

The City of Edinburgh Council



Gaelic Language Plan 2024-29



This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on 7 May 2024

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Executive Summary

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

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

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

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

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

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

Foreword

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

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

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

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

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

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

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

Councillor Cammy Day, Chair of the Edinburgh Gaelic Collaborative Forum

Paul Lawrence, Chief Executive

Introduction

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

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

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

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

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

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

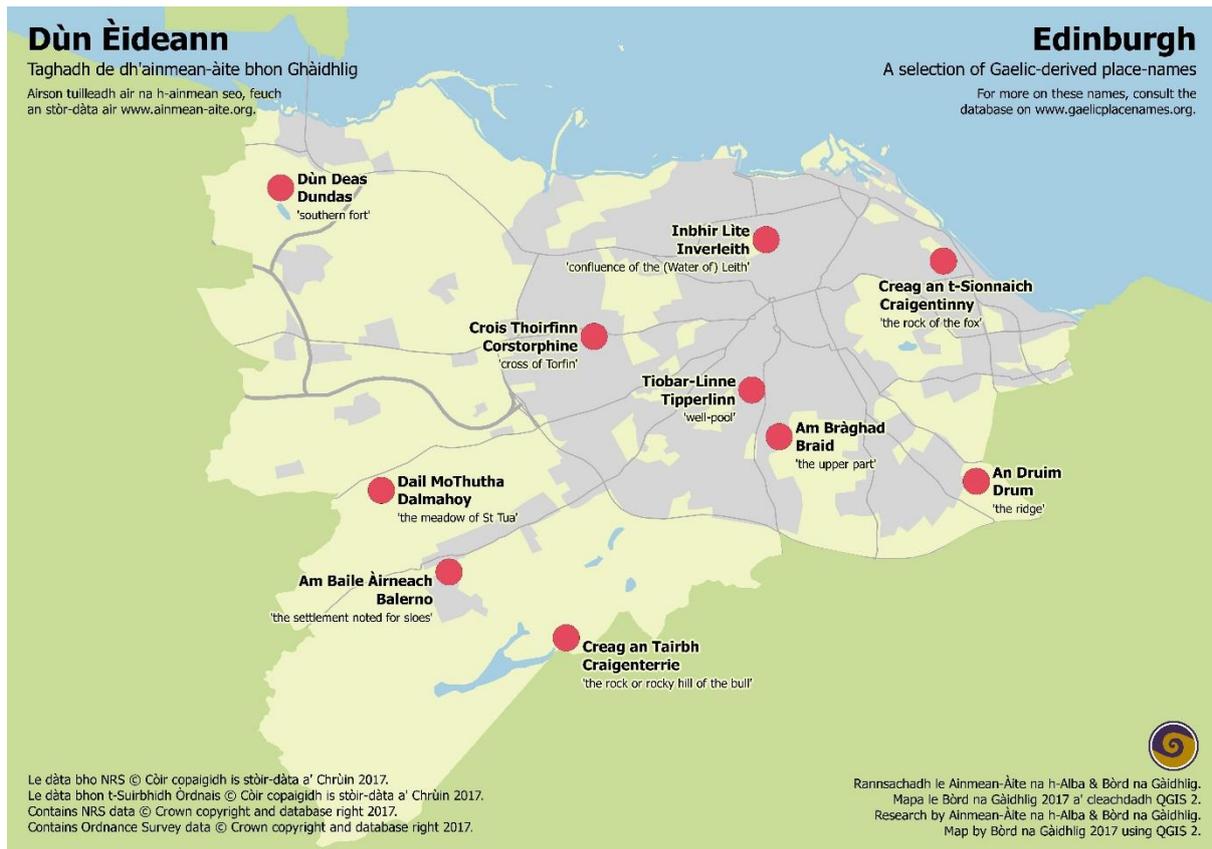
This GLP aligns with the key priorities of the [City of Edinburgh Council Business Plan](#), which are to :

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

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

Gaelic in Edinburgh

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



Key principles

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

Equal Respect

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

Active Offer

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

Normalising

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

Consultation Findings

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

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

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

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

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

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

Further details are provided in Appendix 2, available on request.

