Gaelic Language Plans

We will also:

- add information to the corporate communications strategy on the objectives for Gaelic language identity, communications, publications and staffing
- produce detailed guidelines on the use of Gaelic within Glasgow City Council's corporate and Service provision
- increase staff awareness of the Gaelic Language Plan effectively promoting it using the appropriate communication channels
- improve access, referrals and placements onto Gaelic provision for learners including a single point of access for Gaelic information
- improve the visibility and promotion of Gaelic services within Glasgow Life through its established communication channels
- promote and support Mòd Ghlaschu 2019

Supporting actions:

- prepare new "Guidance on the use of Gaelic" by Glasgow City Council and Glasgow Family companies
- restructure and increase Gaelic content on the Council website
- increase the use of Gaelic on the Glasgow Languages and council's other social media platforms
- consider a bilingual logo at the next point of renewal
- prepare an audit of bilingual signs within council buildings and communities across the city by end of 2018
- create and promote new Gaelic awareness materials in the lead-up to Mòd Ghlaschu 2019

Targets

- produce a "Guidance on the use of Gaelic" manual by end of 2018
- increase in bilingual signage by 2020
- increase in web and social media content in Gaelic by 2020
- increase in number of Glaswegians able to speak, read, write and understand spoken Gaelic

Partners:

Bòrd na Gàidhlig, Glasgow Life, Mòd Ghlaschu 2019 Local Organising Committee, An Comunn Gàidhealach, other local Gaelic community organisations

Lead service:

Chief Executive's Department

Timescale:

2018 and 2019 with refresh in 2020 up to 2022

Objective 3:

The fostering of knowledge and learning in our workplace and communities

We will:

- collaborate with Glasgow Life and with other public, private and third sector organisations in the delivery of Gaelic knowledge and learning services for our staff
- promote innovation and ambition for Gaelic within an urban, creative and Gaelic language environment

We will continue to:

- deliver services that promote wider awareness and access to Gaelic in the community through Glasgow Life services such as learning, arts, sport, museums and libraries
- promote wider awareness and delivery of Gaelic learning among council family staff and across the wider community

We will also:

- produce clear pathways learning pathways with city partners focused on learner progression to fluency
- develop and actively promote a standardised programme of community learning
- enhance Gaelic learning opportunities
- support the learning experience
- identify appropriate software and IT services to support the learning of Gaelic in the workplace
- reconvene the Gaelic adult learning operations group
- facilitate movement towards an Aon Ghlaschu approach to service development and delivery
- promote and support Mòd Ghlaschu 2019

Supporting actions:

Funding dependent, we will:

- offer a mix of Gaelic awareness sessions, Gaelic lessons, and conversation cafes to staff
- improve the marketing of classes and other services (eg produce a promotional video and presentation on Gaelic learning)
- provide volunteering opportunities for fluent speakers and advanced learners
- promote the use of online learning applications
- collaborate with CGI to investigate the supply/demand of appropriate software and IT services
- produce baseline report of the numbers of learners engaged and for other Gaelic service provided by Glasgow Life
- produce a complete level 1 learning pack
- update learning map and create a visual “calendar” of learning

Targets:

- Increase the number of learners in the community
- Increase the number of learners in the workplace
- Increase the number of parent learners
- increase number of staff learning Gaelic at beginner and intermediate level
- provide Gaelic awareness sessions
- recruit volunteers to support learning
- increase the number of exhibitions in museums and promotions in libraries
- expanded opportunity for local learning provision
- produce an audit report of all

	<p>organisations in Glasgow who provide Gaelic services</p> <ul style="list-style-type: none">• recruit a Gaelic support officer for Mòd Ghlaschu 2019 and to help progress Aon Ghlaschu <p>Partners:</p> <p>Bòrd na Gàidhlig, GCC Chief Executive's Department, Comunn na Gàidhlig, Gaelic Books Council, University of Glasgow, SQA, Glasgow Kelvin College, Inbhidh gu Fileantas, Community Learning and Development (CLAD), Mòd Ghlaschu 2019 Local Organising Committee, An Comunn Gàidhealach, other local Gaelic community organisations</p> <p>Lead service:</p> <p>Glasgow Life</p> <p>Timescale:</p> <p>2018 and 2019 with refresh in 2020 up to 2022</p>
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Objective 4:

