

Gaelic Language Plan 2009 – 2012

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and approved by Bòrd na Gàidhlig on 20 October 2009.



Foreword

As Chief Executive of Learning and Teaching Scotland, I am very pleased announce our Gaelic Language Plan which has been produced under the terms of the Gaelic Language (Scotland) Act 2005, was approved by Bòrd na Gàidhlig on 20 October 2009.



I am confident that our Plan sets out clearly how LTS will use and support the use of Gaelic in the delivery of our services working closely with the Scottish Government, Bòrd na Gàidhlig and other key partners and stakeholders. The Gaelic Plan also outlines the steps we have taken and are putting in place to further support the promotion of Gaelic in education throughout Scotland. The Plan describes our commitment to raising the status, promoting the use, and encouraging the learning of Gaelic.

We recognise the unique and essential contribution of Gaelic to the rich and diverse cultural life of Scotland and, with support from the Scottish Government and our national partners, we will seek to play a leading role in securing the future of Gaelic.

I hope that our Gaelic Language Plan will help further support these commitments.

A handwritten signature in black ink that reads "Bernard McLeary". The signature is written in a cursive style.

Bernard McLeary

Chief Executive

Learning and Teaching Scotland

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EXECUTIVE SUMMARY

The Learning and Teaching Scotland Gaelic Language Plan complements the National Plan for Gaelic produced by Bòrd na Gàidhlig in 2007. We will collaborate principally with Bòrd na Gàidhlig in its implementation, but will work closely with our key partners and stakeholders including the Scottish Government, the Scottish Qualifications Authority and HM Inspectorate of Education to ensure maximum impact. Our Gaelic Language Plan gives expression to the principle of equal respect for Gaelic and English. It underpins our commitment to supporting Gaelic.

Our Plan describes the national context and key features of Learning and Teaching Scotland's current and planned support for Gaelic education and culture over the period 2009 – 2012. In contributing to the Scottish Government's strategic objectives, LTS is fully committed to supporting achievement of the National Outcomes. For this Plan, 'Our young people are successful learners, confident individuals, effective contributors and responsible citizens' and 'We take pride in a strong, fair and inclusive national identity' are particularly relevant. The specific purposes of our Gaelic Language Plan are to embed The Gaelic Language (Scotland) Act in our work, and to provide an effective lead and high quality support for our partners and stakeholders in implementing the Act.

Our core commitments are identified and explained in relation to 'identity', 'communications', 'publications', 'staffing' and 'corpus planning'. Our Plan provides specific detail on how we will help to implement the National Plan for Gaelic, explaining our rationale and how we will provide national leadership and support. As with all aspects of our work, we will continuously evaluate progress and impact, drawing on our well-established range of quality improvement, quality assurance and self-evaluation processes.

In summary, our aim is to 'normalise' the position of Gaelic within the context of LTS's area of operation. We aim to ensure that the Gaelic dimension is an embedded feature of our planning, and continue to promote Gaelic as a recognised, integral feature of Scottish education.



STRUCTURE OF THE GAELIC LANGUAGE PLAN

The key components of LTS's Gaelic Language Plan are:

Chapter 1 – Context

This chapter provides the context relating to the preparation of Gaelic Language Plans under the 2005 Act, a description of LTS's main areas of operation, a description of how Gaelic education is currently supported nationally and an account of LTS's current Gaelic provision.

Chapter 2 – Core Commitments

This chapter sets out how LTS will use, and enable the use of, Gaelic in relation to its main business functions. It covers key areas of operation such as corporate identity (including signage), communication with the public, publications and staffing issues. This chapter sets out the basic minimum level of Gaelic language provision which LTS is committed to providing in the lifetime of the Plan.

Chapter 3 – Policy Implications for Gaelic: implementing the National Plan for Gaelic

This chapter sets out how LTS will help implement the National Plan for Gaelic. It also shows how it intends to promote the use of Gaelic in service planning and delivery, particularly in policy areas such as curricular advice and guidance.