Strong foundations

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

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

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

Progress made in Gaelic Medium Education (GME) includes:

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

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

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

links with JGHS (James Gillespie’s High School) so that pupils had the opportunity to visit and engage; and group visits with advance Gaelic language learners.

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

A major development has been the Capital Gaelic project, in partnership with the National Library of Scotland, and part funded by Bòrd na Gàidhlig. The project, initially funded for one year, started in late 2021, aims to bring a co-ordinated and creative partnership approach to embedding Gaelic as a vibrant part of life in Edinburgh for the benefit of citizens and visitors. By building partnership working across the public bodies in Edinburgh, it aligns with the aims and ambitions of the Gaelic Language Act. See Appendix 4.

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

The next phase: 2024-29

The two key aims of the next phase of our Gaelic Language Plan for 2024-29 are:

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

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

The future shape and location of GME provision in the city has been under consideration for a number of years, with an options appraisal for new secondary provision initially presented to parents in January 2020. The Education, Children and Families Committee in January 2022 decided to pause plans for statutory consultation on the proposed new GME provision so that officers could undertake further pre-consultation engagement with parents and partners. This activity is underway and will inform timescales for the

actions to improve GME provision wherever GME and GLE are delivered, including the Darroch annexe at James Gillespie's High School.

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

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

Building cultural, social and employment opportunities

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

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

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

Priorities for 2024-2029

Supporting the aims described above, the priorities for the next iteration of the Council's Gaelic Language Plan are summarised below. Details of the actions to support these, including timescales, are described in the implementation plan, shown in [Appendix 1](#).

1. Using Gaelic

- Ensure that children and young people in GME develop a strong sense of Gaelic culture and community, linked to the ethos, vision and aims of their schools:
 - Review the school aims and vision
 - Develop and enhance partnerships and networks.
- Provide activities outside school for learners and families to engage actively with Gaelic language and culture, linked with the Capital Gaelic project:
 - Work with our school communities, Spòrs Gàidhlig, Commun na Gàidhlig, Ionad Gàidhlig Dhùn Èideann and Fèis Dhùn Èideann to create opportunities for learners to participate in collaborative activities through the Gaelic language
- Actively support the development of a Gaelic centre
- Continue to improve engagement with Gaelic communities
- Develop links with employment opportunities.

2. Learning Gaelic

- Continue to improve the quality of provision of GME from 0-18 in line with national guidance and shaped by stakeholder participation, which includes the voices of children and young people:
 - Continue to strengthen our 0-3 Croileagan provision and our 0-5 provision
 - Engage in a Learner-led Consultation Programme
 - Continue to implement our GME Improvement Plan
 - Continue to consider the best way to expand provision of GME at secondary level.
- Undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic medium and Gaelic learner education:
 - Continue to support early bilingualism and language learning and connect with other minority language groups
 - Carry out a thematic review of provision for Gaelic Learner Education for children in schools, families and adult learners
 - Create and promote teaching and learning materials for Gaelic Learner Education
 - Continue to offer Gaelic awareness and Gaelic language courses for Council staff
 - Continue to support opportunities for parents to improve their Gaelic speaking.

3. Promoting Gaelic

- Increase awareness, interest and take up of Gaelic opportunities for all ages:
 - Continue to develop and embed the Capital Gaelic project with key partners across the city

- Work with stakeholders to identify how best to tap into Gaelic expertise in Edinburgh
- Promote opportunities to use and learn about Gaelic language and culture.

The implementation plan, shown in [Appendix 1](#), gives details of the actions which will support these aims.

