

Gaelic Language Plans Audit - September 2020

renewed plans from 2018 onwards

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City of Edinburgh Council Plan 2018-22

Economy, Culture and Communities	Work with Scottish Government and its agencies to support their promotion of Gaelic within entrepreneurship, and the creative, cultural and heritage industry in Edinburgh.	Economic Development, Culture, Bòrd na Gàidhlig, VisitScotland and HIE	2022
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Strategic Priority 3

Encouraged: The city's Gaelic culture and arts are nurtured and preserved social and economically

Actions		Lead Service area and key partners	By when
Culture and communities	Ensure Gaelic communities have the opportunity to access the culture website.	Culture	Ongoing
	Support the Gaelic community to promote access to Gaelic Cultural material for example Film locations, Arts and Historical sites (eg. Makar's Court) and continue to support local artists' networks and arts development.	Culture/Marketing Edinburgh	Ongoing
	Further develop partnerships with national bodies (for example EventScotland) to promote the city's Gaelic culture and history both nationally and internationally.	Culture and External Relations (Economy)	Ongoing
	Review linkages Edinburgh has with other significant Gaelic cultural sites and arts.	Econ Dev, Edinburgh Uni	2018-20
	Respond to requests and work collaboratively with Gaelic Community to support events/exhibitions in libraries and Museums Outreach and Community programmes.	Communities and Families, Culture	Ongoing
	Promote opportunities to participate in Gaelic cultural or arts events such as The Annual Edinburgh Gaelic Festival in November.	Edinburgh University	Ongoing
	Support Gaelic involvement at The Scottish Storytelling Centre and The Scottish International Storytelling Festival, delivered by TRACS (a Council funded organisation) through the Annual Funding Agreement.	Culture	Ongoing
	Promote funding and volunteering opportunities through the Culture and Communities Committee Business Bulletin to the Gaelic Community.	Culture/Gaelic language team	Ongoing
	Ensure that organisations who receive funding from the Council are signposted to information on the Gaelic Language Plan as part of the Annual Funding Agreement.	Culture	Ongoing
	Continue work with VisitScotland, Historic Scotland and Edinburgh University to identify ways in which Gaelic in tourism, history and heritage can be promoted.	Economic Development	2018-20
	Liaise with the International Music and Performing Arts Charitable Trust (IMPACT), to consider support for Gaelic music and performing arts in the programme for the new venue to be built in St Andrew Square.	Culture	2019-22

Strategic Priority 3

Encouraged: The city's Gaelic culture and arts are nurtured and preserved social and economically

Actions		Lead Service area and key partners	By when
Economy	Work with Bòrd na Gàidhlig and other partners to develop insight around the social and economic impact of Gaelic in the city and help identify opportunities to realise the potential benefits of the use of Gaelic in tourism policies and strategies and links to local development plans.	Economic Development Bòrd na Gàidhlig	2018-20
Communications	Engage with MG ALBA, BBC and Gaelic media companies to identify opportunities to enhance Gaelic Skills in the media in Edinburgh.	Economy	2018-19

Cairngorms National Park Authority Plan 2018 - 2022

High Level Commitments

High Level Aim	Proposed Outcome	Current Practice	Action Required	Target Date
Public Services	<p>The Park brand is rendered bilingual, demonstrating equal respect for Gaelic and English, at the first opportunity on rebranding/ renewal</p> <p>Increased visibility/status of Gaelic across the Park focussing on:</p> <ul style="list-style-type: none"> paths/buildings/centres with a high visitor footfall high status buildings/centres paths/buildings/centres frequently visited by schools visitor surveys include questions on Gaelic language and culture 	<p>Cairngorms National Park brand has been revised to increase the visibility of Gaelic, and guidelines in place.</p> <p>VisitScotland survey includes questions on Gaelic language and culture.</p>	<p>Support and advice for the Badenoch Great Place Project to include Gaelic.</p> <p>Development of a Gaelic version of the Park brand, guidelines and monitor its use.</p> <p>VisitScotland Gaelic survey results to be used in Gaelic as an Asset project work – Gaelic language and culture questions added to visitor surveys at events which include Gaelic.</p>	<p>2018 onwards</p> <p>Autumn 2018</p> <p>Autumn 2018 onwards</p>
Home and Early Years	<p>Promote the National Park as a resource for outdoor learning for Gaelic family learning.</p> <p>Address the barriers for Gaelic families and pre-school children to engage with the National Park.</p>	<p>Gaelic Place Names leaflet distributed across the Park.</p> <p>John Muir Award available in Gaelic.</p> <p>Advise partners to use Gaelic in promotion of special qualities of the Park where possible (eg Snow Roads scenic route).</p>	<p>Promote opportunities for visitors/families to enjoy a Gaelic experience in the Park (eg Gaelic Place Names leaflet, interpretation, promotion and communication through support materials, social media and our website).</p> <p>Promote and support family John Muir Awards in Gaelic.</p>	<p>Annually</p> <p>Ongoing</p>

High Level Commitments

High Level Aim	Proposed Outcome	Current Practice	Action Required	Target Date
Arts, Culture & Heritage	Park visitors leave knowing more about Gaelic both as a living language of the Park and as part of its cultural heritage.	Capercaillie Framework HLF bid includes use of Gaelic.	Continue to provide Gaelic branded events material and information about Gaelic's role in the culture and history of the Park, for events.	Ongoing
	Partnership projects grow the use and presence of the Gaelic language in the arts, culture and heritage of the Park.	Tomintoul & Glenlivet Landscape Project includes use of Gaelic.	Provide advice and guidance on opportunities to use Gaelic to increase its visibility across the Park, focusing on visitor attractions and information points.	Ongoing
	Collaborative working with Bòrd na Gàidhlig and Creative Scotland Gaelic Arts & Culture Officer advances/enhances Gaelic arts and culture in the Park.	Snow Road scenic route project includes use of Gaelic.	Work with Bòrd na Gàidhlig and Creative Scotland Gaelic Arts & Culture Officer to advance/enhance Gaelic arts and culture within the Park, eg produce a Gaelic Heritage leaflet/online resource similar to Gaelic Place Names leaflet.	From 2018 onwards
	CNPA works with partners to mainstream Gaelic into cultural and heritage tourism.	Gaelic Place Names leaflet reprinted and distributed around the Park.	Work with VisitScotland's Gaelic Marketing Officer to promote Gaelic experiences within the Park.	From 2018 onwards
	CNPA and its partners raise awareness of the economic value of Gaelic to the Park area and use this to drive economic growth in the area.	Gaelic awareness training for local community groups/ businesses.	Work with HIE to promote Gaelic as an Asset via the website for partner organisations, local businesses, educational bodies to use and benefit from.	From 2018 onwards
	CNPA uses VisitScotland and Highlands and Islands Enterprise data to increase recognition of the value that visitors place on Gaelic language and heritage within the Park.	Support and advice for local community groups and businesses interested in promoting Gaelic Gaelic support materials for events.	Increase our use of Gaelic through our media relations and social media activities, corporate publications, on our website and our support materials at events.	Ongoing
	Include views on Gaelic as part of visitor surveys.	Promote use of Gaelic John .		
Communications Media and PR Printed Materials Website and Social Media Events and Exhibitions	Increase our use of Gaelic through media, public relations, printed materials, website, social media, events and exhibitions.	Muir Award resources in the Park through Newtonmore Primary School.		
		Posters and postcards promoting the Park through the medium of Gaelic distributed to all schools in the Park and Gaelic medium schools in Scotland.		
		Park brand has been revised to increase the visibility of Gaelic and guidelines in place.		
		All media releases sent to BBC Alba.	Continue to increase our use of Gaelic through our media relations and social media activities, corporate publications, on our website and our support materials at events.	Ongoing
		Weekly Gaelic 'tweet of the week'.	Continue to produce and distribute the Gaelic Place Names leaflet and develop knowledge of Gaelic place names in and around the Park to improve understanding of past land use and guide future land use.	Ongoing
	All corporate publications include Gaelic foreword.	Gaelic Language Plan and progress reports published on website and in Annual Review.		
	Gaelic promoted at corporate events via Gaelic display materials.	12 corporate web pages use Gaelic.		
			Continue to provide advice and guidance on using Gaelic to increase its visibility across the Park, focusing on visitor attractions and information points.	Ongoing

	Current Practice	Areas for Development	Measures of success	Timing
Funding	<p>We currently support Gaelic language extensively through our funding support for the arts, screen and creative industries. In particular, Gaelic language is supported through our funding for traditional arts in terms of music, dance, literature, storytelling, festivals, screen and craft, and Gaelic language is supported across all three of our routes to funding – Regular, Open and Targeted.</p> <p>Our support for Gaelic language ranges from direct funding for organisations whose primary medium is Gaelic, through to a range of organisations, projects and individuals whose work is in Gaelic or reflects Gaelic culture.</p> <p>This is highlighted in more detail in Section 3 of this Plan.</p>	<p>We will continue to support Gaelic language as an integral part of our funding support for the arts, screen and creative industries in Scotland.</p> <p>We will report on this support through regular public communications, through monthly publication of our awards and through our annual reporting to Bòrd na Gàidhlig and our Annual Review.</p> <p>We will ensure that Gaelic is recognised in all of our strategies and plans – particularly our strategies for Arts, Screen and Creative Industries.</p> <p>We will ensure that those assessing funding applications remain aware of the importance of Gaelic language and culture as an important force for creativity in Scotland.</p> <p>We will increase our efforts to encourage commitment to Gaelic language and culture amongst all of the people, projects and organisations that we support through funding, particularly the network of Regularly Funded Organisations.</p>	<p>Gaelic language continues to have a significant and visible presence across all of the organisations, people and projects that we support and that this is clearly communicated through our channels.</p> <p>Gaelic is recognised in our refreshed and aligned strategies.</p>	<p>Ongoing .</p> <p>through Creative Scotland’s funding programmes and reported annually.</p>
Events	<p>Creative Scotland run a range of events throughout the year aimed at showcasing the work that we support across the arts, screen and creative industries to a national and international audience.</p> <p>While there is no formal policy for Gaelic in our events programme, we do include Gaelic language in all of our events branding, in speeches and actively promote Gaelic language through events such as those we hold at the Scottish Parliament, Gaelic arts showcases, and at festivals across the world.</p>	<p>We will ensure that a visible presence for Gaelic is maintained at all of our events – regional, national and international.</p> <p>We will continue to hold Gaelic specific events such as our Gaelic arts showcase at Celtic Connections and the promotion of Gaelic arts at WOMEX.</p> <p>We will increase the use of Gaelic in events support materials and speeches wherever possible.</p>	<p>Gaelic language presence is maintained as part of Creative Scotland’s events programme and its use increased in speeches and by staff.</p>	<p>Ongoing.</p> <p>We will report on the use of Gaelic at our events on an annual basis.</p>

