



National Gaelic Language Plan 2017-2022

Public Consultation:
17 February 2017 to 17 May 2017



INTRODUCTION TO THE CONSULTATION

This draft of the third National Gaelic Language Plan has been drawn up by Bòrd na Gàidhlig as required by section 2 of the Gaelic Language (Scotland) Act 2005 and is hereby published for public consultation under section 2(3) of the Act.

As of 17th February 2017, the draft National Gaelic Language Plan 2017-2022 has been made available for public consultation in booklet form and on the Bòrd na Gàidhlig website at **www.gaidhlig.scot**.

Responses from individuals or organisations or ad hoc groupings of either are invited by the website, by e-mail or by letter. In addition, an electronic version of the consultation questions is available for completion via the Bòrd na Gàidhlig website at **www.gaidhlig.scot**.

The consultation period will close at 5pm on 17th May 2017.

Responses should be sent to **plana@gaidhlig.scot**

or

National Gaelic Language Plan 2017-22

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The draft National Gaelic Language Plan will be reconsidered by Bòrd na Gàidhlig in light of responses received during the period of public consultation. The Bòrd will then submit a revised draft to the Scottish Ministers for approval.

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.



We have a clear aim for Gaelic.

Our aim is to increase the number of people speaking, using and learning Gaelic in Scotland and the number of situations in which it is used.

This aim must be a shared aim.

This aim does not sit with one organisation or community, and many groups, bodies and individuals have a role and a contribution to make in achieving this.

Other issues impact on this aim.

A number of wider issues - economic and infrastructural - have an impact on progress and we will ensure Gaelic is included in consideration of these matters.

What do we need to do?

This Plan, in the following pages, sets out clearly the priorities and steps to make progress with this aim and where we need your help and support.



A faster rate of growth and wider impact

We are confident this Plan contains the right priorities to achieve a faster rate of growth for Gaelic in Scotland.

Building on impressive progress

Building on impressive progress, this Plan offers both benefits and opportunities for individuals, families, communities, businesses and organisations.

A range of new commitments

The Plan includes a challenging combination of priority areas where the momentum must be maintained and developed and key commitments we believe will make a difference.

Vital developments in education, media and community

Among these key commitments are: taking a fresh look at supporting Gaelic in areas where it is spoken by significant numbers, issuing Guidance on Gaelic Education for the first time, continuing to support the wide contribution of MG ALBA and more.

Social and economic value

The Plan builds on evidence of the significant social and economic impact Gaelic makes in Scotland.

Partnership and wider impacts

There are good opportunities for making progress with commitments made by public authorities and bodies and for considering how Gaelic can have an impact on wider issues.

Year on year progress by 2022

We are confident that by 2022 our pursuit of the priorities and commitments in this Plan will result in a faster rate of growth for Gaelic in Scotland.

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1. FOREWORD

National Gaelic Language Plan – Consultation Draft

This is a Plan for momentum, increased growth and wider impact. In the following pages of this draft for public consultation, we have set out our aim, priorities and key commitments. We are confident that the ambitions we have set out in the following pages will bring about important improvements for Gaelic.

The priorities and commitments in this Plan have resulted from working with many people and groups at different levels. As this Plan has been developed through collaboration and co-operation, it is our wish to continue in the same manner.

The Plan is now being issued for consultation and your views are invited to shape this Plan before it is finalised. Then, following approval by Scottish Ministers, the task will be to move forward with the priorities and commitments in the Plan.

Again, this stage also requires participation and support. For our part, we are looking forward to working with all interested parties in the next five years in strengthening Gaelic in Scotland.

However, we need to ensure now that this Plan contains the right priority areas and commitments for Gaelic in the years ahead. In this, your views and comments on the draft Plan are both welcome and essential.

Allan MacDonald

Chair, Bòrd na Gàidhlig

2. INTRODUCTION

This Plan

This is the third National Gaelic Language Plan. It will cover the years 2017-22 and it is required by the Gaelic Language (Scotland) Act 2005. As set out in the Act, this Plan has been prepared by Bòrd na Gàidhlig for approval by Scottish Ministers.

The Plan will show how the Scottish Government (SG), Bòrd na Gàidhlig, public authorities, organisations, communities, families and individuals across Scotland can help to make progress with the aim, priorities and commitments set out in the following pages.

Plan Outline

We would like to explain how this Plan is set out. In the next section there is an overview which sets out the overall aim of this Plan and it lists the priority areas where we will maintain a strong focus.

Then, section 4 provides more detail. It outlines where Gaelic sits in relation to wider national priorities and lists the ways in which Gaelic can contribute to national commitments.

Gaelic in Scotland

Section 5 focuses on the place of Gaelic in Scotland, the gains that have been made over recent years and where progress still needs to be made. This section helps to point towards the priorities that still need to be pursued and new commitments.

Priorities and Commitments

Following this, in sections 6, 7 and 8, the Plan returns to the aim and priority areas and more detail is included at this stage. As mentioned above, a strong emphasis will be maintained in the areas listed as priorities, and a number of key commitments are included which we believe will strengthen the areas where there is already considerable activity. This is followed by section 9, the Afterword, which deals with collaboration, consultation and monitoring.

Consultation Questions

You will see that we have placed six consultation questions at appropriate points throughout this document. These six questions have also been grouped together in Appendix I.



3. THE NATIONAL GAELIC LANGUAGE PLAN – AN OVERVIEW

The National Gaelic Language Plan, 2017-22

Our aim

Our aim is to increase the number of people speaking, using and learning Gaelic in Scotland and the number of situations in which it is used. We will achieve this by focusing on the three headings below:

- Promoting a positive image of Gaelic
 - Increasing the learning of Gaelic
 - Increasing the use of Gaelic
-

Priority Areas

We set out clearly the priority areas where we will continue to make progress with the aim above.

Commitments

We also list the key commitments that we will pursue in order to make significant progress in the areas listed as priority areas.