Resourcing the plan

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

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

Publishing and Publicising the Plan

Internal

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

External

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

- issue a bilingual press release announcing the plan
- publicise the plan through a variety of social media platforms including LinkedIn and the Gaelic Facebook page
- send links to the published plan to arms-length organisations and other third-party organisations, as part of our engagement with them to support its implementation
- send links to the published plan to key stakeholders in the public, private and third sectors, and to relevant Gaelic organisations and other interested bodies.

Implementation and monitoring

The implementation of the Gaelic Language Plan 2024-29 will be overseen by the Edinburgh Gaelic Collaborative Forum (EGCF) which comprises Elected Members, Council officers and key stakeholders and representatives from the Gaelic community. It meets on a quarterly basis to consider progress and to identify priorities for further action.

Monitoring of GME is detailed in the GME Improvement Plan and is overseen by the Bòrd Ionnsachaidh na Gàidhlig.

The Gaelic Language Plan in the Public Authority

Overall responsibility for the plan

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

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

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The City of Edinburgh Council
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Appendix 1. Implementation Plan

Priority 1. Using Gaelic

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

This will be delivered through our Gaelic Medium Education (GME) Improvement Plan [currently being updated, 2021-24 plan available on request]. Actions will be taken forward in collaboration with partners, including Comunn na Gàidhlig.

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

	Actions	Lead
	<ul style="list-style-type: none"> • Approaches to teaching through Gaelic (Immersive pedagogy, for staff) • Understanding of and engagement with Gaelic culture (learners, staff, families) • Curriculum development and pathways to enhance learner experience for all groups in our GME cohorts, aligned to the needs and interests of children and young people • Wider achievement activity • Connecting with Gaelic communities to enhance intergenerational activity. <p>We will do this by:</p> <ul style="list-style-type: none"> • Ongoing audit and evaluation of existing partnerships and their impact, in consultation with school communities which will allow us to measure impact in terms of: <ul style="list-style-type: none"> ○ Levels of participation ○ Enhanced use of Gaelic language ○ Improved connection to Gaelic culture and communities. • Based on outcomes of the evaluation process we will, from Year Two be in a position to: <ul style="list-style-type: none"> ○ Scope out opportunities to adapt, extend and strengthen existing partnerships ○ Identify potential new partnerships through links with communities and local/national/international networks ○ Develop a Framework for Partnership. • Developing an improved communications strategy for schools, including with GME parents, as per action in GME Improvement Plan [currently being updated, 2021-24 plan available on request]; as part of the development of the strategy, we will explore options for sound files for people who are visually impaired. <p>Timescale:</p>	

	Actions	Lead
	<ul style="list-style-type: none"> • Year 1: Audit and evaluation of partnerships will take place at the beginning and end of academic session; pilot and evaluate communications strategy • Year 2: Respond to audit findings and develop the framework • Year 3: Framework in place. 	
1.1.3	<p>Establish and strengthen supportive networks including partnerships with local authorities and national bodies and organisations through active participation in:</p> <ul style="list-style-type: none"> • Gaelic Local Authority Network (GLAN) • Cabinet Secretary’s Faster Rate of Progress network (FROP) workstreams: Recruitment and Retention of Teachers; Digital Learning and Media; Economy and Labour Market; Community Engagement; Usage and Learner Support, Participation. <p>Close collaboration with:</p> <ul style="list-style-type: none"> • Bòrd na Gàidhlig • Education Scotland • HMIE. <p>Timescale: as per 1.1.2 above and reviewed and evaluated annually as appropriate to activity and needs of learners, staff and communities.</p>	<p>CEJS</p> <p>Corporate Services (CS)</p>