	Current Practice	Areas for Development	Measures of success	Timing
Digital Communications	<p>Creative Scotland is very active online in terms of our website and social media content with significant and growing traffic through our websites and with followers and interactions on social media.</p> <p>We provide Gaelic content via our website and use Gaelic on social media where appropriate and in circumstances where we are promoting Gaelic arts, language or content.</p> <p>Our Opportunities website (the most popular site that we operate) accepts and publishes bilingual advertising for job posts and other developmental opportunities.</p> <p>Our corporate biographies on digital channels are bilingual.</p>	<p>While we provide key corporate content and publications online in Gaelic, we aim to provide more such content in the future once our in-house Gaelic language and translation skills develop.</p> <p>In particular, we aim to communicate more frequently in Gaelic via social media.</p>	<p>More web content is provided in Gaelic and we will make more frequent use of Gaelic via social media.</p>	<p>Ongoing.</p> <p>We will report on the use of Gaelic in our digital communications on an annual basis.</p>

**Objective 3:
The fostering of knowledge and learning in our workplace and communities**

We will:

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

Supporting actions:

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

We will continue to:

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

Targets:

- Increase the number of learners in the community
- Increase the number of learners in the workplace
- Increase the number of parent learners
- Increase number of staff learning Gaelic at beginner and intermediate level
- Provide Gaelic awareness sessions
- Recruit and train volunteers to support learning
- Increase the number of exhibitions in museums and promotions in libraries
- Expanded opportunity for local learning provision
- Produce an audit report of all organisations in Glasgow who provide Gaelic services
- Recruit a Gaelic support officer for Mòd Ghlaschu 2019 and to help progress Aon Ghlaschu.

We will also:

- Produce clear learning pathways with city partners focused on learner progression to fluency
- Develop and actively promote a standardised programme of community learning
- Enhance Gaelic learning and training opportunities for staff and volunteers
- Identify appropriate software and IT services to support the learning of Gaelic in the workplace
- Reconvene the Gaelic adult learning operations group
- Facilitate movement towards an Aon Ghlaschu approach to service development and delivery
- Promote and support Mòd Ghlaschu 2019.

Partners:

Bòrd na Gàidhlig, GCC Chief Executive’s Department, Comunn na Gàidhlig, Gaelic Books Council, University of Glasgow, SQA, Glasgow Kelvin College, Inbhidh gu Fileantas, Community Learning and Development (CLAD), Mòd Ghlaschu 2019 Local Organising Committee, An Comunn Gàidhealach, other local Gaelic community organisations.

Lead service:

Glasgow Life.

Timescale:

2018 and 2019 with refresh in 2020 up to 2022

Objective 4:
The provision of Gaelic arts and cultural heritage across the city

We will:

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

Supporting actions:

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

We will continue to:

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

Targets:

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

We will also:

- Introduce and develop a new collaborative working model for Gaelic Arts
- Increase opportunities, through the Arts by increasing visibility and deepening the awareness of the cultural, linguistic and historical connections Gaelic has with the city
- Invest in the creative future of the language by facilitating new dialogue, discussion and debate around Gaelic Arts
- Develop, deliver and support a comprehensive Gaelic Arts offer for young Gaelic speakers between the ages of 0-25 in Glasgow
- Articulate a new Gaelic Arts narrative to imbed and extend the visibility of Gaelic Arts within Glasgow Life's major festivals, platforms and programmes
- Focus on and explore opportunities provided by the Historic Glasgow strategy through education, tourism, public realm and interpretation
- Research and highlight the history of the Gael throughout the city, with Historic Glasgow
- Promote and support Mòd Ghlaschu 2019
- Engage with Creative Scotland and Gaelic organisations such as Fèisean nan Gàidheal and Theatre gu Leòr on potential creative partnerships.

Partners:

For the Gaelic Arts Strategy: National Theatre of Scotland, An Lòchran, Royal Conservatoire of Scotland, University of Glasgow, Watercolour Music, The Gaelic Books Council, Ceòl 's Craic, Creative Scotland, Theatre gu Leòr, Fèisean nan Gàidheal

Other partners:

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

Lead service:

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

Timescale:

2018 and 2019 with refresh in 2020 up to 2022

**Objective 5:
The promotion of the social and economic benefits of Gaelic**

We will:

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

Supporting actions:

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

We will continue to:

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

Targets:

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

We will also:

- Encourage the development of Gaelic-focused events, festivals and exhibitions
- Scope out opportunities arising from the new Social Enterprise Strategy
- Support the work of other public bodies in the promotion of tourism and cultural heritage
- Improve our connections with economic development and social enterprise agencies in Ireland, Northern Ireland and Wales
- Encourage and support new Gaelic employment developments in the city
- Promote the employment opportunities available for young people with Gaelic skills
- Work with Education Services and Skills Development Scotland to investigate and report where possible on tracking the destinations of GME school leavers
- Promote and support Mòd Ghlaschu 2019 and maximise the economic opportunities arising from it.

Partners:

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

Lead service:

Chief Executive's Office / Development and Regeneration Services.

Timescale:

2018 and 2019 with refresh in 2020 up to 2022

Historic Environment Scotland 2018-2023

Objective: Supporting, empowering and collaborating with others to secure the brightest future for Gaelic

Commitments	Achieved by	Delivered in year				
		1	2	3	4	5
We will enable those with Gaelic skills to contribute to the historic environment	Collaborating with experts in the fields of Scotland's linguistic and intangible history and heritage, translations, the arts, place names, education and Government policy to inform HES's approach to increasing the contribution.	3	3	3	3	3
	Gaelic culture makes to the historic environment					
We will promote the value of Gaelic to Scotland's historic environment	Empowering Gaelic communities through our Volunteers Strategy to be involved and contribute towards HES visitor engagement activity.		3	3	3	3
	Supporting VisitScotland by collaborating with sector partners and Gaelic organisations on the development and implementation of a national Gaelic tourism strategy	3	3	3	3	3
	Targeting demographics and reaching new audiences with original and creative online content, Gaelic souvenir products, and through event workshops that aim to demonstrate the value of Gaelic culture to Scotland's past and present		3	3	3	3
	Supporting the Scottish Government's themed years with Gaelic content, projects, sponsorships and events	3	3	3	3	3

UNDERSTAND

Objective: Increasing knowledge and understanding of Gaelic and its application through investigation, research, recording and promotional activities

Commitments	Achieved by	Delivered in year				
		1	2	3	4	5
We will further understand and promote the links between Scotland's historic environment and its linguistic heritage	Commissioning new research that explores the links between HES historical sites and properties with the linguistic heritage of their surroundings. We will then promote these links through interpretative content on site, as well as through media and interactive online content	3	3	3	3	3
We will provide clarity regarding the application of Gaelic to HES content, services, projects and activities	Working in collaboration with National Museums Scotland and other partners, we will audit job roles within heritage and tourism to identify opportunities to apply Gaelic to roles, and to develop principles that underpin the development of training courses and resources across the sector		3	3	3	3
	Introducing a Gaelic sense check as part of HES business case procedure covering all notable HES projects and activities	3	3	3	3	3
	Developing and distributing sense check guidance in relation to bilingual signage across the HES estate	3	3	3	3	3

UNDERSTAND

Objective: Increasing knowledge and understanding of Gaelic and its application through investigation, research, recording and promotional activities

Commitments	Achieved by	Delivered in year				
		1	2	3	4	5
We will better understand the audience for Gaelic content, services, projects and activities	Collecting data pertaining to the access, use and engagement of HES Gaelic content, services, projects and activities to develop a picture of effective content. Sources include: <ul style="list-style-type: none"> • HES website • Gaelic social media content • SCRAN • Site audience research • Gaelic internal forms • Gaelic publications • Sale of Gaelic souvenir products 	3	3	3	3	3
	Investigating opportunities to share data and research with partner organisations across Scotland in order to understand visitor engagement with Gaelic nationally			3	3	3
We will further understand the links between Gaelic and the historic environment including our estate, collections and records	Conducting an investigation into the National Records to ascertain which primary sources are related to Gaelic culture and how we capture and exhibit this as a unique collection				3	3
We will invest in Gaelic language acquisition	Investing in language skills development and acquisition by way of a Gaelic improvement bursary for staff who have demonstrated an interest to develop their Gaelic language skills and how this will relate to their work	3	3	3	3	3
We will support communities to engage with Gaelic heritage projects	Using our Organisational Support Fund guidance and examples, we will reach out to communities who use Gaelic and Scots to encourage community groups to develop projects with a linguistic and cultural benefit. We will employ a Gaelic outreach officer to enable us to communicate with these groups in Gaelic	3	3	3	3	3