The provision of Gaelic arts and cultural heritage across the city

We will:

- implement the Gaelic Arts Strategy (GAS) 2018-2022
- align the council's Historic Glasgow Strategy with the aims and objectives of the Gaelic Language Plan

We will continue to:

- create new projects inspired by the successes of the previous Gaelic Arts Strategy and independent Review
- disseminate and interpret the heritage of the Gael in Glasgow, revealing a deep cultural heritage and sense of place

We will also:

- introduce and develop a new collaborative working model for Gaelic Arts
- increase opportunities, through the Arts by increasing visibility and deepening the awareness of the cultural, linguistic and historical connections Gaelic has with the city
- invest in the creative future of the language by facilitating new dialogue, discussion and debate around Gaelic Arts
- develop, deliver and support a comprehensive Gaelic Arts offer for young Gaelic speakers between the ages of 0-25 in Glasgow
- articulate a new Gaelic Arts narrative to imbed and extend the visibility of Gaelic Arts within Glasgow Life's major festivals, platforms and programmes
- focus on and explore opportunities provided by the Historic Glasgow strategy through education, tourism, public realm and interpretation.

Supporting actions:

- We will introduce *Guir* – an incubator programme with Gaelic Agencies and artists
- We will deliver the *Glaschu Gaidhlig* project (an interactive map and engagement and public art programme)
- We will coordinate a public facing annual Cultural Symposium examining the principles of Gaelic Arts and sharing new practice and thinking
- We will develop a youth strand across our major festivals and stimulate the arts for young people within targeted new projects
- We will develop relationships with South side venues for Gaelic Arts and audiences to link in with Glendale Gaelic School
- Historic Glasgow will include interpretation of Gaelic heritage, where applicable, in areas of regeneration and place making

Targets:

- 3-6 Guir programmes (GAS)
- a programme of Gaelic arts and Gaelic trails, destinations and installations across the city (GAS)
- increased contribution of Gaelic content to Tramway Family Days and major festivals (GAS)
- create a Highland heritage trail for the city centre
- produce an exhibition on the Irish and Highland Famine
- deliver on the Irish and Highland Memorial Garden

Partners:

For the Gaelic Arts Strategy:

National Theatre of Scotland, An

- research and highlight the history of the Gael throughout the city, with Historic Glasgow
- promote and support Mòd Ghlaschu 2019

Lòchran, Royal Conservatoire of Scotland, University of Glasgow, Watercolour Music, The Gaelic Books Council and Ceòl 's Craic

Other partners:

Bòrd na Gàidhlig, Historic Glasgow, Mòd Ghlaschu 2019 Local Organising Committee, An Comunn Gàidhealach, other local Gaelic community organisations

Lead Service:

Glasgow Life (Arts) & Development and Regeneration Services (Cultural Heritage)

Timescale:

2018 and 2019 with refresh in 2020 up to 2022

Objective 5:

The promotion of the social and economic benefits of Gaelic

We will:

- promote the benefits of the Gaelic language and culture in support of the council's social and economic initiatives

We will continue to:

- collaborate with partner agencies to identify opportunities to develop and support the Gaelic labour market
- support our senior school pupils to consider further education or jobs in the Gaelic labour market

We will also:

- encourage the development of Gaelic-focused events, festivals and exhibitions
- scope out opportunities arising from the new Social Enterprise Strategy
- support the work of other public bodies in the promotion of tourism and cultural heritage
- improve our connections with economic development and social enterprise agencies in Ireland, Northern Ireland and Wales
- encourage and support new Gaelic employment developments in the city
- promote the employment opportunities available for young people with Gaelic skills
- promote and support Mòd Ghlaschu 2019 and maximise the economic opportunities arising from it