Partners

This work is not for one body or organisation and we will list the key partners involved and the contributions they can make to strengthening Gaelic.

Question 1

The structure for the Plan consists of an aim, priority areas and commitments. Do you have any comments on how we have structured the Plan and the overall aim we have selected?

THE NATIONAL GAELIC LANGUAGE PLAN – AN OVERVIEW

PROMOTING GAELIC

Ensuring that a positive image of Gaelic is promoted

Ensuring that a positive image of Gaelic is promoted and defended depends on a number of initiatives. It also includes ensuring that Gaelic is valued and that its important contribution to the social, cultural and economic life of the nation is recognised.

The priority areas are important in making progress with this aim. There is an overlap with other priorities, yet all those below have a particular contribution to make to promoting a positive image of Gaelic.

The promotion of a positive image of Gaelic is critical to strengthening the appeal and status of Gaelic in Scotland and abroad. This depends on speakers and non-speakers alike.

Promoting Gaelic

A positive image of Gaelic will be promoted by means of the priority areas listed below. This will be achieved by Bòrd na Gàidhlig initiatives and programmes and by means of partnership work with others.

Priority Areas

- Support for Gaelic from the Scottish Government and wider political support
- Gaelic language plans implemented by public authorities (local authorities and public bodies)
- Promoting a positive image of Gaelic and raising awareness through:
 - Gaelic media
 - Gaelic education at all levels, and
 - Gaelic arts
- Positive messages about Gaelic and diversity and inclusion

Question 2

We believe that the promotion of a positive image for Gaelic is essential and we think that the areas above are the key areas that can make a contribution to this. Do you have any comments on the areas we have selected or alternative suggestions?

THE NATIONAL GAELIC LANGUAGE PLAN – AN OVERVIEW

LEARNING GAELIC

Increasing the number of people learning Gaelic

This includes promoting, supporting and expanding Gaelic learning at all levels and in all sectors. The benefits from this are clear. As progress is made with this, it will increase the number of those who speak, read, write and understand Gaelic and their ability to use Gaelic with confidence.

The priority areas listed below are the most important ones where we believe progress can be made. In addition, they have the potential to contribute to other important areas of Gaelic interest and activity.

Gaelic learning is of critical importance for the future of the language.

Learning Gaelic

An increase in the learning of Gaelic in Scotland will be promoted and supported by means of the areas below. This will be done in collaboration with key partners and providers and through Bòrd na Gàidhlig initiatives and programmes.

Priority Areas

- Gaelic in Early Learning and Childcare (ELC)
- Gaelic medium education (GME) in primary and secondary schools
- Gaelic learner education (GLE) in primary and secondary schools
- Post-school and adult Gaelic learning
- Gaelic medium workforce recruitment, training and supply
- Resources and support for learning

Question 3

We believe education and Gaelic learning are central to this Plan. We have also listed the priority areas that we believe should be a focus for ongoing activity. Do you have any comments on this emphasis and on the priority areas selected for learning Gaelic?

THE NATIONAL GAELIC LANGUAGE PLAN – AN OVERVIEW

USING GAELIC

Increasing the number of people using Gaelic

This includes speakers and learners increasing their use of the language. It involves developing more situations where Gaelic can be used. It involves using Gaelic in situations where it has not been used previously and it involves the increased use of Gaelic in Scottish public life.

The increased use of Gaelic strengthens the community of speakers and contributes to its confidence. This expands opportunities for Gaelic and Gaelic speakers and increases awareness and the profile of the language.

The priority areas listed below are critical for the future of Gaelic in Scotland.

Using Gaelic

An increase in the use of Gaelic will be promoted and supported by means of the areas listed below. This will be done by means of a range of initiatives and programmes and through collaboration between Bòrd na Gàidhlig with key partners and providers.

Priority Areas

- Initiatives which promote the use of Gaelic in homes and communities
- Initiatives which promote the use of Gaelic by young people
- Gaelic in traditional and new media
- Gaelic in the arts, publishing and creative industries
- Gaelic language plans
- Gaelic in the workplace
- Gaelic use in heritage, tourism, food and drink, environment and leisure industries
- Initiatives which strengthen language richness, relevance and consistency
- Initiatives promoting links with Gaelic abroad and with minority languages

Question 4

We believe the areas selected are important for promoting the increased use of Gaelic. Do you have any comments or suggestions you would like to make in relation to promoting the increased use of Gaelic?

4. NATIONAL PRIORITIES

The Scottish Government's Purpose and Economic Benefits

We are confident that Gaelic makes a strong contribution to the Scottish Government's purpose of creating a more successful country, with opportunities for all of Scotland to flourish, through increasing sustainable economic growth. We will ensure that this will continue to be a prominent focus in the years ahead.

Gaelic in Scotland has made important gains over recent decades. The progress we have made enables us to demonstrate the benefits in education, in arts, in broadcasting, in skills and training. Gaelic can also demonstrate economic benefits, in particular in rural and island areas. For example, this is clear when we reflect on the impact of the work of Sabhal Mòr Ostaig, of MG ALBA, of Fèisean nan Gàidheal and of An Comunn Gàidhealach to name some examples.

The report, *Ar Stòras Gàidhlig*, was commissioned by Highlands and Islands Enterprise in 2014 to assess the economic and social value Gaelic brings to Scotland. The report was positive; it found that the businesses in the creative industries, tourism, heritage, and food and drink sectors in particular benefit from their use of Gaelic, and that this has the potential to bring significant economic value.

Scottish Government National Outcomes

The Scottish Government has 15 national outcomes which describe what it aims to achieve. Gaelic makes a strong and varied contribution to these. As is clear from this Plan, Gaelic operates in many sectors and on many levels. Gaelic can, therefore, make a contribution to the national outcomes that focus on the economy, education, young people, on tackling inequality, on communities, on a fair and inclusive national identity and on the quality of public services.