Chapter 4 – Implementation and Monitoring

This chapter sets out how the implementation of LTS's Gaelic Language Plan will be taken forward, and how implementation and outcomes will be monitored.

Appendices 1 and 3 provide, respectively, an account of current Gaelic education provision nationally and a Glossary and Abbreviations.



CONTEXT

The Gaelic Language (Scotland) Act

The Gaelic Language (Scotland) Act, passed by the Scottish Parliament in 2005:

- Establishes a statutory non-departmental public body, Bòrd na Gàidhlig
- Requires Bòrd na Gàidhlig to produce a National Plan for Gaelic
- Authorises Bòrd na Gàidhlig to issue a statutory notice to any Scottish public authority requiring it to produce a Gaelic Language Plan indicating how it 'will enable the use of Gaelic within the operation of its relevant functions'.

Bòrd na Gàidhlig published the National Plan for Gaelic (incorporating the National Gaelic Education Strategy) in 2007, in which it sets out its vision of 'a healthy, vibrant language increasingly used, valued and respected in a modern, multicultural and multilingual Scotland'.

Learning and Teaching Scotland was one of six public authorities issued by Bòrd na Gàidhlig with a statutory notice in June 2008 requiring it to produce a Gaelic Language Plan within the framework of the National Plan.

The 2007 Bòrd na Gàidhlig document, 'Guidance on the Development of Gaelic Language Plans', requires that plans should contain two main sections, 'Core commitments' (namely, the use

made of Gaelic in the authority's internal operations) and 'Helping implement the National Plan for Gaelic', as well as an account of the context for the Plan and of the proposed arrangements for support and monitoring.

The LTS Gaelic Language Plan is based on the four language planning categories set out in section 3 of the National Plan, ie language acquisition, usage, status and corpus planning, and takes account also of the 'statutory considerations' set out in section 4 of the Guidance document, namely that 'public authorities should prepare their Gaelic Language Plans with a view to facilitating the use of Gaelic to the greatest possible extent that they reasonably can'.

Gaelic is a highly important feature of Scotland's history and culture. It has played, and continues to play, a formative role in shaping Scotland's national identity. The Learning and Teaching Scotland (LTS) Gaelic Language Plan is based on the key principles set out in the National Plan for Gaelic that 'the Gaelic and English languages should be accorded equal respect'. Its main aim is to 'normalise' the position of Gaelic, to the extent that the Gaelic dimension is given due consideration in the planning and implementation of all LTS business and that Gaelic is treated at all times as an integral part of Scottish Education.



Learning and Teaching Scotland (LTS)

Learning and Teaching Scotland (LTS) is an executive non-departmental public body sponsored by the Scottish Government. It is the lead organisation for development and support of the Scottish curriculum and in that capacity provides advice, support, resources, and quality improvement services (including staff development) for the education community in Scotland.

LTS has the following four broad aims

- To lead and support the implementation of national developments in education, including reviewing and refreshing the curriculum
- To provide guidance, leadership and support to education authorities and schools to help implement educational policy and promote innovation
- To provide advice to Ministers on support for continuous improvement in Scottish education, drawing on evidence from research and evaluation
- To evaluate the impact of all aspects of its work across the education system.

Within the overall context of leading and supporting the development and implementation of Curriculum for Excellence (CfE), LTS is currently (2008–09) involved in the following five programmes of work

- Curriculum and Assessment – Curriculum Review, Testing the Framework, Assessment and Achievement, National Qualifications and Capacity Building
- Targeted Support – Gaelic, Supporting learners in literacy, numeracy, financial education, Early Years, Health and Wellbeing, Skills for Learning, Life and Work

- Glow – is the world's first national digital network for schools linking 800,000 educators and pupils around Scotland. It provides powerful online tools to enable them to work together in a safe and secure environment at any time and location. The available tools also underpin Curriculum for Excellence learning and teaching approaches

- Schools' ICT – LTS Online Service, online communities, New Technologies for Learning, the Scottish Learning Festival and the Virtual Advisory Centre

- Developing Global Citizens – Leading, promoting and supporting key elements of international education and sustainable development.