VALUE

Objective: Promoting the value of Gaelic through our assets, learning, outreach and skill-sharing activities

Commitments	Achieved by	Delivered in year				
		1	2	3	4	5
We will share resources that promote the value of Gaelic to the cultural experience of Scotland	We will support the work of Highlands and Islands Enterprise to promote the value of Gaelic to Scottish businesses and tourism by providing evidence and case examples of how we engage audiences with Gaelic culture, content, services and products		3	3	3	3

VALUE

Objective: Promoting the value of Gaelic through our assets, learning, outreach and skill-sharing activities

Commitments	Achieved by	Delivered in year				
		1	2	3	4	5
We will strengthen the HES visitor experience to encourage use of Gaelic	Establishing a pilot project at Urquhart Castle that brings together interpretation, learning, retail and training with the aim of strengthening the Gaelic visitor experience at the castle over the course of five years. The project will culminate in the production of a template plan in year 5 to be rolled out to further sites across the country	3	3	3	3	3
	Reviewing current Gaelic provisions related to our visitor experience including audio, visual and visitor publications and producing a new plan with key recommendations based upon: <ul style="list-style-type: none"> Increasing access to Gaelic interpretive content Incorporating Intangible cultural heritage 			3	3	3
We will improve our support for Gaelic learning and education	Commissioning an independent review of HES Gaelic learning services, including audience and stakeholder engagement, to produce a report with key recommendations. These recommendations will form the basis for a new Gaelic learning programme to be carried forward in year four	3	3	3	3	3
We will communicate the value of Gaelic to Scotland's historic environment	Developing interactive content online that communicates the story of Scotland's linguistic heritage; including the geographical spread, historical and cultural relevance of Gaelic and Scots		3	3	3	3

PERFORM

Objective: Improving the way we work to meet day-to-day objectives and future challenges in respect of Gaelic

Commitments	Achieved by	Delivered in year				
		1	2	3	4	5
We will improve our partnership working	Conducting an audit of Gaelic Language Plans of heritage organisations, as well as local authorities to assess areas of synergy with the potential for partnership working	3				
	We will integrate Gaelic culture more fully into our events programme through workshops, crafts, information stalls, music and the arts. We will also collaborate with partners to stage special Gaelic themed events every year		3	3	3	3
We will improve our offer of bilingual services to the public	Increasing the presence and functionality of content in, or relating to, Gaelic across HES webbased platforms, with a particular focus on the corporate website and the SCRAN database	3	3	3	3	3

PERFORM

Objective: Improving the way we work to meet day-to-day objectives and future challenges in respect of Gaelic

Commitments	Achieved by	Delivered in year				
		1	2	3	4	5
We will increase the use and prominence of Gaelic in our corporate identity and communications	<p>Mainstreaming Gaelic into our communications output by:</p> <ul style="list-style-type: none"> Issuing targeted bilingual national, regional and local press releases with use determined by location of story, direct referencing of Gaelic and inclusion of Gaelic within the activity we wish to publicise Using our membership platforms to promote Gaelic to HES members Incorporating Gaelic and bilingual content into HES-led national campaigns 	3	3	3	3	3
We will increase staff capacity for Gaelic and encourage shared ownership of the language	Implementing a survey and audit of HES staff to establish a baseline for Gaelic knowledge, skills, abilities and confidence to apply Gaelic to roles. Outcomes of the survey will inform the development of subsequent training	3				
	<p>Integrating Gaelic further into the recruitment process by:</p> <ul style="list-style-type: none"> Involving Gaelic-speaking staff in recruitment drives and marketing and media content Offering and providing translations of all HES job descriptions, and enabling returned applications in Gaelic 	3	3	3	3	3
	<p>Encouraging the use of Gaelic within HES activities by:</p> <ul style="list-style-type: none"> Translating the 10 most commonly used internal forms with the exception of travel and subsistence Issuing an active offer to translate all HES job titles and staff collateral including business cards Providing template resources and guidance regarding the implementation of Gaelic into communications and e-mail 	3	3	3	3	3

National Galleries Scotland 2018-2023

The following action plan is structured around key areas of work for NGS: Brand Experience, Collection, Audience, People, Sustainability and Partnership. Our commitments to increasing the visibility and status and Gaelic in the delivery of our functions are grouped under these headers, with a timetable for delivery and the department responsible. Contributions to delivery of the aims for the national plan are noted in the final column, summarised as Promoting, Using and Learning. The use of an asterisk * beside the reference number denotes a brand new action.

Brand Experience								
Ref Action		Timetable for delivery					Lead Dept	Link to National Plan
		18/19	19/20	20/21	21/22	22/23		
B4	Include Gaelic on welcome panels at each gallery	X					Marketing	Promoting, Using
B5	Work with freelancers to begin all gallery tours with a welcome in Gaelic	X	X	X	X	X	Education	Promoting, Using
B6	Use existing AV screens in reception areas to convey other visitor messages in Gaelic		X				Marketing	Promoting, Using

Audience								
Ref Action		Timetable for delivery					Lead Dept	Link to National Plan
		18/19	19/20	20/21	21/22	22/23		
A1	Produce a Gaelic floorplan for each site during summer season	X	X	X	X	X	Marketing	Promoting, Using
A2	Continue to provide visitor information in Gaelic on our website	X	X	X	X	X	Marketing	Promoting, Using
A3	Continue to include Gaelic content in Thursday night music programmes	X	X	X	X	X	Education	Promoting, Using
A4	Translate any new trails into Gaelic	X	X	X	X	X	Education	Promoting, Using
A5	Translate relevant teaching resources into Gaelic, beginning with Monarch of the Glen	X	X	X	X	X	Education	Promoting, Using, Learning
A6	Include Gaelic events in the programme for families with young children, such as Traditional Tunes concert	X	X	X	X	X	Education	Promoting, Using

Collection

Ref Action		Timetable for delivery					Lead Dept	Link to National Plan
		18/19	19/20	20/21	21/22	22/23		
C1	Embed 'Gaelic relevance' screening in the acquisition process		X	X	X	X	Curatorial	Promoting
C2	Develop a methodology for identifying and categorising existing collection items which have 'Gaelic relevance'		X				Curatorial	Promoting
C3	Continue to develop Gaelic language interpretation or translations for works identified as 'Gaelic relevant', including appropriate patronymics	X	X	X	X	X	Curatorial	Promoting, Using
C4*	Include Gaelic relevance criteria in exhibition planning guidance	X					Audience Research	Promoting
C5*	Build delivery of Gaelic related activity into the exhibition evaluation process	X					Audience Research	Promoting
C6	Add a question on Gaelic relevance to the publications proposal process	X					Publishing	Promoting
C7	For touring exhibitions (including ARTIST ROOMS) with a Gaelic element or in an area with Iomairtean Gàidhlig status, work with partner galleries to provide Gaelic language interpretation or translation of labels, activities, lectures etc	X	X	X	X	X	Curatorial	Promoting, Using
C8	Include reference to NGS' Gaelic Language Plan and commitments in loan agreements			X			Collection Care	Promoting
C9	Develop a programme of online Gaelic features/ content	X	X	X	X	X	Curatorial/ Digital	Promoting, Using, Learning
C10	Upload Gaelic interpretation relating to items in the collection to the NGS website	X	X	X	X	X	Digital	Promoting, Using

Partnership

Ref Action		Timetable for delivery					Lead Dept	Link to National Plan
		18/19	19/20	20/21	21/22	22/23		
Pa2	Continue to engage and work with Gaelic officers in public bodies across Scotland	X	X	X	X	X	Planning and Performance	Promoting, Using
Pa3	Explore ways of working in collaboration with the Bòrd na Gàidhlig/ Creative Scotland's Gaelic Arts and Culture Officer to promote Gaelic arts policy	X	X	X	X	X	Planning and Performance	Promoting, Using
Pa4	Look for further opportunities to work in partnership to share resources, collaborate on projects, deliver services etc	X	X	X	X	X	All	Promoting, Using

National Libraries of Scotland 2019-2024

No.	HLA Area	Activity	Timescale	Area of Responsibility	Comments
1	Collections	Continue to collect contemporary Scottish Gaelic material as completely as possible and to build on our significant heritage collections.	Ongoing	Collections	<p>In addition to actively identifying new items for legal deposit acquisition, the Scottish Communities Curator targets 20th donations and makes purchases to fill gaps in the Library's century Gaelic collections, and identifies Gaelic websites and social media to add to our elegal deposit collections. We continue to archive the output of Gaelic television in Scotland, and to search for Gaelic print and archive heritage items. The Library has an ongoing relationship with DASG (Digital Archive of Scottish Gaelic) which has enabled the texts of our digitised Gaelic books to be added to the DASG corpus and the Library to benefit from their transcriptions.</p> <p>We are also investigating the digitisation of Scottish newspapers and we will be mindful of the requirements for access to Gaelic language texts.</p>
2	Collections	MG Alba partnership development digital content	From Sept 2018	Collections	This contributes to the Library's commitment to have a third of its collections in digital formats by 2025.
3	Collections	Continue to ensure strong representation of Scottish Gaelic materials in the Scottish Sound Archive.	Ongoing	Collections	<p>The Library aims to coordinate a network of over 100 organisations as a core service. Active engagement with significant or predominant Gaelic based collections includes Gairloch Heritage Museum Digital Archive of Scottish Gaelic, University of Glasgow; Tobar an Dualchais/Kist o Riches; National Trust of Scotland Canna Collection; Comunn Eachdraidh Nis; Am Baile; School of Scottish Studies Archives, University of Edinburgh; BBC Scotland; Comhairle nan Eilean Siar; J ura Lives.</p> <p>The music curator is involved in the UK-wide working group on implementing e-legal deposit for music, which includes collecting Gaelic music.</p> <p>Gaelic-language music and song items have been digitised, and further digitisation will be included in the programme of the Scottish Hub of the HLF funded Unlocking Our Sound Heritage Project.</p>
4	Education, Learning & Access	Ongoing cross promotion to highlight Gaelic language resources, collections and initiatives.	Ongoing	External Relations & Governance	Working closely with marketing colleagues on social media channels. Participation in the Year of Indigenous Languages, with a focus on delivery of fringe programming at the Mòd will be used to work across the sector with the University of Glasgow, Glasgow Museums and with organisations such as An Comunn Gàidhealach. A Gaelic 'takeover' of social media channels is planned during the course of the Year.