Partnership Working

The contribution of public authorities, bodies and communities is central and essential to the current aim of promoting and supporting Gaelic in Scotland. The development of Gaelic language plans has contributed to this. We will ensure this strong emphasis continues and that new partnership opportunities are cultivated and encouraged.

NATIONAL PRIORITIES

Manifesto Commitments

The current Government's manifesto commitments for Gaelic, set out below, are in the areas of education, arts and broadcasting.

- *We will implement new legal duties and rights to support Gaelic medium education as part of our ongoing commitment to stabilise and increase the number of Gaelic speakers.*
- *We support the central role of Gaelic arts in engaging people with the language, and enhancing the relevance of the language to Scottish society.*
- *We will maintain our investment in BBC ALBA as a vital part of Scottish broadcasting output, and in recognition of its contribution to the development of the Gaelic language.*

There are also opportunities for Gaelic to contribute to other commitments. The manifesto commitment of a planned increase of almost double the number of hours of free early years education and childcare to 30 hours a week for vulnerable 2-year-olds and all 3- and 4-year-olds by 2021 is a huge opportunity for Gaelic medium education.

Wider Impact

The Islands Bill, based on the initiative, Our Islands, Our Future, is another manifesto commitment which, while not naming Gaelic, will have an impact on many of the communities with high levels of Gaelic speakers and so is important to this Plan and the progress of Gaelic in Scotland.

There are a range of other issues – economic, demographic, infrastructural and more – that have an indirect impact on the use and profile of Gaelic. We need to be mindful of these matters, explain what their potential impact on Gaelic could be and make clear that Gaelic, along with other issues, should be a consideration.

As we make progress with the priorities and commitments in this Plan we will also be supporting the Scottish Government with its Programme for Government. This will include the specific commitments relating to Gaelic and the many other areas where Gaelic has an impact.

In Summary

The opening page of this Plan states that Gaelic belongs to Scotland and the paragraphs above demonstrate the breadth and diversity of this relationship and the strong contribution that Gaelic makes to wider and related priorities.



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Impact of Current Activities in Support of Gaelic

This section provides a brief review of recent progress. The review shows where we have made gains and in what areas we need to do more. It also demonstrates why we have selected certain priorities.

Language Planning and Research

This Plan has been prepared against the background of language planning and research. We have looked at the current position of Gaelic in the context of theoretical models of language planning and this Plan has also benefited from a number of studies that have been carried out recently. We have been able to benefit from a report assessing the impact of the National Gaelic Language Plan 2012-17, and also from an important report on Scotland's Census 2011. There have also been significant reports on language corpus matters, on Gaelic adult education and on Gaelic school education.

Gaelic in Scotland

We have made good progress in recent years and we must ensure that the momentum continues. The 2011 Census shows that around 87,000 people in Scotland (around 1.7% of the population) have some Gaelic language skills.

For the first time there was an increase in the number of speakers aged under 25, even though the overall figure decreased

slightly. Ensuring that the growing population of young Gaelic speakers is supported to continue to use the language and to pass it on to the next generation is critical to the maintenance of Gaelic as a living language.

The location of Gaelic speakers is also important. While the highest numbers have historically been in communities where a majority of people are Gaelic speakers, mainly in the north-west Highlands and Islands, the success and expansion of Gaelic medium education and other initiatives to support the language have led to an increase in numbers in other areas across Scotland, particularly in towns and cities.

The economic and population challenges facing the island communities are particularly relevant to the health of Gaelic in its traditional areas. While some aspects of economic development and housing policy are outwith the scope of this Plan, we cannot ignore their importance and impact on Gaelic and must ensure collaborative working with key agencies and communities to address them.

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Our efforts to support Gaelic must therefore be relevant to the communities with the highest proportion of Gaelic speakers, to the emerging and growing Gaelic communities in other areas, and to the increasing numbers of young people acquiring Gaelic.

Also, the gains that have been made in relation to structures, projects, bodies and legislation must not be seen as an end in themselves but these must be used effectively to increase the learning and use of Gaelic.

Gaelic Education in Scotland

Gaelic medium education (GME) is now established within Scottish education. The purpose of Gaelic medium and immersion practice is to ensure that children achieve equal fluency and literacy in both Gaelic and English. The aim is for young people to be able to operate confidently and fluently in two languages as they progress from early years, through primary education and into secondary education, realising the recognised benefits of bilingualism. GME is currently available in a number of education authority areas across Scotland. There are also a growing number of Gaelic medium schools in Scotland and dual stream (Gaelic and English) primary schools where GME is in the majority. Gaelic early learning and childcare is also available in parts of Scotland. Gaelic medium secondary education is also available in a number of secondary schools in Scotland.

Gaelic learner education (GLE) is distinct from GME in that it is delivered to those who are in English medium education as an additional language. There has been encouraging growth in recent years in GLE, particularly at primary school level where it provides young people with an introduction to Gaelic language and culture.

Just as important as the opportunities which exist for young people to learn Gaelic in school, are those available to develop Gaelic skills as part of an individual's progress into the world of work. This focus on skills development linked into enterprise will undoubtedly open up new pathways for Gaelic speakers to progress their skills in preparation for entering the workforce and has the potential to develop Gaelic skills still further by allowing young people to undertake modern apprenticeships through the medium of Gaelic.

Educational agencies and public bodies in Scotland also have a vital role to play in supporting and developing Gaelic education in Scotland. Education Scotland, the Scottish Qualifications Authority (SQA), Skills Development Scotland (SDS), the General Teaching Council for Scotland (GTCS), the Scottish Funding Council (SFC), the Scottish College for Educational Leadership (SCEL), universities and colleges and teacher education institutions make an essential contribution to the promotion, support and growth of Gaelic education in Scotland. Along with these bodies, Stòrlann Nàiseanta na Gàidhlig supports pupils, teachers and families through its role in providing resources for Gaelic education.