Supporting actions:

- commission research to (a) measure the social and economic impact of Gaelic on Glasgow (b) scope out future skills and job opportunities for Gaelic skilled workers in sectors such as the creative industries, media, education, learning, public services, food and drink, tourism, publishing, music, arts, crafts, cultural heritage
- develop the tourism potential of the city's Gaelic heritage, internationally, regionally and locally
- investigate the scope for cooperative and social enterprise models of Gaelic development
- produce a community legacy plan after Mòd Ghlaschu 2019
- host an annual careers event for GME pupils
- form a Gaelic business club

Targets:

- a social and economic research report completed by autumn 2019
- a higher number of visitors attending the 2019 Royal National Mod than in 2018
- a Glasgow Gaelic business club founded by October 2019
- an annual Gaelic careers event delivered
- a Mod legacy plan produced by March 2020

Partners:

Glasgow Life, Bòrd na Gàidhlig, Skills Development Scotland, MG ALBA, visitscotland, other bodies with a Gaelic Language Plan, Mòd Ghlaschu 2019 Local Organising Committee, An Comunn Gàidhealach, other local Gaelic community organisations, Mòd Ghlaschu

	<p>2019 sponsors</p> <p>Lead service:</p> <p>Chief Executive's Office / Development and Regeneration Services</p> <p>Timescale:</p> <p>2018 and 2019 with refresh in 2020 up to 2022</p>
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4.0 IMPLEMENTATION AND MONITORING

Timescale

4.1 This Plan will cover a period of 4 years from the date of approval in 2018 to 2022 unless otherwise specified by Bòrd na Gàidhlig.

How will we deliver?

4.2 We will

- collaborate and work in partnership with the citizens of Glasgow, other public agencies, voluntary organisations and private sector businesses to maximise the benefit to everyone.
- engage and collaborate across the council, Glasgow Life and other partners developing an Aon Ghlaschu approach for the delivery of the priorities/objectives of this Plan.
- consult with the wider public on the draft Plan and keep them engaged in the work of the Plan going forward; and
- host an annual meeting of the Gaelic Community Forum (individuals and organisations with an active interest in the delivery of the Plan) to inform of progress made

Principles

4.3

- We will apply principles of equality, inclusion and diversity to our work.
- We wish to provide equality of opportunity for people to use Gaelic and for the language to be respected in its own right.
- We wish to include everyone in the benefits of the Gaelic language, culture and heritage.
- We live in a multicultural city where the diversity of people is a great strength. Gaelic is for everyone and this is reflected in the variety of nations from which Gaelic learners come.

Outcomes

4.4 We will aim for positive outcomes that produce:

- highly educated and bilingual young people and adults,
- confident citizens who embrace linguistic and cultural diversity,
- a fair and inclusive language environment,
- a vibrant, modern, Gaelic-friendly city.

Publishing the Gaelic Language Plan

4.5 We will

- publish the draft Plan in bilingual format on the council's website and also on Glasgow Life's website

- produce a bilingual press release announcing the final Plan once approved,
- publicise the Plan across the council's social media channels, email lists, libraries and partner organisations, and make copies available on request

Administrative arrangements

- 4.6 This Plan, once approved by the City Administration Committee, will become the Gaelic language policy of Glasgow City Council and organisations in the Glasgow Family.
- 4.7 The Chief Executive of Glasgow City Council will be responsible for making sure that we deliver the commitments set out in this document.
- 4.8 We will draft and publicise guidelines and other information with members of the Glasgow Family on how they should adopt actions within the Gaelic Language Plan.

Resourcing the Gaelic Language Plan

- 4.9 Glasgow City Council will meet the resource requirements for this Plan from our existing budgets and will apply for additional assistance to external funders as and when required.