1.2 Provide opportunities outside of school for using Gaelic.

1.2.1	<p>Linked with the Capital Gaelic project, continue to develop opportunities for rich language engagement for learners beyond the classroom, Gaelic groups in the community, and adult learner groups:</p> <ul style="list-style-type: none">• Continue to engage with Capital Gaelic partners National Library of Scotland (NLS) and National Galleries of Scotland (NGS) to arrange opportunities for visits and projects (e.g. John Francis Campbell exhibition at the NLS, ongoing development of Gaelic glossary for the new Scottish Gallery with Taobh na Pàirce)• Establish a core of at least 3 significant events and activities to be offered each year. This will coincide with Seachdain na Gàidhlig (SnaG), Local Mòd and Gaelic Schools Week• Plan responsively to develop further Capital Gaelic activity in consultation with learners, staff and communities to match evolving needs and interests. Survey with Council support to be carried out in the Gaelic community by Ionad Gàidhlig Dhùn Èideann.• Develop monitoring and evaluation to measure:<ul style="list-style-type: none">○ levels of participation○ impact on breadth and volume of community links○ increase in use of Gaelic language in a range of contexts○ confidence in use of Gaelic language. <p>Timescale:</p> <ul style="list-style-type: none">• Year 1:<ul style="list-style-type: none">• Establish a core of at least 3 significant events and activities• Plan responsively to develop further activity in consultation with learners, staff and communities to match evolving needs and interests• Develop monitoring of activity and impact throughout the life of the plan, carry out an annual review and evaluation.• Throughout the life of the plan, carry out an annual review and evaluation.	CS CEJS
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1.2.2	<p>Work with our school communities, other GME settings, Spòrs Gàidhlig and Comunn na Gàidhlig (CnaG) to create opportunities for learners to participate in collaborative activities through Gaelic language:</p> <ul style="list-style-type: none"> • Establish inter-school partnerships in the primary sector; strengthen secondary partnerships and plan a framework for collaboration, for example, a cycle trip between Edinburgh and Glasgow including the development of a “trail” for each city • Establish a core of significant events and activities to be participated in/offered each year. <p>Timescale: years 1 and 2</p>	CEJS
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1.3 Actively support the Gaelic community in their efforts to develop a Gaelic centre, linked to GME provision, through close partnership with the Gaelic language community in the city.

1.3	<p>The CGDO, as a member of the committee, will support Ionad Gàidhlig Dhùn Èideann to develop plans for a centre for Gaelic in Edinburgh by working collaboratively with the newly appointed Ionad Officer to:</p> <ul style="list-style-type: none"> • provide advisory support in identifying opportunities to attend various Gaelic Community events/workshops to raise the status of the Ionad • support Ionad Gàidhlig Dhùn Èideann and Capital Gaelic to deliver a pop-up Ionad project during Seachdain na Gàidhlig Week 2024, to provide a glimpse of an Edinburgh Gaelic Hub of the future, including creation of a Gaelic-speaking space where the language will be spoken and heard in a natural social environment • support Ionad with successful funding bid to Bòrd na Gàidhlig for a community day in 2024. This day will involve support from the CGDO, the Early Years officer and other organisations within the Capital Gaelic Network • promote engagement between Gaelic groups and enhancing the sense of a Gaelic community • support our school settings to engage with the planning and development of the centre. <p>Timescale: Ongoing from year 1.</p>	CS Place CEJS
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1.4 Continue to improve engagement with Gaelic communities to support greater involvement with GME schools.

1.4

As set out in our GME Improvement Plan and linked to the Capital Gaelic project:

- Ensure our Gaelic partnerships are fully collaborative and effective in delivering goals of increased use of and confidence in Gaelic language in a range of contexts, broadening the range of engagement with Gaelic communities. (e.g. by using information gathered through schools partnership audit)
- Improve learning together through the medium of Gaelic (Parental Engagement and Involvement)
- Conduct a survey of parents' and carers' needs and learning preferences in collaboration with School Parent Councils
- Provide opportunities for parents to learn Gaelic to support their children aligned to the results of surveys, in terms of:
 - in-person and on-line language learning opportunities
 - signposting to publicly available resources
 - awareness raising events in schools.
- Create a cycle of evaluation in terms of:
 - levels of parental engagement
 - impact on participants' language proficiency and confidence
 - increase in levels of support parents/carers are able to give our learners.