GAELIC IN SCOTLAND

Gaelic Teaching and Support Staff

Our aim is to support the growth of Gaelic education. With this we must also maintain a consistent emphasis on supporting the training and recruitment of teachers and other staff for Gaelic in schools and early years. In recent years, there have been improved numbers of Gaelic teachers entering the profession and this must be maintained. This improvement has largely resulted from continuing to support the traditional routes into Gaelic teaching and encouraging new or alternative routes. This approach must continue to feature and be promoted in our support for Gaelic education.

Post-school Gaelic Learning

Further and Higher Education also offers excellent opportunities for Gaelic speakers and those learning the language to develop their skills. In 2016-17 approximately 500 students were registered on Gaelic undergraduate and postgraduate programmes in Scotland across six institutions, with Sabhal Mòr Ostaig in Skye offering a range of further and higher education courses through the medium of Gaelic.

Beyond these more formal learning routes, we know that approximately 3,500 people are actively learning the language, through a wide range of different courses and in communities the length and breadth of the country.

Likewise, the Gaelic learners' website **LearnGaelic.scot** attracts thousands of regular users from across Scotland and abroad and alongside the high-quality content

available on BBC ALBA and BBC Radio nan Gàidheal, this adds up to a valuable set of resources for Gaelic learners. Ongoing research will help us better understand the needs of adult Gaelic learners and inform strategies for supporting them in the future.

Distance learning programmes offered by Sabhal Mòr Ostaig attract Gaelic learners from every corner of the world, helping to grow the number of speakers overall and providing employment for tutors.

Gaelic language plans across the public sector in Scotland have seen a rise in opportunities to learn and use Gaelic within the workplace. Many employers are actively supporting their staff to learn Gaelic in order to provide a better level of service to the public they serve.

Learning of Gaelic

In education there has been growth and progress. Each year we can point to new initiatives that strengthen the fabric of Gaelic education in Scottish schools.

There is also a clear consensus that Gaelic education is central to the ambition of Gaelic growth and for this reason education and learning will remain central to this Plan, as they were to the previous Plan, and be included in relevant priority areas and key commitments to ensure further growth and improvement.

Our clear view is that Gaelic education makes an important contribution to the aim of increasing the numbers of those speaking, using

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and learning the language. Gaelic education also contributes to other areas of Gaelic activity and interest. We are, therefore, clear that with Gaelic education the momentum needs to be maintained and increased.

Gaelic Media

At this point it is difficult to think of Gaelic in Scotland without reflecting on the role of MG ALBA/BBC ALBA and BBC Radio nan Gàidheal. Gaelic broadcasting has played an increasingly important role in Gaelic development in recent years. The Gaelic digital television channel, BBC ALBA, serves a wide audience of Gaelic speakers and learners, and a wider Scottish audience. Continued support of Gaelic television, radio, publishing and an online presence are essential to promoting positive attitudes to the language across Scotland, and to providing resources for Gaelic speakers and learners and for promoting the increased use of Gaelic.

MG ALBA/BBC ALBA make a unique contribution to a number of other important areas of Gaelic development such as Gaelic adult education, school education, initiatives for young people and Gaelic in the home and community.

MG ALBA/BBC ALBA benefits can also be seen in their contribution to employment, skills, training, creative industries, sport, arts and traditional music. MG ALBA has created good quality employment in areas of low population. Two of MG ALBA's projects, FilmG and LearnGaelic.scot, have also proved to be of great value. MG ALBA adds significant value to Gaelic, to Scottish culture and to the economy.

Gaelic in the Arts

The impact of the Gaelic arts is immense both for the language community and nationally. The Gaelic arts have the potential to promote language attachment and loyalty. The arts provide opportunities for expression and skills development, for access and participation and for engagement and pursuing excellence. In all of this, the appeal and profile of Gaelic is raised in Scotland and beyond, language use is strengthened and cultural life enhanced with welcome economic and social benefits.

The contribution of Creative Scotland has been very important and welcome in this. Beyond this a number of other authorities and bodies have also been supportive. The link between the Gaelic language and Gaelic arts and culture is an important part both of Gaelic's history and the place of Gaelic today. The support for key groups is critically important, but so also are larger events and festivals where Gaelic artists and writers are included.

If our aim is to increase the use of Gaelic, then we need to see the valuable work of the Gaelic arts continue. This includes An Comunn Gàidhealach, particularly through their organising of the Royal National Mòd and local mods, it includes Fèisean nan Gàidheal, which brings Gaelic language and arts to young people today and it also includes groups like Ceòlas, a range of drama organisations and arts centres.

Support for Gaelic publishing, particularly through the work of Comhairle nan Leabhraichean, Acair and others,

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ensures that Gaelic continues to provide opportunities for writers and consumers.

The arts have a positive and varied impact. The use of Gaelic in the arts is important for speakers, learners and for awareness of Gaelic in Scotland and beyond. If the increased use of Gaelic is our aim, then the arts have a central place in this aim.

Home and Community

The use of Gaelic both at home and in the community is critically important and lots of good work is currently being undertaken by organisations such as Comunn na Gàidhlig, and Comann nam Pàrant in this regard. Many elements can have a direct and an indirect impact on language use in these areas. Our challenge is to assess the key initiatives that shape language use at home and in the community and ensure support is in place. Within the context of this Plan, it may be helpful to consider community as being: communities with high percentages of Gaelic speakers; communities within towns and cities; and communities linked through media and technology.

The 2011 Census showed us that 21% of Gaelic speakers lived in communities where the level of speakers was above the national average. The communities with the highest percentages of Gaelic speakers were to be found in the Western Isles, Skye and Argyll's Islands. All of the communities where a majority of people spoke Gaelic were in the Western Isles. These communities are vitally important to the language, as they provide opportunities for

Gaelic to be used in daily life and they also provide a context where young people are more likely to emerge as Gaelic speakers.