No.	HLA Area	Activity	Timescale	Area of Responsibility	Comments
5	Education, Learning & Access	Continue to promote the Iolaire resource in collaboration with the Commonwealth War Graves Commission	2018-2019	External Relations & Governance	Will include workshop sessions on the Isle of Lewis in early 2019.
6	Education, Learning & Access	Organise and promote Gaelic outreach programme of activities.	Ongoing	External Relations & Governance	Highlights include: <ul style="list-style-type: none"> Festival of Fife, Glenrothes Sept 2018 celebrating Gaelic & Scottish culture (Wikipedia session, Gaelic & English x 2, and info stand)
7	Education, Learning & Access	Develop links with Taobh na Pairce Gaelic Primary School	Ongoing	External Relations & Governance	School performance and visit by Taobh na Pairce Gaelic Primary School. Learning and Outreach will also engage with schools in Glasgow and the surrounding area to deliver Gaelic resource sessions during the Year of Indigenous Languages. Learning and Outreach will develop learning resources in consultation with Gaelic Language schools.
8	Education, Learning & Access	Continue to promote our Gaelic collections and identify opportunities for activities via our relationships with the Gaelic Books Council, Tobar an Dualchais, the Island Book Trust, Birlinn, the Mòd and the Ullapool Book Festival.	Ongoing	External Relations & Governance	There are plans to be involved with the Mòd in 2019. Ideas for involvement include an exhibition stand, provision of sound and moving image material for screens at the main venue, fringe programming, schools programming and a display of Gaelic collection materials. Tours of Kelvin Hall collections, in partnership with Glasgow Museums and the University of Glasgow, are also being explored. This kind of programming will then be considered for subsequent iterations of the Mòd. Ongoing promotion of our Gaelic collections via outreach and onsite activity will be coordinated by Learning and Outreach, working with the Gaelic Community of Interest group.
9	Collections	Annual	Ongoing	Collections	Information stand for enquiries and additional programming detailed above. The Mòd is the largest Gaelic event and attracts a huge audience of Gaelic and nonGaelic speakers. It is an opportunity to reach a significant group of people who have Gaelic items that will fill gaps in the Library's collections.
10	Education, Learning & Access	Digitise further Gaelic materials.	Ongoing	Digital	Items published by An Comunn Gàidhealach, including Mòd programmes have been digitised and made available in the Digital Gallery. This work is ongoing with a second phase being prepared, which it is hoped will include in-copyright material and music. This work will be undertaken with the assistance of An Comunn, who will work with General Collections and Music to help contact copyright owners.

No.	HLA Area	Activity	Timescale	Area of Responsibility	Comments
11	Education, Learning & Access	Develop a flagship resource for the Library's Learning Zone with Gaelic heritage/history theme, in dual languages.	Ongoing	External Relations & Governance	Gaelic music will be included in the Learning Zone feature which is currently being developed.
12	Education, Learning & Access	Create the National Bibliography of Scotland (to replace BOSG Bibliography of Scottish Gaelic).	Ongoing	Collections	In June 2017, the Library Leadership Team approved a report with a new vision and implementation plan for the National Bibliography of Scotland. This will eventually include all published books and other formats in Scottish Gaelic wherever they are published, including electronic publications, and will replace BOSG. Users will be able to search this bibliography limiting the search to Gaelic and to download the dataset. BOSG will be closed and the data transferred to the new National Bibliography of Scotland. The Library is currently soliciting input from stakeholders as to who should be on the advisory board.
13	Education, Learning & Access	Continue to seek and respond to opportunities for lending Gaelic material for exhibition to the public.	Ongoing	External Relations & Governance	The Library uses a PowerPoint display on Gaelic treasures, in the medium of Gaelic, from across the collections at events.
14	Education, Learning & Access	Continue to develop links with National Galleries Scotland and National Museums Scotland to develop effective policy and practice with respect to Gaelic.	Ongoing	External Relations & Governance	
15	Education, Learning & Access	Continue to develop links with Sabhal Mòr Ostaig.	Ongoing	External Relations & Governance	
16	Education, Learning & Access	Continue to develop connections with Gaelic scholars in higher education.	Ongoing	Collections	Library manuscripts staff to work with scholars at various universities in order to make Library's manuscripts more accessible. Library curators to give regular postgraduate student inductions and host seminars that enable university staff and students to study Library manuscripts together.
17	Corporate / Operations	Continue to identify and build, in a managed and planned way, relations with Gaelic stakeholders such as the Gaelic publishing industry.	Ongoing	Library Leadership Team	We will continue to build our relations actively with Gaelic publishers and the Gaelic Books Council to ensure completeness of the collection. The Library now has an ongoing relationship with DASG (Digital Archive of Scottish Gaelic).
21	Corporate / Operations	Create opportunities to display Gaelic collections and interpretative material in our public spaces.	Ongoing	Access, External Relations & Governance	The Edinburgh GB Visitor Centre and our Kelvin Hall facility are our shop windows.

North Ayrshire Council 2019-2024

High Level Aims					
No.	High Level Aim	Current Practice	Action Required	Success Measure	Lead
13	To hold an annual Council Gaelic Day to promote the language.	We do not current have an annual focus for Gaelic promotion	We will extend the promotion of Gaelic language with a day of focused activity	Positive feedback from language and community groups Positive Annual Monitoring Report outlining progress	Head of Service, Connected Communities
14	To continue to support and demonstrate the inclusion of Gaelic arts, culture and heritage in programmes of activity undertaken or funded by the local authority.	We integrate Gaelic arts, culture and heritage in our wider programmes of activity	We will develop the capacity of our volunteers and tutors by promoting training opportunities and providing opportunities to use Gaelic	Positive feedback from language and community groups Positive Annual Monitoring Report outlining progress	Head of Service, Connected Communities

Perth and Kinross Council 2018-2022

Step 4 Objective: The Council will promote and support Gaelic as part of the unique culture and heritage of Perth and Kinross.		
We will:	Timescale	Lead or Partnership
Work with Bòrd na Gàidhlig/Creative Scotland Gaelic Arts and Culture Officer in order to advance and enhance the Gaelic arts and culture within the Perth & Kinross Council area;	2018-2023	Gaelic Development Bòrd na Gàidhlig/Creative Scotland
Support the development of an annual volunteer-run Fèis in the Perth and Kinross area;	2019-2023	Gaelic Development Fèisean nan Gàidheal Comann nam Pàrant Birks Cinema Horsecross Arts
support schools where Gaelic is available to participate in local and national Gaelic activities including Perthshire & Angus Provincial Mòd, The Royal National Mòd and Film G;	2018-2023	Gaelic Development ECS Primary & Secondary Film G MG Alba, Heartland FM An Comunn Gàidhealach

Step 4

Objective: The Council will promote and support Gaelic as part of the unique culture and heritage of Perth and Kinross.

We will:	Timescale	Lead or Partnership
Work with An Comunn Gàidhealach and local partners to deliver a Royal National Mòd in Perth in 2021;	2018-2023	Gaelic Development Horsecross Arts Housing & Environment - Economic Development An Comunn Gàidhealach The Gaelic Society of Perth Aberfeldy Mòd Comann nam Pàrant
Work to bring the Film G Awards to Perth;	2018-2023	Gaelic Development Housing & Environment - Economic Development Horsecross Arts
Develop Gaelic heritage resources linked to the Perth and Kinross area, including place names, stories, Gaelic in the landscape, etc;	2018-2023	Gaelic Development Culture Perth & Kinross Aimmean Àite na h-Alba Soldiers of Killiecrankie
Highlight and include Gaelic language and culture within large-scale Council-run cultural events within Perth and Kinross where appropriate;	2018-2023	Gaelic Development Housing & Environment - Economic Development Culture Perth & Kinross
Identify Gaelic tourism opportunities in the Perth and Kinross area to feed into Visit Scotland's Gaelic Tourism Strategy.	2018-2023	Gaelic Development TES Tourism Visit Scotland Historic Environment Scotland National Trust for Scotland Culture Perth & Kinross
We will continue to:		Lead or Partnership
Promote existing Gaelic events and activities led by voluntary organisations and other agencies within the Perth and Kinross area including the Perthshire & Angus Provincial Mòd;		Gaelic Development Housing & Environment - Economic Development An Comunn Gàidhealach
Work in partnership with local arts organisations to develop the annual programme of Gaelic events for all ages in the Perth and Kinross area. Aiming to promote and encourage interest in Gaelic, this could include music, language learning, literature, history and culture;		Gaelic Development National Gaelic Organisations Culture Perth & Kinross Horsecross An Comunn Gàidhealach Birks Cinema Pitlochry Festival Theatre Birnam Arts KLEO
Produce bilingual marketing and promotional materials for events and cultural activities that feature Gaelic tradition, history or culture.		Corporate Communications Gaelic Development