Timescale: Initial survey to be carried out in Year 1 and repeated annually, aligned with an evaluation of engagement activities offered in collaboration with parents, staff and children.

CEJS

1.5 Promote GME provision.		
1.5	<p>Create and disseminate promotional video of GME provision to support community engagement and recruitment in schools.</p> <p>Timescale: Year 1.</p>	CEJS
1.6 Employment opportunities.		
1.6	<p>Ensure learners have opportunities to link their skills in Gaelic language and understanding of Gaelic Culture to employment opportunities:</p> <ul style="list-style-type: none"> • Develop the range of pathways available during the senior phase, including Foundation Apprenticeships, in line with city-wide work on broadening pathways for senior pupils • Organise annual Developing the Young Workforce/Careers events for learners across the BGE and in the senior phase with partners, including employers. Evaluate the impact of these events in terms of: <ul style="list-style-type: none"> ○ levels of participation ○ perceptions of how useful events are to stakeholders ○ impact on awareness of opportunities and choices made by young people and families. • Create opportunities for a range of work placements and internships (in-person and digital) to suit both needs and interests of learners and those of hosting institutions with Capital Gaelic partners and school/0-3 settings, working towards at least one opportunity with each Capital Gaelic organisation 	CEJS

- Introduce and develop a Gaelic Language Ambassadors programme with senior phase pupils and Edinburgh University students, aligned to existing successful models employed to support language learners in Edinburgh schools and universities
- Establish an ongoing cycle of evaluation and improvement in line with evolving learner needs and interests, to measure:
 - levels of participation
 - impact on proficiency and confidence in Gaelic language use
 - pupil awareness of pathways for work and study linked to GME
 - effectiveness of model for all stakeholders.

Timescale: Year 1.

- Establish an initial working group of stakeholders in Year 1 to set out a framework across the life of the plan
- Pilot careers events and establish annual consultative stakeholder evaluation process to drive subsequent improvement over the life of the plan
- Carry out a consultation process during Year 1 to determine models for work placements and internships to be piloted in Year 2
- Establish annual consultative stakeholder evaluation process to drive subsequent improvement over the life of the plan. Pilot Language Ambassador programmes in Year 1.

Priority 2. Learning Gaelic

<p>2.1 Continue to improve the quality of provision of Gaelic Medium Education (GME) from 0-18 in line with national guidance and shaped by stakeholder participation, which includes the voices of children and young people.</p>		
2.1.1	<p>Continue to strengthen our 0-3 Croileagan provision and extend reach across city:</p> <ul style="list-style-type: none"> • Extend choice and range of activity on offer citywide including the range of pop-up sessions, including pop-up sessions hosted by local libraries, botanic gardens, etc. • Strengthen the use of digital to provide more support for home learning • Continue to audit provision and survey parents. <p>Timescale: Year 1 and annual review/evaluation.</p>	CEJS
2.1.2	<p>Improve cohesion of 0-5 provision, including with our partner provider, by:</p> <ul style="list-style-type: none"> • Developing a Strategic Improvement Plan for 0-3 services, linked to EY Improvement Planning and local/national priorities • Creating shared professional development opportunities in Gaelic, where possible and appropriate • Co-creating linked curriculum frameworks across 0-5 services • Ensure continued support from the Quality Improvement Team. <p>Timescale: Developed Year 1 and reviewed and evaluated annually.</p>	CEJS
2.1.3	<p>Support strategic improvement and development of GME through stakeholder engagement in a Learner-led Consultation Programme.</p> <p>Timescale: Year 1.</p>	CEJS
2.1.4	<p>As set out in our GME Improvement Plan [currently being updated, 2021-24 plan available on request], our main authority and school actions will develop provision across the key themes of:</p> <ul style="list-style-type: none"> • Leadership and management of staff 	CEJS