In rural communities, we are acutely aware of the links between language and many other aspects of life such as economy, employment, transport and communications. These elements must and will feature in our determination to strengthen Gaelic in such areas. There are a number of developments in place that shape language use in such areas. We have given a commitment to take a fresh look at these areas and our ambition is to add to and strengthen the initiatives that support and shape language use in such communities.

In general terms, the distribution of Gaelic speakers across Scotland has changed from the situation where a large majority lived in the Highlands and Islands, to the situation today where half live in this region and half in other parts of Scotland, many of them in towns and cities.

In our towns and cities we have seen the growth of new Gaelic communities often centred around the provision of Gaelic medium education. Urban Scotland is producing many young Gaelic speakers, many of whom do not necessarily come from a Gaelic background. There is a challenge for these urban communities in how to encourage language use in these settings. Formal education, the arts and informal social networks are currently the mainstays of these Gaelic communities.

We know how important Gaelic television and radio services have been in linking individuals

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and communities of Gaelic speakers together, often when they are geographically or socially isolated from each other. These linked-up communities have grown in the last decade or so, with the spread of Gaelic in digital and social media. The notion of the Gaelic community has spread far beyond the borders of Scotland and Gaelic speakers are potentially more connected now than they ever have been. With that comes a whole range of new opportunities.

Gaelic language plans

In many cases, Scottish public authorities are taking important steps to support Gaelic in their areas and in line with their functions. Bòrd na Gàidhlig has a role to support and encourage this. The mechanism of Gaelic language plans enables partnership working between Bòrd na Gàidhlig and those public authorities. A list of all bodies with approved Language Plans can be found in Appendix II.

Gaelic language plans are found throughout Scottish public life. 50 Gaelic language plans have been developed and implemented by local authorities, public bodies, national parks, health boards, academic institutions and by the Scottish Parliament and Scottish Government and some 20 others are being prepared.

The impact of these is evident in the increased visibility of Gaelic in public authorities, in developing initiatives and projects which support increased learning and use of Gaelic as well as increased service delivery such as Gaelic medium education and Gaelic learner education.

Gaelic Language (Corpus)

There are a number of initiatives and projects which contribute to ensuring the richness, relevance and consistency of Gaelic. These projects vary in size and scope but all have a useful function and make an important contribution.

The principal projects in this sector include Faclair na Gàidhlig, Ainmean-Àite na h-Alba, Buidheann Stiùiridh Chorpais, An Seotal, Gaelic Orthographic Conventions and DASG at Glasgow University. In terms of corpus development, Bòrd na Gàidhlig will continue to support and co-ordinate where possible.

International Links

International links also contribute to the use and profile of Gaelic. These include links with Gaelic speakers in other countries and links with other minority languages. Both have distinct benefits for Gaelic in Scotland. There are structures in place which promote such links and a number of Gaelic bodies and interests have developed their own connections. These will be encouraged and promoted.

Such examples include the British Irish Council, Celtic Colours in Nova Scotia, the Colmcille scheme and the Scottish Government's Nova Scotia bursary scheme. There are more, and bodies such as MG ALBA and Sabhal Mòr Ostaig have good working relationships in place. MG ALBA in particular is creating artistic and economic links with other minority-language broadcasters which extend the reach of the channel.

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Using Gaelic

Increasing the use of Gaelic in homes and communities presents a number of challenges. Although it is possible to point to a range of initiatives that have an impact on this, we believe it is an area that would benefit from a review of approach in order to ensure the most effective measures are in place.

Also under the heading of using Gaelic, MG ALBA/BBC ALBA make an immense contribution. We will ensure we collaborate with and support our colleagues in MG ALBA/BBC ALBA with their varied ambitions.

During the period of this Plan, we aim to bring a stronger and more coherent focus to the Gaelic arts on account of the essential contribution the arts make to increasing the use of Gaelic.

Gaelic language plans have been important in increasing the use of Gaelic, and in the years ahead we would like to focus on increased collaboration with and between authorities, and to ensure a strong emphasis on supporting public bodies with Gaelic usage. We have attached a list of public authorities with approved Language Plans in Appendix II.

Also under the heading of using Gaelic is corpus development. Gaelic must remain a consistent and relevant language today and into the future. For that reason it is important that initiatives to create new, and co-ordinate existing, terminology and maintain the richness of the Gaelic language continue to be supported.

Finally, under the heading of using Gaelic, we see potential in our international links and we will look very closely at how these can be enhanced for the benefit of Gaelic both here in Scotland and in other places.

Status of Gaelic

In recent years there has been a significant improvement in the status of Gaelic in Scotland. By this, we mean that the public recognition and support for Gaelic has improved and that many public authorities and bodies in Scotland have been very positive about the support they offer Gaelic.

The Scottish Government has made progress with a number of Gaelic priorities recently, there has been consistent support from the Scottish Parliament and a number of authorities have demonstrated important support for Gaelic. Bòrd na Gàidhlig's work with Gaelic language plans has contributed to increasing the status of Gaelic within 50 public authorities.

An important part of securing the place of Gaelic in Scotland today is ensuring that attitudes towards Gaelic among non-speakers are positive. In 2011 and 2013 there were surveys of attitudes and these clearly indicated that a majority of people in Scotland are both aware of Gaelic and supportive. These surveys also indicated that BBC ALBA was having a positive effect on attitudes to Gaelic in Scotland.

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However, hostility to Gaelic is still found in the media and in some political exchanges. In response to this, it is important that a positive media profile is promoted and Bòrd na Gàidhlig will lead work with key partners to ensure that positive attitudes are maintained. The ongoing support and leadership of the Scottish Government is important to this work.

Conclusion

For Gaelic development, we have made good progress and yet there is much to do. From the brief review above of the impact of current initiatives, it is clear that we need to maintain

the progress we have made and increase the momentum by means of new commitments.