Scottish Parliament 2018-2023

Communications									
No.	Outcome	Activity	Ongoing	2018	2019	2020	2021	2022	Lead
Website, social media and broadcasting									
CP		There are a range of web pages in Gaelic on the Scottish Parliament website.	X						
CP		There is a Scottish Parliament Gaelic blog and Gaelic twitter feed @ParlAlba and a Gaelic Word of the Week feature on Soundcloud. Material in and about Gaelic also regularly appears on the corporate twitter and other Scottish Parliament social media channels.	X						
23	Increased visibility of Gaelic on the English and Gaelic webpages and social media, enable Gaelic speakers to learn about and interact with the Scottish Parliament in Gaelic.	Create web pages in English about the Gaelic service to demonstrate the value the Parliament places on the language to non-speakers and learners.	X						Webteam Outreach
24		Develop and implement a process for continuous content planning both on Gaelic channels and corporate channels to ensure the public are aware of opportunities to engage in Gaelic and of our commitment to the language.				X			Webteam Outreach
25		Review online presence of Gaelic on all web and social media channels to come forward with content proposals which can be considered when any new website or online communications tools (e.g. blog) are developed. Raise profile of Gaelic within main website, with bilingual titles on key pages being investigated as part of this and improvements made to current site whilst new site is developed. This will also include an examination of the effectiveness of the communications tools already in use and amendments to the range of tools in use may flow from this.					X		Webteam Outreach
26		Investigate the possibility of using glosses and sound files on any new website in order to help Gaelic learners.					X		BIT Webteam
27		Following the successful inclusion staff reading Gaelic Word of the Week, this offer will be extended to MSPs with a connection to the content of that entry.				X			Outreach
28		All videos produced currently use the bilingual corporate identity of the Parliament. The Broadcasting Office will explore how it might use more Gaelic in its production (banners, slides etc) and will continue to grow its experience and develop guidance around bilingual videos.					X		Broadcasting

Mainstreaming

No.	Outcome	Activity	Ongoing	2018	2019	2020	2021	2022	Lead	
CP	Gaelic mainstreamed and normalised in the work of the SPCB.	Produce quarterly compliance report on Gaelic Language Plan Implementation to Leadership Group.	X						Outreach	
35		Review the delivery plan for the GLP on a six month basis, ensuring our programme of works looks 12 months ahead at all times. This will enable services to be reviewed in light of experience and best capture our priorities on a rolling basis.	X						Outreach	
36		Ensure Gaelic commitments under the Gaelic plan are included in Office Plans.				X			Finance	
37		Project planning process will prompt question of role of Gaelic within project initiation state.						X	Project and Programme team	
38		Work with our Procurement team to consider opportunities to build Gaelic requirements into relevant contracts as part of the tendering process. Specifically to ensure Gaelic requirements are consider in design, by April 2022 marketing and web development contracts.						X	Procurement	
39		Gaelic Working group to implement Gaelic Plan and ensure mainstreaming of Gaelic in the work of the Parliament. Over the duration of the plan, we will seek to transition the existing Gaelic Working Group into a formal diversity and inclusion network in order to embed Gaelic in our corporate thinking on equalities.	X						HR Outreach Reps from different office	
40		Offer information about Gaelic in Scottish Parliament as optional part of International Relations Office programme for visitors from countries/regions with a regional or minority language (e.g. Nova Scotia, Republic of Ireland, Northern Ireland, Isle of Man, Wales, Basque Country, Catalonia etc)						X	IRO	
41		Providing ongoing advice to the staff working to establish the Lobbying Register ensuring they are able to develop a bilingual logo and effectively integrate Gaelic into the register and its communication and promotion.							X	Lobbying Register
42		Provide ongoing advice to the staff working on Scotland's Futures Forum ensuring they are able to effectively integrate Gaelic into their work programme and in their communications and promotional materials.							X	Futures Forum
43		Increase the ease with which Parliamentary desktops and devices can accommodate the use of Gaelic. Investigate the use of keyboard settings, Gaelic versions of software and swiftkey to achieve this.						X		BIT

The Highland Council 2018-2023

Theme 4 - Gaelic in the Arts, Culture and Heritage

4.1 Strategic Commitment - Engage with partners and contribute to national strategic initiatives and policy formulation for Gaelic in the arts, culture and heritage sectors.

Partners - Bòrd na Gàidhlig, Creative Scotland, Sabhal Mòr Ostaig, VisitScotland

Summary of Current Practice	Proposed Outcome and Key Performance Results	Enabling Actions	Target Date	Service/ Team
<p>The Highland Council has:</p> <ul style="list-style-type: none"> Collaborated with members of the National Gaelic Arts Strategy Forum; Collaborated with Sabhal Mòr Ostaig to support and maximise the impact and the outcomes of the Residency Programme; Engaged with BBC ALBA to identify areas where collaborative initiatives would be appropriate, including the potential for expanding Gaelic content on local radio stations within the Highlands. 	<ul style="list-style-type: none"> The Highland Council will contribute to a contemporary and visionary Programme of Gaelic Arts, Culture and Heritage across the Highland Council area and beyond. The Highland Council, through the MOU with Sabhal Mòr Ostaig, will support their National Residency Programme. The Highland Council will organise and promote arts events supported by Creative Scotland and members of the National Gaelic Arts Strategic Forum. 	(i) Participate in the work of the National Gaelic Arts Strategy.	Autumn 2017 to Autumn 2023	GDO
		(ii) Work with Sabhal Mòr Ostaig to support and maximise the impact and the outcomes of the Residency Programme, further developing links with schools and communities.	Each academic year	GDO

Theme 4 - Gaelic in the Arts, Culture and Heritage

4.2 Strategic Commitment - Increase the profile and usage of Gaelic within Council-funded organisations and events across the Highlands.

Partners - High Life Highland, An Comunn Gàidhealach, Fèisean nan Gàidheal, Fèis Rois, Comunn na Gàidhlig, BBC ALBA, FilmG, AinmeanÀite na h-Alba, National Gaelic Arts Strategy

Summary of Current Practice	Proposed Outcome and Key Performance Results	Enabling Actions	Target Date	Service/ Team
<p>The Highland Council has:</p> <ul style="list-style-type: none"> Collaborated with An Comunn Gàidhealach to deliver Royal National Mòds, aiming to increase the number of participants and visitors to Royal National Mòds when they are based in the Highlands; Collaborated with An Comunn Gàidhealach to support Provincial Mòds, aiming to maximise competitor attendance at the 2014 Royal National Mòd in Inverness; Collaborated with the Blas Festival organisers to promote Gaelic arts productions by young people, for example viewings of their short films and drama events, and readings of creative writing; Collaborated with Fèisean nan Gàidheal and Fèis Rois through our Service Delivery Contracts, to support Fèisean based in the Highlands, promoting and increasing Gaelic in their outputs; Collaborated with High Life Highland and others to raise the profile and increase the use and visibility of Gaelic within High Life Highland and Council-supported visitor attractions, leisure facilities, museums, archive centres and events; Collaborated with Comunn na Gàidhlig to develop and support relevant sporting activities, e.g. football and shinty through the medium of Gaelic. 	<ul style="list-style-type: none"> A successful Royal National Mòd will be held in Inverness in 2020. The Highland Council will increase the number of schools participating in Provincial Mòds and the Royal National Mòd and its associated activities, with a focus on learners. The Highland Council will increase the number of adult learners participating in Provincial and National Mòds. Through collaboration, use of Gaelic in Fèisean activities will increase. Through collaboration with High Life Highland, opportunities for the usage of Gaelic will increase as part of their service delivery. 	(i) Work with An Comunn Gàidhealach to deliver a Royal National Mòd in Inverness in 2020, building on the success of Lochaber 2017.	Autumn 2018 & Autumn 2021	GDO
		(ii) Work with An Comunn Gàidhealach and other stakeholders to increase the number of young people and adults participating at Royal National Mòds, through the Mòd Academy.	Autumn 2018 & Autumn 2021	GDO
		(iii) Through Gaelic language classes, encourage adult learners to participate in Provincial and National Mòds.	Annually	GDO
		(iv) Work with An Comunn Gàidhealach to ensure the number of young people participating in Provincial Mòds remains stable and, when opportunities allow, that the numbers increase. Support Mòd Academy and Mòd Roadshow initiatives when it is appropriate.	October 2020	GDO
		(v) Work with Fèisean nan Gàidheal and Fèis Rois through our Service Delivery Contracts, to support Fèisean based in the Highlands in promoting and increasing Gaelic in their outputs.	Annually	GDO
		(vi) Work with High Life Highland and partners to raise the profile and increase the usage and visibility of Gaelic throughout visitor attractions, leisure facilities, museums, archive centres and at events.	Annually	STO GDO
		(vii) Work in collaboration with Comunn na Gàidhlig to organise and support sporting activities through the medium of Gaelic.	Annually	GDO
		(viii) Support and promote arts events.	Annually	GDO

Theme 4 - Gaelic in the Arts, Culture and Heritage

4.3 Strategic Commitment - Develop opportunities for people to engage with Gaelic through the arts and creative industries.

Partners - Sabhal Mòr Ostaig, MG ALBA / BBC ALBA, FilmG, Fèisean nan Gàidheal, LearnGaelic.scot, Comhairle nan Leabhraichean (Gaelic Books Council), Creative Scotland, National Gaelic Arts Strategy Group, VisitScotland.