	<ul style="list-style-type: none"> • The Curriculum • Transitions • Partnerships. <p>Timescale: Annual evaluation and review of plan; further three-year iteration of plan will be developed following the learner-led consultation process and will be in place for academic year 2024-2025.</p>	
2.1.5	<p>The Council will continue to engage with the Scottish Government, the Gaelic community in Edinburgh and other stakeholders to consider the best way to ensure that we have the capacity to accommodate evolving demand for GME based on analysis of relevant data.</p> <p>Timescale: Ongoing throughout the life of the plan.</p>	CEJS

<p>2.2 Undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic Medium and Gaelic Learner Education to Council residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education.</p>		
2.2.1	<p>Continue collaborative working with organisations that support early bilingualism and language learning and connect with other minority language groups so that:</p> <ul style="list-style-type: none"> • The benefits of bilingualism are widely understood, recognised and celebrated • The methodology that underpins GME is better understood by learners and families. <p>We will:</p>	CEJS

	<ul style="list-style-type: none"> Ensure events highlighting bilingualism are included in the programme of engagement events for families and wider communities. <p>Timescale: Initial series of events to be planned in Year 1 and reviewed and adapted annually, according to need of learners and families.</p>	
2.2.2	<p>Carry out a thematic review of provision for Gaelic Learner Education for children in schools, families and adult learners to evaluate current provision and inform improvement planning so that engagement with learning Gaelic is enhanced. This will enable us to ensure that Gaelic is offered in a greater number of primary and secondary schools.</p> <p>Timescale: Year 1.</p> <p>Early Years Officer and Capital Gaelic Development Officer to offer Gaelic awareness to staff and pupils at all schools and early years centres with new or refreshed bilingual signage. Ongoing support for staff who wish to introduce some Gaelic to Early Years settings will be offered.</p> <p>Timescale: 2025 onwards.</p>	CEJS
2.2.3	<p>Create and promote teaching and learning materials for Gaelic Learner Education including training for teachers and tutors:</p> <ul style="list-style-type: none"> Initial roll-out of resources. <p>Timescale: Year 1.</p> <ul style="list-style-type: none"> Refresh promotion and support for schools to engage with resources. <p>Timescale: Annually in May and August throughout life of plan.</p>	CEJS
2.2.4	<p>Continue to offer Gaelic awareness and Gaelic language courses for Council staff and all funding Capital Gaelic Network partners, weekly during school term.</p> <p>Timescale: Year 1 from September 2023, reviewed and adapted annually to meet staff requirements.</p>	CS

2.2.5	<p>Continue to support opportunities for parents to improve their Gaelic speaking through working with the Council’s Education and community learning and development teams including:</p> <ul style="list-style-type: none"> • Signposting resources and external opportunities through school and Council websites, social media and school communications, and Parent Councils. <p>Timescale: Initial identification, evaluation, selection and signposting of resources in Year 1, to be reviewed and adapted annually, according to the needs of learners and families, and evolution of available resources.</p>	CEJS CS
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2.3 Opportunities to learn about the language and culture.		
2.3.1	<p>Continue to provide opportunities for staff to learn about the Gaelic language and culture:</p> <ul style="list-style-type: none"> • Continue to provide weekly term-time ‘Gaelic Lunch and Learn’ for staff and all funding Capital Gaelic partners • Continue to support Elected Members (EMs) by providing one awareness-raising session each year; plus support EM requests for brief translations • Annual promotion of the eLearning module and YouTube course (2020) • Continue to support the staff community group (across Capital Gaelic organisations) – Gaelic Phrase of the Week, and quarterly social meetings. <p>Timescale: Year 1, reviewed and adapted annually to meet staff requirements.</p>	CS
2.3.2	Continue to provide opportunities for adults to learn and use the language:	CS