Our review of current initiatives also brings us to the conclusion that there are a range of priorities that need to be pursued. These have been categorised under the headings of promoting a positive image of Gaelic, increasing the learning of Gaelic and increasing the use of Gaelic.

These are the three headings we have used to categorise our priorities and commitments. We are aware that some priorities and commitments will of course contribute to all three.



6. PROMOTING GAELIC

Ensuring that a positive image of Gaelic is promoted

Priority Areas

- **Support for Gaelic from the Scottish Government and wider political support**
 - **Gaelic language plans implemented by public authorities**
 - **Promoting the social, economic and cultural value of Gaelic**
 - **Promoting a positive image of Gaelic and raising awareness through:**
 - Gaelic media**
 - Gaelic education at all levels, and**
 - Gaelic arts**
 - **Positive messages about Gaelic and diversity and inclusion**
-

Working with all key partners we will maintain a strong focus on ensuring that a positive image of Gaelic is promoted. This includes all the areas listed above.

It will include a range of initiatives that have the potential to contribute to a positive image for Gaelic in Scotland.

Over recent years Gaelic has benefited from leadership and support from the Scottish Government (SG). We will seek to maintain this support and demonstrate where Gaelic contributes to other SG priorities and encourage Gaelic interests to respond to consultation opportunities.

The mechanism of Gaelic language plans (GLPs) has contributed to increasing the status, profile and awareness of Gaelic in Scotland. While we recognise that GLPs achieve many things, we will seek to ensure that a positive image is core to this work.

Gaelic broadcasting has a key role to play in promoting a positive image for Gaelic. Surveys of attitudes in 2011 and 2013 have underlined this point. Gaelic arts, in all their forms, have an important role to play in promoting a positive image of Gaelic.

Also, as the popularity of Gaelic education grows, it contributes to promoting a positive image for Gaelic. The education system can also be another route to increase the understanding of Gaelic's role in modern Scotland.

In addition, we recognise the need to develop a strong narrative about Gaelic in Scotland and to actively promote clear and positive messages about Gaelic. We will ensure opportunities are taken for this.

With these priorities we will ensure that a positive image of Gaelic is promoted in Scotland.

PROMOTING GAELIC

Key Commitments

We will maintain a strong focus on the activities set out on the previous page as we recognise their importance for Gaelic in Scotland.

We also recognise that there are areas where a new emphasis or initiative is needed. These are listed below as key commitments and they have a clear link to the priority areas and to our overall aim.

We are confident that these key commitments contain a new element to add to what is in place or to overcome an obstacle that has been identified. Working with key partners, we will ensure good progress with the commitments below in the life of this Plan.

Scottish Government and Parliament

Gaelic interests will maintain a focus on SG manifesto commitments, National Outcomes and policy priorities.

Public Life

National consultations will receive a response from Gaelic organisations. This will keep Gaelic at the centre of the policy process and will contribute to the profile and image of Gaelic.

Communications

A stronger narrative on Gaelic will be developed through agreeing strong messages, by regularly issuing positive news and stories about Gaelic in Scotland and responding to negative, misleading stories.

Wider Impact

Representations will be made to all relevant authorities on all key issues that impact on Gaelic in areas of low population which have higher percentages of Gaelic speakers.

Equality and Diversity

Equality and diversity issues connected to Gaelic will be researched and a strategy to overcome barriers will be developed.

Key Public Authorities and Bodies

Below we have listed the authorities and bodies that have a key role with both the priority areas and key commitments above. Many of them already have important commitments to Gaelic in place.

Scottish Government, Scottish Parliament, local authorities, Scottish public bodies, Bòrd na Gàidhlig, MG ALBA, Gaelic bodies and organisations.

7. LEARNING GAELIC

Increasing the number of people learning Gaelic

Priority Areas

- **Gaelic in Early Learning and Childcare (ELC)**
 - **Gaelic medium education (GME) in primary and secondary schools**
 - **Gaelic learner education (GLE) in primary and secondary schools**
 - **Post-school and adult Gaelic learning**
 - **Gaelic medium workforce recruitment, retention, training and supply**
 - **Resources and support for learning**
-

Working with all key partners, we will maintain a strong focus on the many aspects of Gaelic learning. This includes all the areas listed above.

We will encourage the promotion, availability and growth of GME. We will support parents and carers who want GME for their children

and those who would like to see a GME school established in their area. The 2016 Education Act has important new provisions for families giving them and Comann nam Pàrant a new role in GME.

Gaelic Early Learning and Childcare is an important element of Gaelic education and of the aim of creating a secure future for Gaelic in Scotland.

We will continue to prioritise GM teacher promotion, recruitment, education, placing and retention. We will maintain our focus on routes into GM teaching. We want to see excellent support in place for teachers and a continued emphasis on the quality of Gaelic learning.

Resources and support remain priorities, for teachers, support staff and pupils as does professional learning and development for staff. These make a vital contribution to the quality of learning in both GME and GLE.

We will ensure that the Guidance on Gaelic Education is promoted, widely used, and is the recognised authority on Gaelic education.

We need to see a strong focus on GLE in schools and good use made of the excellent training and resources that are available.

LEARNING GAELIC

We will work to ensure an increased uptake of GLE in both primary and secondary.

We will also maintain our emphasis on all elements of Gaelic post-school education. This includes the excellent work of universities and colleges. We will continue to focus on

adult Gaelic learning opportunities, both for those with an interest in learning the language and those who need to use it at work, and on associated resources and tutors.

With these priorities, we will increase the learning of Gaelic in Scotland.



LEARNING GAELIC

Key Commitments

We will maintain a strong focus on the priority areas set out above, as we recognise their importance for Gaelic in Scotland.

We also recognise that there are areas where a new emphasis or initiative is needed. These are listed below as key commitments and they have a clear link to the priority areas and to our overall aim.

We are confident that these key commitments contain a new element to add to what is in place or to overcome an obstacle that has been identified.