Monitoring the Implementation of the Gaelic Language Plan

- 4.10 The Gaelic Officers' Group will meet quarterly to co-ordinate actions and oversee and evaluate progress on our Plan. We will provide an annual scorecard and progress report to the Extended Corporate Management Team, elected members and Bòrd Na Gàidhlig. We will publish this on our website.
- 4.11 We will monitor the application of those actions by the Glasgow Family members through their annual reports.
- 4.12 We will produce surveys, questionnaires, evaluations as and when required.

Measuring the Gaelic Language Plan

- 4.13 We will produce a measurement framework for the key indicators (with baselines) to demonstrate progress towards the achievement of the Plan's objectives. These will be gathered mainly from Council family data sources and surveys and may include:
- Increase in number of children in GME early years, Primary and Secondary
 - Increase in number of GME staff
 - Increase in number of schools in the city offering Gaelic Learner Education
 - Increase in extracurricular activities offered through Gaelic medium
 - Increase in Council family staff learning Gaelic

- Increase in Council family staff learning Gaelic
- Increase in Council family staff using Gaelic
- Increase in Gaelic cultural and arts activities delivered in the city
- Increase in number of Adult Learners

4.14 The framework will be updated and published on an annual basis as part of our annual progress report.

4.15 We will welcome collaboration to produce a range of indicators shared with other Gaelic Language Plan organisations.

CONTACT INFORMATION

The Group Manager, Strategic Policy and Planning, Louise MacKenzie, is responsible for the management of this Gaelic Language Plan. Her contact details are: louise.mackenzie@glasgow.gov.uk Tel: 0141 287 3841

Day to day development and coordination is the responsibility of the Gaelic Development Officer, Donald MacPhee. His contact details are: donald.macphee@glasgow.gov.uk Tel: 0141 287 5940

APPENDIX 2

Number of pupils in Gaelic Medium Education provision - 2009 to 2017

Provision	2009	2010	2011	2012	2013	2014	2015	2016	2017
Nursery *	-	-	-	-	-	-	-	-	115
Primary**	306	340	371	406	458	502	539	601	634
Secondary	145	173	183	199	222	238	272	286	326
TOTAL	451	513	554	605	680	740	811	887	1,075

Establishment	2009	2010	2011	2012	2013	2014	2015	2016	2017
Sgoil-àraich Ghàidhlig Ghlaschu *	-	-	-	-	-	-	-	-	62
Rowena Nursery *	-	-	-	-	-	-	-	-	27
Lyoncross Nursery *	-	-	-	-	-	-	-	-	26
Bun-sgoil Ghàidhlig Ghlaschu	306	340	371	406	458	502	539	493	493
Bun-sgoil Ghàidhlig Ghleann Dail**	-	-	-	-	-	-	-	108	141
Àrd-sgoil Ghàidhlig Ghlaschu	145	173	183	199	222	238	272	286	326
TOTAL	451	513	554	605	680	740	811	887	1,075

*only 2017-18 figures available

** Bun-sgoil Ghàidhlig Ghleann Dail (Glendale Gaelic Primary School) opened in May 2016

APPENDIX 3 Primary Schools in Glasgow with Gaelic as L3* – 2017-2018

1. Bankhead Primary
2. Blairdardie Primary
3. Caledonia Primary
4. Dalmarnock Primary
5. Glendale Primary School
6. Golfhill Primary
7. Haghill Primary
8. John Paul II Primary
9. Knightswood Primary
10. Pirie Park Primary
11. Riverside Primary
12. Sacred Heart Primary
13. Sandwood Primary
14. Scotstoun Primary
15. St.Brigid's Primary
16. St.Francis of Assisi
17. St.Brendan's Primary
18. St.Constantine's Primary
19. St.Mary's Primary
20. St.Mungo's Primary
21. Wallacewell Primary

*The Scottish Government language learning policy for 1+2 is to ensure that all children from the age of primary 1 get their entitlement to 2 languages as well as the language of schooling. In the case of GME, with Gaelic as L1, the expectation is for children to learn English as L2 and French as L3. They should have a meaningful linguistic experience that articulates with second level outcomes and focuses on talking and listening. In English medium schools we have Gaelic as L3 in the 21 schools listed above.