	<ul style="list-style-type: none">• Adult class run by the Council – continue efforts to provide evening classes (dependent on uptake and the availability of a tutor)• Promote existing resources for language learning and use on the Capital Gaelic Facebook page, there are lots of existing opportunities to learn and use the language (Appendix 4, available on request)• Capital Gaelic staff support Cofaidh and Cabadaich (Coffee and Chat) group hosted by Edinburgh University. <p>Timescale: Annual assessment of offer and resources available to fit level of interest.</p>	
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Priority 3. Promoting Gaelic

<p>3.1 Embedding Capital Gaelic</p>	<p>Work with Capital Gaelic Network members, BnaG and SG to explore ways to further develop Capital Gaelic as a sustainable brand.</p> <p>Timescale: Years 1 and 2.</p>	<p>CS CEJS</p>
<p>3.2 Developing Capital Gaelic</p>	<p>Continue to develop and sustain effective partnerships with a range of stakeholders, working together to deliver the aims of the Capital Gaelic Project, including identifying opportunities for collaboration and sharing knowledge and expertise:</p> <ul style="list-style-type: none"> • Commit to a Capital Gaelic-led community event during Seachdain na Gàidhlig (World Gaelic Week 2024) with opportunities for Gaelic projects and organisations across the city to come together to develop networking and explore opportunities for collaboration • Reconvene Capital Gaelic Facebook steering group to review progress which aims to provide a one-stop-shop for finding out about Gaelic activity and events • Identify opportunities through Comann Oifigearan Na Gàidhlig Albannaich (Scottish Gaelic Officers Group) for collaboration with national partners to build capacity and share expertise. <p>Timescale: Year 1.</p> <ul style="list-style-type: none"> • Develop a co-ordinated programme of Gaelic cultural or arts events such as the inaugural Seachdain na Gàidhlig and Edinburgh Local Mòd. <p>Timescale: Year 1.</p>	<p>CS CEJS</p>

3.3 Promoting opportunities	<p>Develop a communication strategy to ensure that people are aware of the opportunities to use and learn about Gaelic language and culture.</p> <p>As part of this work, we will ensure that information is available in formats to suit all groups of people, including exploring options for sound files for people who are visually impaired.</p> <p>Timescale: Year 1.</p>	CS CEJS
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Standard Corporate, Staffing and Corpus Aims

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

Corporate Services Aims	Current practice, actions needed and timescales	Lead
Render the corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.	We have committed to doing this but there is no renewal planned at present.	CS
<p>Signage will include Gaelic and English as part of any renewal process.</p> <p>Increase the use of Gaelic signage in key Council sites.</p>	<p>There is an agreed approach to including Gaelic in new and replacement signs on main Council buildings, especially where there is high footfall (main entrance signs only).</p> <p>The Council will review current guidance with a view to extend the scope and scale of implementation of Gaelic</p>	All Directorates

Corporate Services Aims	Current practice, actions needed and timescales	Lead
	<p>signage and to increase awareness of staff of their responsibilities to deliver this ambition.</p> <p>Timescale: Year 1 for review.</p>	
<p>Communication in Gaelic: increase the amount across media.</p>	<p>Bi-monthly meetings will be introduced with key stakeholders from service areas and the Communications Team to identify opportunities to provide reports, posts and news articles in Gaelic over the subsequent two months.</p> <p>Explore opportunities for learners to create content.</p> <p>Timescale: Introduce in Year 1.</p>	<p>CS, CEJS</p>
<p>Promotion: positive messages that communication from the public in Gaelic is always welcome are regularly repeated.</p>	<p>This is well-embedded in the Gaelic schools, where it is most relevant; and several Corporate staff use the BnaG “happy to communicate” footer on emails.</p>	<p>CEJS</p>
<p>Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.</p>	<p>This is in place. No further actions are needed.</p>	<p>CEJS CS</p>
<p>Reception and phone: where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public. If there are not staff</p>	<p>This is in place in key locations (Bun-sgoil Taobh na Pàirce and Àrd-sgoil Sheumais Ghilleasbuig (James Gillespie’s High School). No further actions are needed.</p>	<p>CEJS</p>