Working with key partners, we will ensure good progress with the commitments below in the life of this Plan.

Guidance on Gaelic Education

This year Bòrd na Gàidhlig will issue statutory Guidance on Gaelic Education and, with partners, will ensure it is widely circulated and recognised as the principal authority on Gaelic education.

Gaelic medium education – Supporting Parents

The provisions of the Education (Scotland) Act 2016 come into force this year. In the life of this Plan Bòrd na Gàidhlig will support groups of parents who request Gaelic medium education for their children.

GME in Areas with Significant Numbers of Gaelic Speakers

The 2011 Census listed fifty civil parishes with 5% or more Gaelic speakers. The aim will be to see GME available to young people in all of these fifty parishes.

Gaelic Schools

By the end of this year there will be six GM schools. The aim is to see this increase to ten during the life of this Plan.

e-Sgoil

The aim of extending the delivery of key subjects through the medium of Gaelic by e-Sgoil will be supported.

LEARNING GAELIC

Gaelic Education Workforce

New routes to promote, recruit, educate and retain Gaelic teachers will be explored, and existing routes reviewed to identify any gaps. There is a need to focus also on other staff such as ELC staff and language assistants.

GM Early Learning and Childcare Growth

The aim is to increase GM ELC and that GM ELC should be attached to every GM primary school or unit.

GM Early Learning and Childcare Expansion

The aim is to ensure GM ELC benefits from the SG's expansion of hours, whilst maintaining all the initiatives that are currently in place.

GM Early Learning and Childcare (ELC) Training

Establish an HNC course in Childhood Practice that will be available through the medium of Gaelic.

Gaelic Adult Learning

Develop the existing resources for adult learners and ensure that gaps in support and provision are identified and addressed.

Key Public Authorities and Bodies

Below we have listed the authorities and bodies that have a key role with both the priority areas and key commitments above. Many of them already have important commitments to Gaelic in place.

Scottish Government, Scottish Parliament, local authorities, Scottish public bodies, Scottish Funding Council, Education Scotland, Scottish Qualifications Authority, Skills Development Scotland, Bòrd na Gàidhlig, MG ALBA, Higher and Further Education Institutions, Gaelic bodies and organisations.

8. USING GAELIC

Increasing the number of people using Gaelic

Priority Areas

- **Initiatives which promote the use of Gaelic in homes and communities**
 - **Initiatives which promote the use of Gaelic by young people**
 - **Gaelic in traditional and new media**
 - **Gaelic in the arts, publishing and creative industries**
 - **Gaelic language plans**
 - **Gaelic in the workplace**
 - **Gaelic in heritage, tourism, food and drink, environment and leisure industries**
 - **Initiatives which strengthen language richness, relevance and consistency**
 - **Initiatives promoting links with Gaelic abroad and with minority languages**
-

Working with all key partners, we will maintain a strong focus on the increased use of Gaelic.

This will include a range of initiatives that have the potential to influence the use of Gaelic in homes and communities, with a particular focus on engaging and supporting young people.

It will involve a focus on Gaelic speaking rural communities, opportunities for Gaelic to be used in Scotland's towns and cities, and increasing links through technology.

Gaelic media is central to this priority area and is of great importance to Gaelic in Scotland. This includes the work of MG ALBA, the collaboration with the BBC in BBC ALBA and the work of the independent production companies.

In addition, the benefits of Gaelic media stretch into many areas and sectors, and as well as contributing to learning they also make a strong and unique contribution to the increased use of Gaelic.

USING GAELIC

Gaelic use in the arts and the other creative spheres also has a range of positive benefits from economic to raising the appeal of Gaelic and strengthening loyalty to the language. In addition, the arts offer opportunities for skills development, for access to performances and for expression and participation. They do this at community, national and international levels.

There is also significant potential in heritage, tourism, food and drink, environment and leisure industries for using Gaelic. Gaelic can add value to these through making a link to a distinctive culture, a spectacular environment and the natural world, providing a unique tourism experience and an appreciation of heritage in a range of leisure pursuits.

Traditional industries, such as fishing and crofting, and sectors such as health and social care, also provide opportunities for using Gaelic and for increasing the value of the language to speakers. The growth in community land ownership can have a similar impact.

There are also clear benefits in links with Gaelic in Canada and links with Ireland. These hold significant valuable potential to increase language use, to foster collaborative working and to increase an international presence for Gaelic.

With these priorities, we will increase the use of Gaelic in Scotland.



USING GAELIC

Key Commitments

We will maintain a strong focus on the priorities set out on the previous page, as we recognise their importance for Gaelic in Scotland.

We also recognise that there are areas where a new emphasis or initiative is needed. These are listed below as key commitments and they have a clear link to the priority areas and to our overall aim.

We are confident that these key commitments contain a new element to add to what is in place or to overcome an obstacle that has been identified.

Working with key partners, we will ensure good progress with the commitments below in the life of this Plan.

Families

Gaelic use in families and those communities with a significant percentage of Gaelic speakers is critical. Current initiatives will be reviewed to improve effectiveness, identify gaps and new opportunities.

Young People

Develop initiatives to increase the range of and participation in attractive activities, sports and digital and new media for young people.

Communities with High Levels of Gaelic speakers

Establish a multi-agency fund to support proposals from Community Land Scotland members for projects that will boost the social and economic value of Gaelic.

Communities in Towns and Cities

New initiatives in sports and the arts will be developed to create more opportunities for speaking Gaelic.

Gaelic Broadcasting

Continue to campaign for increased funding of MG ALBA as BBC ALBA is of central importance.

Gaelic in the Workplace

Establish a new initiative which promotes the use of Gaelic in the workplace in the private, voluntary and public sectors.

USING GAELIC

Gaelic Tourism and Heritage

The organisations that support Gaelic in tourism, heritage and linked industries will be supported, and as part of this the Gaelic tourism strategy will be developed and implemented.