Summary of Current Practice	Proposed Outcome and Key Performance Results	Enabling Actions	Target Date	Service/ Team
<p>The Highland Council has:</p> <ul style="list-style-type: none"> Collaborated with Sabhal Mòr Ostaig to implement the projects agreed between both organisations under the Memorandum of Understanding; Collaborated with media specialists to develop short films and set up film clubs specifically around Associated School Groups where Gaelic education is provided; Collaborated with media and film-making professionals to support the annual Gaelic FilmG Awards; Collaborated with other agencies to develop a series of visiting Gaelic writers/authors in schools programme; Provided support and advice to local groups to attract funding for specific Gaelic projects based in the community; Developed links with the broader linguistic and cultural diaspora, for example Nova Scotia and other countries with lesserused languages such as Ireland and Wales; Engaged with MG ALBA and the organisers of the Traditional Music Awards and hosted this event during the life of the previous plan; Revised the Memorandum of Understanding between the Council and the Provincial Government of Nova Scotia to develop mutually beneficial educational, cultural and economic links. 	<ul style="list-style-type: none"> The arts initiatives delivered under the Memorandum of Understanding between the Council and Sabhal Mòr Ostaig will continue to progress. Gaelic Short Films will be created and produced by young people in Gaelic education. The hosting of the Traditional Music Awards in the Highlands during the lifespan of the Plan will be negotiated. The hosting of the Celtic Media Festival in the Highlands during the lifespan of the Plan will be negotiated. In collaboration with Fèisean nan Gàidheal opportunities for people to engage with Gaelic in the arts and creative industries will be developed. The Memorandum of Understanding between the Council and the Provincial Government of Nova Scotia will be maintained, including the centenary celebrations. Exchange visits will take place to areas where lesser-used languages are currently spoken. 	<p>(i) Work with Sabhal Mòr Ostaig to implement the broad range of projects agreed between both organisations under the Memorandum of Understanding.</p>	Each academic year	GDO CL&D
		<p>(ii) Work with media specialists, such as FilmG to support Gaelic Medium and Learner pupils to create short films through the medium of Gaelic.</p>	Annually	GDO
		<p>(iii) Continue to work with media and film-making professionals to support the annual Gaelic FilmG Awards.</p>	March each year	GDO
		<p>(iv) Continue to work with partners to develop a programme of creative writing workshops in schools.</p>	March each year	GDO
		<p>(v) Continue to develop links with the broader linguistic and cultural diaspora, for example Nova Scotia and other countries with lesser-used languages such as Ireland and Wales.</p>	October 2019	GDO CL&D
		<p>(vi) Engage with MG ALBA in relation to national issues which may affect Gaelic broadcasting.</p>	October 2019	GDO CL&D
		<p>(vii) In collaboration with Sabhal Mòr Ostaig and the Provincial Government of Nova Scotia, develop a programme to celebrate educational, cultural and economic links.</p>	Annual Review	GDO CL&D
		<p>(viii) Over the lifetime of the Plan, organise and support exchange visits for young people and adults.</p>	October 2019 October 2021 October 2023	CL&D GDO

Theme 6 - The Social, Economic and Cultural Value of Gaelic

6.1 Strategic Commitment - Create and support initiatives which strengthen the use and profile of Gaelic within general economic development and cultural tourism in the Highlands.

Partners - Scottish Government, Bòrd na Gàidhlig, Highlands and Islands Enterprise, VisitScotland, Skills Development Scotland, Local Authorities, Sabhal Mòr Ostaig, An Comunn Gàidhealach, Ainmean-Àite na h-Alba, High Life Highland, City Region Deal, Fèisean nan Gaidheal, Fèis Rois.

Summary of Current Practice	Proposed Outcome and Key Performance Results	Enabling Actions	Target Date	Service/ Team
<p>The Highland Council has:</p> <ul style="list-style-type: none"> Added 'Gaelic Impact' to internal Service process checklists, in order that the potential for increasing the visibility and use of the language is addressed at project planning stages; Collaborated with developers to secure a higher profile and visibility for Gaelic in commercial and retail developments, and in wider economic planning and development initiatives; Collaborated with local groups and Ainmean-Àite na h-Alba to promote Gaelic place-names in housing and commercial developments; Engaged with The Highlands of Scotland Film Commission to establish where the profile and use of Gaelic can be further developed in its business area; Established how we can increase the audience, participant and sponsorship engagement with Gaelic-related events in the Highlands, including the Royal National Mòd; Developed the Council's agreement with VisitScotland in the promotion of the Highlands' distinct culture, including featuring Gaelic in marketing campaigns; Collaborated with An Comunn Gàidhealach to further develop the Economic Impact Assessment Study of the Royal National Mòd; Supported and encouraged Fèisean nan Gaidheal and Fèis Rois in their efforts to sustain and develop Gaelic skills and jobs. 	<ul style="list-style-type: none"> The Council will continue to work with key partners to fully realise the potential benefits highlighted in Ar Stòras Gàidhlig research. The Highland Council area will be promoted as a positive tourist destination in relation to culture and heritage. The Highland Council area will be promoted as a prime location for the film and advertising industry. The commercial profile of Gaelic in events such as the Royal National Mòd, Celtic Media Festival and Na Trads will be increased. The commercial profile of Gaelic in events and activities such as Lochaber mountain biking, golf, cycling and marathons will be raised in order to target the promotion of increased Gaelic visibility in retail and commercial development signage. The role of Fèis Cèilidh Trails, and local Fèisean in supporting initiatives which strengthen the use and profile of Gaelic within economic development and cultural tourism in the Highland area will be increased. A positive image of Gaelic and raising awareness through the creative industries, Gaelic media and Gaelic arts will be promoted. Work will be undertaken with developers to secure a higher profile and visibility for Gaelic in commercial, retail and residential developments, and in wider economic planning and development initiatives to promote the social, economic and cultural value of Gaelic. The economic benefits of Gaelic and bilingualism alongside culture and heritage, especially in relation to market research specialists will be promoted. 	<p>(i) Collaborate with VisitScotland to secure a higher profile and visibility for Gaelic in the promotion and advertising campaigns of the Highland Council area relating to genealogy, language, music, topography, flora and fauna, food and drink, and the natural environment.</p>	Annually	GDO PT&FO
		<p>(ii) Contribute to, and engage with, the development of VisitScotland's Gaelic Tourism Strategy for Scotland.</p>	Ongoing	GDO PT&FO
		<p>(iii) Collaborate with internal services to secure a higher profile and visibility for Gaelic in the development of links with the film and media industry.</p>	Ongoing	GDO PT&FO
		<p>(iv) Add 'Gaelic Impact' to internal Service process checklists and plans for cultural and sporting events, including the creative industries.</p>	Annually	GDO PT&FO
		<p>(v) Work in collaboration with key partners in order to increase the visibility and use of the language in high-profile national events.</p>	Annually	GDO PT&FO
		<p>(vi) Increase the visibility of Gaelic in retail, commercial development and small businesses signage at the formal planning stage.</p>	Annually	Directorate STO
		<p>(vii) Collaborate with local groups and Ainmean-Àite na h-Alba to promote Gaelic place-names in housing and commercial developments.</p>	Ongoing	STO GDO PT&FO
		<p>(viii) Help to increase the number of participants at, and sponsorship engagement with, Gaelic-related events in the Highlands.</p>	Ongoing	GDO PT&FO
		<p>(ix) Work in collaboration with key partners to develop a Gaelic tourism strategy for the Highlands.</p>	Autumn 2021	GDO PT&FO
		<p>(x) Continue to work with An Comunn Gàidhealach to further develop the Economic Impact Assessment Study of the Royal National Mòd when it is held in the Highlands.</p>	December 2020	GDO

Theme 6 - The Social, Economic and Cultural Value of Gaelic

6.2 Strategic Commitment - Work with partners to develop strategies for the Gaelic jobs' markets, including careers advice.

Partners - Scottish Government, Bòrd na Gàidhlig, Highlands and Islands Enterprise, Skills Development Scotland, Local Authorities, Sabhal Mòr Ostaig, BBC, MGALBA, Comunn na Gàidhlig, Further Education Institutions, and University of the Highlands and Islands.

Summary of Current Practice	Proposed Outcome and Key Performance Results	Enabling Actions	Target Date	Service/ Team
<p>The Highland Council has:</p> <ul style="list-style-type: none"> Developed targeted campaigns advising on Gaelic careers and skills, outlining: the educational, economic and cultural benefits of bilingualism; the breadth of careers options and opportunities that Gaelic provides; assessing the potential for modern apprenticeships; seeking cross-sectoral development/pilots/case studies; engaging with national initiatives and with potential employers; Under the terms of the 2011 Memorandum of Understanding, collaborated with Sabhal Mòr Ostaig, developed partnership projects, including increasing educational and economic opportunities for Gaelic, media training, project management and adult learning collaboration; Supported and expanded opportunities for young people to gain work experience in a Gaelic environment within the Highlands through, for example, Sgeama Greis Gnìomhachais; Supported the University of the Highlands and Islands Gaelic Bursaries Scheme. 	<ul style="list-style-type: none"> Marketing and communications campaigns, supporting Gaelic careers and workforce planning, will be continued. There will be targeted initiatives for early years, primary and secondary school teachers, support workers, adult learning tutors, and care sector workers. A suite of projects will be updated, agreed and delivered annually with Sabhal Mòr Ostaig under the terms of the Memorandum of Understanding. 	<p>(i) Contribute to targeted campaigns advising on Gaelic careers and skills, outlining the educational, economic and cultural benefits of bilingualism, and the breadth of careers options and opportunities that Gaelic provides. Assess the potential for developing our young workforce appropriately, seeking cross-sectoral development/pilots/case studies, and engaging with national initiatives and with potential employers.</p>	Annually	HofE QIMs GT
		<p>(ii) Under the terms of the Memorandum of Understanding, work with Sabhal Mòr Ostaig to develop partnership projects, including increasing educational and economic opportunities for Gaelic, media training, project management, young people and adult learning collaboration.</p>	Quarterly	GDO CL&D
		<p>(iii) Continue to work with Sabhal Mòr Ostaig to deliver and implement The Highland Council Gaelic Bursaries Scheme.</p>	Annually	GDO
		<p>(iv) Make Gaelic learning training available to Customer Service staff.</p>	Annually	ET&D STO