Corporate Services Aims	Current practice, actions needed and timescales	Lead
available to deliver this, capacity will be built through training and recruitment.		
Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted. In those geographical locations in which the percentages or numbers of Gaelic speakers is greater, working towards this will be expected as standard.	Opportunities tend to relate to school events; translation resources would be required.	CEJS
High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.	News releases related to Gaelic are routinely issued in both languages. A quarterly planning meeting will be introduced to support this.	CS
Gaelic content distributed regularly through social media , working towards fully bilingual social media.	This is progressing through Capital Gaelic Facebook Page and the Early Years Services.	CS CEJS
Gaelic content should be available on the public authority's website , with emphasis given to the pages with the highest potential reach, working towards fully bilingual website in those geographical locations in which the percentages or numbers of Gaelic speakers is greater, this will be expected as standard.	In progress e.g. May 2021 - Gaelic version of school term dates; a Capital Gaelic page will be developed for the Council's website. Benchmarking planned to identify good practice in other areas and consider options for Edinburgh.	CS CEJS
Corporate Publications: produced in Gaelic and English, with priority given to those with	The GLP will be produced in Gaelic and English.	CS

Corporate Services Aims	Current practice, actions needed and timescales	Lead
the highest potential reach and impact.	Consideration will be given to other documents, depending on relevance.	
A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.	The CGDO provides the necessary advice on ensuring that the quality and accessibility is high, with external support sought as required.	CS
Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.	This is done as part of the role and activity of the Capital Gaelic project.	CS
STAFF		
Internal audit: Conduct an internal audit of Gaelic skills and training needs through the life of each edition of the plan.	Council-wide staff survey undertaken November 2020. An update for key service areas will be undertaken in the first year of this plan.	CS CEJS
Knowledge of the public authority's Gaelic Language Plan and training opportunities are embedded in new staff inductions .	Complete: this was introduced in March 2019.	CS
Gaelic language skills training and development, delivered to staff, particularly in relation to implementing the public authority's Gaelic Language Plan.	We continue to offer Gaelic awareness and Gaelic language courses for front line staff.	CS
Using Gaelic: Staff are encouraged to use Gaelic in their work.	This is done in key areas (schools and early years).	CS

Corporate Services Aims	Current practice, actions needed and timescales	Lead
		CEJS
<p>Awareness training: Gaelic awareness training delivered, with priority given to senior staff, other key decision makers and staff dealing directly with the public.</p>	<p>The CGDO supports this by delivering:</p> <ul style="list-style-type: none"> • Weekly “Lunch and Learn Gaelic” sessions for staff and Elected Members • Elected Members Gaelic Awareness sessions. 	CS CEJS
<p>Recruitment: Gaelic language skills are recognised and respected within the recruitment process throughout the public authority.</p>	<p>This is part of our standard recruitment process as essential and desirable knowledge, skills and experience.</p>	CS CEJS
<p>Recruitment: Gaelic named as an essential and/ or desirable skill in job descriptions in order to deliver the Gaelic Language Plan and in accordance with the Bòrd na Gàidhlig recruitment advice.</p>	<p>This is part of our standard recruitment process as essential and desirable knowledge, skills and experience.</p>	CS CEJS
<p>Recruitment: Bilingual or Gaelic-only job adverts for all posts where Gaelic is an essential skill.</p>	<p>This is part of our standard recruitment process as essential and desirable knowledge, skills and experience.</p>	CS CEJS
<p>Gaelic Language Corpus</p>		
<p>Gaelic Orthographic Conventions: The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p>	<p>Relevant written materials comply.</p>	CS

Corporate Services Aims	Current practice, actions needed and timescales	Lead
Place-names: Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.	This is done as standard.	CS