Gaelic Arts

Progress has been made towards the establishment of a new Gaelic education and arts centre in South Uist. Collaboration between all interested parties will be supported to ensure that the centre is established and operational.

There are a number of bodies that are important for the Gaelic arts. An initiative will be developed to support long-term sustainability in this sector, strengthening its profile and effectiveness.

Gaelic Overseas

Build closer working relationships with Nova Scotia and identify initiatives that will increase co-operation.

Joint research projects with Ireland will be developed to assess the potential to collaborate on joint development, particularly in language technology.

Key Public Authorities and Bodies

Below we have listed the authorities and bodies that have a key role with both the priority areas and key commitments above. Many of them already have important commitments to Gaelic in place.

Scottish Government, Scottish Parliament, local authorities, Scottish public bodies, Bòrd na Gàidhlig, MG ALBA, Creative Scotland, VisitScotland, Highlands & Islands Enterprise, Historic Environment Scotland, sportscotland, Office of Gaelic Affairs (Nova Scotia), Foras na Gaeilge (Ireland), Gaelic bodies and organisations.

Question 5

In questions 2, 3 and 4, you were asked about your views on the priority areas identified. In this question, we would like to hear any views or suggestions you may have on the key commitments we have identified and views on any key commitments you think should be included in order to make progress with the aim of increasing the number of people speaking, using and learning Gaelic in Scotland and the number of situations in which it is used?

9. AFTERWORD

As mentioned at the start of this Plan, the responsibility for making progress with the priorities and key commitments in this Plan does not sit with any one authority, body or community. Many groups and individuals can, and do, make a contribution to the progress we expect to see for Gaelic in Scotland.

Bòrd na Gàidhlig will seek to make good progress where we can. We will also encourage collaboration and build partnerships with and between those bodies

that are able to contribute to the priorities and commitments listed in this Plan.

At this stage, the draft Plan contains our view of what the key priorities are for Gaelic in the years ahead. It is a consultation draft and our aim is to obtain your views and to gain wide support for the approach taken in the final draft and then to secure the approval of Scottish Ministers. These steps of endorsement will then confirm that this document rightly holds the title of a National Gaelic Language Plan.



AFTERWORD

We know that a number of public authorities, bodies and organisations already have a significant commitment to Gaelic and we hope they recognise their strategies, activities and initiatives in the priorities we have identified. The consultation period provides us with an opportunity to explore this.

This Plan will clearly be stronger if the priorities are shared and agreed and can act as a basis for joint activity. For this reason we would like to encourage you to respond to this consultation in the expectation that the priorities listed can be pursued in partnership and with support.

When the final version of this Plan is published our aim will be to conduct an annual review of progress made against the priorities and commitments. As with

other points, this will be developed further in the final Plan following consultation.

As you will have seen there are consultation questions throughout this document and these have also been grouped together in Appendix I for you to consider. At the end of this section we have also attached a general question, as you may have points you wish to make that were not suitable for earlier questions. If so, please make use of question 6.

Finally

We hope that the messages in this Plan are clear and we welcome your views on this document before it is reviewed and submitted to Ministers for approval as required by the Gaelic Language (Scotland) Act 2005.

Question 6

The earlier consultation questions have been fairly specific. If there are any other points you would like to make and feel you have not had the opportunity to do so, please write them below.

APPENDIX I – CONSULTATION QUESTIONS

Question 1

The structure for the Plan consists of an aim, priority areas and commitments. Do you have any comments on how we have structured the Plan and the overall aim we have selected?

Question 2

We believe that the promotion of a positive image for Gaelic is essential and we think that the areas above are the key areas that can make a contribution to this. Do you have any comments on the areas we have selected or alternative suggestions?

Question 3

We believe education and Gaelic learning are central to this Plan. We have also listed the priority areas that we believe should be a focus for ongoing activity. Do you have any comments on this emphasis and on the priority areas selected for learning Gaelic?

Question 4

We believe the areas selected are important for promoting the increased use of Gaelic. Do you have any comments or suggestions you would like to make in relation to promoting the increased use of Gaelic?

Question 5

In questions 2, 3 and 4, you were asked about your views on the priority areas identified. In this question, we would like to hear any views or suggestions you may have on the key commitments we have identified and views on any key commitments you think should be included in order to make progress with the aim of increasing the number of people speaking, using and learning Gaelic in Scotland and the number of situations in which it is used?

Question 6

The earlier consultation questions have been fairly specific. If there are any other points you would like to make and feel you have not had the opportunity to do so, please write them below.

APPENDIX II – GAELIC LANGUAGE PLANS

Bodies with approved Language Plans

Authority

Aberdeenshire Council	National Museums Scotland
Angus Council	NHS Highland
Argyll and Bute Council	NHS Western Isles
Cairngorms National Park Authority	North Ayrshire Council
Caledonian Maritime Assets Ltd	North Lanarkshire Council
City of Aberdeen Council	Perth and Kinross Council
City of Edinburgh Council	Police Scotland
Comhairle nan Eilean Siar	Sabhal Mòr Ostaig
Creative Scotland	The Scottish Government
Crofting Commission	Scottish Funding Council
Dumfries and Galloway Council	Scottish Ambulance Service
Dundee City Council	Scottish Natural Heritage
East Ayrshire Council	The Scottish Parliament
East Dunbartonshire Council	Scottish Police Authority
Education Scotland	Scottish Qualifications Authority
Falkirk Council	Skills Development Scotland
Fife Council	South Ayrshire Council
Forestry Commission Scotland	South Lanarkshire Council
Glasgow City Council	Strathclyde University
Highland Council	Stirling Council
Highlands & Islands Airports Ltd	University of Aberdeen
Highlands & Islands Enterprise	University of Edinburgh
Lewis Castle College UHI	University of Glasgow
Loch Lomond and the Trossachs National Park Authority	University of the Highlands and Islands
National Galleries of Scotland	VisitScotland
The National Library of Scotland	