Gaelic Priority 1: Increasing the number of students learning Gaelic

Aim	Current Practice	Actions Required	Target Date	Lead School/ Directorate
<p>Include information in Gaelic and about Gaelic in publications, website content and social media aimed at the public, educational bodies and partner organisations.</p>	<p>There are a limited number of bilingual forms, webpages, and publications. Social media has also been used from time to time to communicate in Gaelic with the public, including prospective students.</p>	<p>Produce several Gaelic themed social media broadcasts which will explore different aspects of Gaelic, its heritage, study, research and use at and around the University of Aberdeen.</p>	<p>Biannually (May and Sept)</p>	<p>Marketing and Student Recruitment with Support from Research and Innovation</p>
<p>That the number of students enrolling is increased through actively promoting the full range of existing Gaelic courses and developing new Gaelic courses and means of delivery. Also, that uptake is monitored, and promotion increased where this is low.</p>	<p>Places on Gaelic courses are monitored annually to track progress against our action to increase recruitment to Gaelic language classes by 1% annually, as outlined in our first Plan. Gaelic is advertised at institutional recruitment events, like Open Days. The Gaelic Department also liaises with local organisations to promote the courses, and a Gaelic Ambassador scheme sees students visiting local schools. Bilingual adverts have also been produced from time to time for Gaelic-related publications to promote our Gaelic courses. Information about the range of courses we offer at undergraduate and postgraduate levels is available in our online Prospectus.</p>	<p>Promote Gaelic Medium Education PgCert (STREAP) within online learning. (STREAP is an online programme developed by the University of Aberdeen and Sabhal Mòr Ostaig for teachers who are already fluent in Gaelic to enhance their professional practice in the teaching of a subject or stage through the medium of Gaelic.)</p>	<p>Throughout the life of the Plan</p>	<p>Marketing and Student Recruitment</p>
		<p>Promote Gaelic as an enhanced study option to prospective undergraduate students– open days/ offer holder events, e-zines to prospective students.</p>	<p>Throughout the life of the Plan</p>	<p>Marketing and Student Recruitment</p>
		<p>Enhance online prospectus with Gaelic content- inclusion of bilingual content on Gaelic Studies pages, inclusion of a student profile within “Study here” pages</p>	<p>Year 1</p>	<p>Marketing and Student Recruitment</p>
		<p>Student Recruitment have an up to date list of schools with Gaelic provision from Bòrd na Gàidhlig- during visits to these schools promote Gaelic study options when talking to pupils/ teachers.</p>	<p>Throughout the life of the Plan</p>	<p>Marketing and Student Recruitment</p>
		<p>Provide training/briefings to Gaelic academics/ language ambassadors / student reps undertaking recruitment activity e.g. school visits.</p>	<p>Throughout the life of the Plan</p>	<p>Marketing and Student Recruitment</p>
		<p>Send information about Gaelic study options to undergraduate offer holders.</p>	<p>Throughout the life of the Plan</p>	<p>Marketing and Student Recruitment</p>
		<p>Investigate new market opportunities to promote Gaelic Studies e.g. North America.</p>	<p>Throughout the life of the Plan</p>	<p>Marketing and Student Recruitment with support from School of LLMVC</p>
		<p>Develop new marketing materials to promote Gaelic study opportunities.</p>	<p>Year 1</p>	<p>Marketing and Student Recruitment with support from School of LLMVC</p>

Gaelic Priority 1: Increasing the number of students learning Gaelic

Aim	Current Practice	Actions Required	Target Date	Lead School/ Directorate
		Encourage students on the MA Education programme to enrol on Gaelic courses during year one and year two of the undergraduate MA programme.	Throughout the life of the Plan	School of Education
		Work with our Gaelic Students Taking Active Roles (STAR) Ambassadors to trial a Gaelic Languages ‘mini-open day’ event for pupils in the North East region. The delivery of this event will be subject to the number of Gaelic STAR ambassadors and interest from local schools.	Once during the life of this Plan	Marketing and Student Recruitment
Create a long-term strategy for sustaining and developing Gaelic education provision in partnership with other universities, the Scottish Funding Council, Education Scotland, and Bòrd na Gàidhlig.	The University currently delivers in the region of 25 courses in Gaelic language and Gaelic-related cultural courses with options available for students to take stand-alone courses; a programme of Sustained Studies; MA (Ordinary) Gaelic Studies; MA Hons (Single) Gaelic Studies and MA (Joint) Gaelic Studies with a second subject. The University also offers supervision in post-graduate research degrees and in the MSc in Translation Studies.	Deliver courses in Gaelic language and culture at SCQF level 7-10	Annually	School of LLMVC
		Offer supervision in Gaelic-related post-graduate studies	Throughout the lifetime of the Plan (when there is demand)	School of LLMVC
		Endeavour to give Gaelic ITE programme due consideration within the School of Educations’ Strategic plan. In supporting ITE with Gaelic the School is demonstrating its commitment to working collaboratively with other Universities, the Scottish Funding Council, Education Scotland and Bòrd na Gàidhlig to support any forthcoming initiatives for Gaelic Medium Education.	Throughout the life of the Plan	School of Education

Gaelic Priority 3: Delivering high-quality Gaelic events and projects in partnership with other agencies

Aim	Current Practice	Actions Required	Target Date	Lead School/ Directorate
<p>These aims relate to research, public engagement, and working in partnership with other agencies. We aim to:</p> <ul style="list-style-type: none"> Continue to work closely with Gaelic community initiatives in and around Aberdeen. Support Gaelic activities or projects which could bring wider economic benefit and added value to the University of Aberdeen and the region. Work in partnership with other agencies and public authorities identified in the National Gaelic Language Plan as having a key role in delivering on arts, media, heritage & tourism. This includes Bòrd na Gàidhlig / Creative Scotland Gaelic Arts and Culture Officer in order to advance and enhance Gaelic arts and culture within the University of Aberdeen. 	<p>The University has supported a number of community initiatives in and around Aberdeen, either through promoting events, providing facilities, or working with other agencies to organise and deliver initiatives. The University also delivers a high-profile festival (May Festival), in which there are Gaelic events delivered and promoted in partnership with other organisations.</p>	<p>Develop links with local Gaelic speaking religious services within Aberdeen and the surrounding areas. Advertise these opportunities across the University of Aberdeen community, through existing mailing lists and social media.</p>	Year 1	People Directorate
		<p>Seek to include a Gaelic element in the Word Centre's literary strand of the May Festival.</p>	Annually	School of LL MVC
		<p>Consider the option to host Gaelic events at University properties, potentially at a subsidised rate</p>	Year 3	Estates and Facilities
		<p>Include some Gaelic in our events as part of the annual, city-wide Doors Open Day event (where appropriate).</p>	Annually, throughout the life of the plan	Research & Innovation
		<p>Review our public engagement with research activities and identify opportunities (such as Explorathon, subject to funding) to include Gaelic.</p>	Annually, throughout the life of the plan	Research & Innovation
		<p>Contribute (via committee membership) to major relevant inter-university research projects e.g. the Historical Dictionary project and Soillse 2.</p>	Throughout the life of the Plan	School of LL MVC
		<p>Publish the pre-eminent Gaelic academic journal Scottish Gaelic Studies.</p>	Once during the life of the Plan	School of LL MVC
		<p>Deliver at least one exhibition every second year that has a Gaelic focus.</p>	Year 1 and Year 3	Digital & Information Services
		<p>Explore the feasibility of undertaking a project to identify material in the Collections that relates to Gaelic language and culture. (This will support the development of exhibitions and events in the Library and Museums, but will also identify stories that can be used on the University webpages and in social media etc. This project will be subject to securing funding to enable the appointment of an intern or equivalent post.)</p>	Year 2	Digital & Information Services

Gaelic Priority 3: Delivering high-quality Gaelic events and projects in partnership with other agencies

Aim	Current Practice	Actions Required	Target Date	Lead School/ Directorate
		Increase focus on events for children.	Initially in Year 1 to establish and then throughout the life of the Plan	External Relations
		Continue to provide bilingual information at Gaelic-related events.	Throughout the life of the Plan	External Relations
		Encourage Gaelic media to use the University as a location for filming/recording and help them to find interviewees.	At least 2 programmes per year using us as a location. At least 4 staff/students interviews per year.	External Relations
		Liaise with the Gaelic Development Officer for Aberdeen City to inform students of events that promote Gaelic such as the Fèis	Throughout the life of the Plan	School of Education

University of Glasgow 2018-2021

Place: High Level Aims

Create a world-class environment for learning and research	Promoting Gaelic	Learning Gaelic	Using Gaelic
<ul style="list-style-type: none"> Develop an inspiring and transformative campus Streamline our policies, processes and systems Provide staff and students with first-class support 	<p>Agree a policy to increase bilingual signage incrementally in key public areas including new buildings in the Campus Estate Developments project.</p>		
		<p>Secure a commitment to developing an environment which supports the use of Gaelic in plans for the new College of Arts building.</p>	
	<p>Gaelic content on the University website will increase incrementally throughout the life of this plan.</p>		
	<p>The use of the UofG Gaelic logo and bilingual version will be increased incrementally throughout the life of this plan.</p>		
	<p>Gaelic commitments will be incorporated into relevant policies across the University, during the life of the plan.</p>		
	<p>Maintain opportunities to learn Gaelic informally & to engage with Gaelic language and culture through informative awareness-raising events for staff and students.</p>		

Partnership: High Level Aims

Develop meaningful partnerships internally and externally	Promoting Gaelic	Learning Gaelic	Using Gaelic
<ul style="list-style-type: none"> Partnerships based on knowledge exchange and support for development and growth Partnerships that benefit the local community in Glasgow and make distinctive contributions to national and international agendas 	<p>Develop existing partnerships and continue to identify new partnership opportunities (internally and externally) that allow for the increased capacity for the development and promotion of Gaelic locally, nationally and internationally, including Soillse and Faclair na Gàidhlig and institutions in Ireland and Nova Scotia.</p>		
	<p>Identify research, knowledge exchange, placement, capital and economic development opportunities specifically for Gaelic in the city of Glasgow through the UofG and Glasgow Life Memorandum of Understanding (2017).</p>		

Purpose: High Level Aims

Discover and share knowledge that can change the world	Promoting Gaelic	Learning Gaelic	Using Gaelic
<ul style="list-style-type: none"> Inspire learning with outstanding teaching Lead discovery through world-class research Create impact for society and the economy through innovative engagement 	Extend the range of courses offered to include courses on the history of the Highlands and to extend the range of courses in which the Gaelic language, its literature, history and culture feature through new initiatives such as interdisciplinary summer schools and online courses through the Centre for Scottish and Celtic Studies.		
		We will investigate and take forward as appropriate, recommendations made in the UofG funded study, 'Demand for an integrated one-year Gaelic language immersion experience at the University of Glasgow,' and appropriately address the need for immersion opportunities within our Gaelic degree programmes.	
	To continue to develop our position as a leader in research on Gaelic language, literature, history and culture and to share this research widely, e.g. developing a research-based framework for Gaelic adult/learner proficiency and to embark on new and ambitious projects, e.g. through the Glasgow Iona Research Group and the project on the McLagan manuscript collection.		
	Through DASG and its development, to continue to provide leadership in research and knowledge exchange in the area of Gaelic language corpus planning, influencing national policy and practice.		
	Continue to provide attractive and innovative opportunities for students to use and engage with Gaelic language and culture beyond the formal teaching environment which enhance graduate attributes and employability.		
	Continue our commitment to giving prominence to Gaelic in our use of social media, including finding new ways of developing this (e.g. student involvement).		

University of Highlands & Islands 2018-2023

Area for Development: Communities

Outcome: More opportunities and networks of Gaelic speakers of all kinds to use Gaelic and increased use of the language in community activities and services and in particular parents and children at home.

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
15	The university will continue to provide a wide range of community Gaelic courses, including making available modules as self-standing language development opportunities.	X					Sabhal Mòr Ostaig UHI principal Lews Castle College UHI principal Gaelic and related studies scheme leader

16	The university will expand the range of short non-accredited programmes designed for particular workplace environments and for increasing skills and employability, e.g. skills and work related to Gaelic translation, provision for staff working in care environments, provision for staff working in Gaelic media and Gaelic development.			X			Academic partner principals, especially Lews Castle College UHI and Sabhal Mòr Ostaig UHI
17	The university will expand the range of accredited programmes designed for particular workplace environments, thus enhancing career-long professional learning e.g. Gaelic translation.			X			Academic partner principals, especially Lews Castle College UHI and Sabhal Mòr Ostaig UHI
18	The university will support partnership colleges in their improvement, use and development of Gaelic.			X			Academic partners

Area for Development: Arts and Media

Outcome: Development of Gaelic arts and media as a means of promoting the language, attracting people to it and enhancing their commitment through opportunities to learn, use and develop Gaelic.

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
19	The university will identify opportunities to secure the use of Gaelic in future emerging programmes within its creative industries provision at all levels.				X		Relevant subject network leaders

Area for Development: Heritage and Tourism**Outcome: An increased profile for Gaelic in the heritage and tourism sectors and increased use of Gaelic in the interpretation of Scotland's history and culture.**

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
20	The university will audit its current higher education provision in tourism and heritage using the Gaelic tourism strategy as a benchmark and will identify specific course enhancements to strengthen the visibility of Gaelic within the curriculum. There is opportunity to establish linkages to agencies such as Scottish Natural Heritage and Visit Scotland in order to establish collaboration on appropriate projects.		X				Relevant subject network leaders

Area for Development: Research**Outcome: Full contribution to the body of knowledge pertaining to all elements of Gaelic language and culture.**

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
21	The university will seek to increase research degree studentships at Sabhal Mòr Ostaig UHI, Lews Castle College UHI and elsewhere.	X					Dean of research Partnership principals
22	The university will prepare effectively for a high quality submission in Gaelic in the national research assessment exercise (REF 2021).			X			Professor of Gaelic research/ research director at Sabhal Mòr Ostaig UHI Academic partner principals
23	The university will lead Soillse 2 and ensure that agreed targets for research output are delivered, and will ensure that agreed targets for research outputs, impact and knowledge exchange are delivered.	X					Professor of Gaelic research Partnership principals
24	The university will establish a sustainable Language Sciences Institute with a core focus on Gaelic.				X		Professor of Gaelic research
25	The university will strengthen its Gaelic research and knowledge exchange community, securing a wide range of impactful outputs.	X					Vice-principal (research) Professor of Gaelic research Sabhal Mòr Ostaig UHI principal

Funding support for this project was provided by Bòrd na Gàidhlig Gaelic Language Act Implementation Fund

Clackmannanshire Council - No tourism commitments - 1st Edition

Crofting Commission

2020-2025 - 3rd Edition

We will:

- Promoting the visibility and audibility of Gaelic as a unique part of Scotland's heritage
- Ensuring the unique crofting voice is promoted in Gaelic by using Gaelic media and creating new media content in Gaelic

East Dunbartonshire Council

2020-2023 - 2nd Edition

We will:

- We will work across Council services to identify opportunities in culture, heritage, tourism and business development services where Gaelic language or culture can be incorporated.
- We will work across Council services to identify opportunities in culture, heritage, tourism and business development services where Gaelic language or culture can be incorporated and promoted within our Gaelic speaking community.
- We will continue to feature Gaelic language and culture in culture and library services; however, we will work with local and national partners to investigate the use of Gaelic language and culture to promote tourism and cultural Education Service development.

East Lothian Council

2020-2025 - 1st Edition

We will:

- Identify key local partners (business, tourism etc.)

Falkirk Council

We will:

- Falkirk Council will promote Gaelic language and culture at events and programmes relating to Gaelic or where it is deemed appropriate.
- Falkirk Council will promote the economic benefits of Gaelic language and culture as part of its general economic development initiatives and tourism strategies, including the economic benefits of Gaelic related events held within the FC area, and that it will promote the breadth of careers options and opportunities that speaking Gaelic provides.
- Falkirk Council will continue to support local Gaelic organisations who widely promote and organise cultural and learning events across the authority such as the annual Fèis event in September and the ceilidh trail.

Fife Council

We will:

- Develop clear branding for Gaelic tourism in Fife linking in with relevant groups and agencies.
- Promote Gaelic in Fife across tourist venues and heritage locations.
- Work with partners to establish Gaelic opportunities and engagement at key historical sites and experiences.
- Promote Gaelic in Fife as part of national Gaelic tourism.
- Work with partners to establish clear links between Gaelic and natural assets, in particular place-names of Fife and the Pilgrim's Way.

Midlothian Council

2021-2026 - 1st Edition

We will:

- Identify key local partners (business, tourism etc.)
- Continue to attend national network events, communicate opportunities and information relating to Gaelic language and promote staff development.
- tourism and cultural development, in line with the Gaelic Tourism Strategy for Scotland.

South Ayrshire Council

We will:

- Museum services will continue to progress the introduction of Gaelic into the Council's permanent and semi-permanent exhibitions and collection labels and information.
- We will consider how to promote Gaelic at Rozelle House Galleries in Alloway and the McKecknie Institute in Girvan, in liaison with Bòrd na Gàidhlig.
- We will continue to promote Gaelic music and artistic performance within our preview events where music is appropriate and publicise national cultural events and traditional music festivals.

South Lanarkshire Council

2019-2024 - (approved in 2020) 2nd Edition

We will:

- support opportunities for the arts and media to showcase the Gaelic language
- promote the visibility and audibility of Gaelic as a unique part of Scotland's heritage
- increase the use of Gaelic in heritage and tourism venues where appropriate, including signage and interpretive materials
- ensure that appropriate recognition is given to Gaelic and that Gaelic is used in places of special interest and in promoting national events
- ensure that the importance of Gaelic to Scotland's history and its relevance today features in the tourism experience
- SLC Countryside Rangers will receive information and training to raise awareness to enable them to provide information on the Gaelic language and Gaelic heritage in the Council area, for example place names as per the high level aims
- take opportunities to work in partnership with the Partnerships Manager from Bòrd na Gàidhlig to increase the profile of Gaelic in arts and culture events in the area
- explore opportunities to engage with Gaelic tourism through delivery of the present South Lanarkshire Council Tourism Action Plan and any future tourism strategies, for example encourage involvement with Scotland's first Gaelic Tourism Strategy

2020-2025 - 1st Edition

We will:

- WDC will work in partnership Fèis Dhùn Bhreatainn an Iar to support and promote Gaelic language and cultural opportunities within the Authority.
- WDC will ensure Gaelic language and culture features annually in West Dunbartonshire's 'BOOKED' Festival of Words.
- WDC will work with local and national partners to investigate the use of Gaelic to promote tourism and cultural development, in line with the Gaelic Tourism Strategy for Scotland.