A Board of Directors, appointed by the Scottish Government, has governance responsibilities in overseeing the work of LTS. An Advisory Council provides independent advice on a broad range of educational issues. Day-to-day management is provided by the Corporate Management Team, comprising a Chief Executive and five Directors.

LTS works in close partnership with the Scottish Government (SG), HM Inspectorate of Education (HMIE), and the Scottish Qualifications Authority (SQA). Other important partnerships include working with the Association of Directors of Education (ADES), the Convention of Local Authorities (COSLA), the National Health Service (NHS), the Financial Services Authority (FSA), and with Education Authorities, schools, early years establishments and a wide range of professional associations including Fèisean nan Gàidheal, Comann nam Pàrant, Cli Gàidhlig and CLAS.

National Support for Gaelic Education

Bòrd na Gàidhlig has a statutory responsibility to inform the Scottish Government on matters related to Gaelic education and has set up a National Gaelic Education Steering Group (NGESG) to assist it to oversee the implementation of the National Gaelic Education Strategy.

Management Review Group (MRG) is an inter-authority group made up of representatives of education authorities (EAs) with an interest in Gaelic education. It deals mostly with resource and organisational issues.

Teaching materials for Gaelic education are produced by the national Gaelic Resources Centre, Storlann, which is managed by a Board of Directors representing EAs and Gaelic agencies and supported by an advisory group of Gaelic educationalists. Storlann provides resources and related CPD.

LTS is commissioned and funded by the Scottish Government to develop and support the curriculum in Scotland. In close partnership with the Scottish Government, SQA, HMIE, ADES and other key stakeholders, LTS is currently leading on Curriculum for Excellence guidance and exemplification to support learning and teaching, including support for Gaelic Medium Education (GME) and Gaelic Learners in the Primary School (GLPS).

There is a perceived need within Gaelic education for a clear lead on matters such as the development of a national development strategy to support Gaelic Medium and Gaelic Learner education and for close collaboration amongst the various organisations at strategic and operational levels. LTS will facilitate the co-ordination of Gaelic Medium and Gaelic Learners educational development.

Gaelic Provision in Learning and Teaching Scotland

Commissioned and funded by the Scottish Government, LTS seeks to deliver world class learning experiences for Scottish education. It works in a consultative, collaborative and creative manner with a wide range of organisations in the public, private and voluntary sectors. Key partners in promoting and supporting Gaelic education include EAs, schools and other educational establishments, HMIE, SQA, Scotland's Colleges, Scottish Funding Council (SFC), Universities' Faculties of Education, Bòrd na Gàidhlig, BBC Scotland Learning and Stòrlann Nàiseanta na Gàidhlig.

Within its Targeted Support Programme, LTS's work on Gaelic is focused on the Scottish Government's priority of promoting the language and culture and increasing the number of Gaelic speakers. Using online and face-to-face approaches to support, LTS provides resources, CPD and examples of good practice.

The annual Scottish Learning Festival affords opportunities to promote and support Gaelic language and culture, current Gaelic educational developments and the embedding of ICT in learning and teaching.

The roll out of Glow across EAs will allow users to identify needs and establish appropriate Gaelic communities for a range of purposes. Whilst at the early stages, LTS is actively working towards developing and supporting such communities. The updated specification for Glow will include the facility to access the online tools in Gaelic as well as English.

LTS currently has a Gaelic Team, project-funded by the Scottish Government, comprising two seconded Development Officers, a Gaelic Education Manager and a Professional Adviser.

The work of LTS includes a focus on promoting an understanding and knowledge of Gaelic language and culture within the organisation, together with outward-facing work in partnership with a wide range of organisations to promote and sustain Gaelic language and culture. Key features include:

- developing the curriculum for Literacy and Gàidhlig and Gaelic Learners education within the national CfE framework and engaging with EAs and schools as appropriate
- working in close partnership with HMIE with a joint Journey to Excellence post to develop materials and showcase innovative practice, including Gaelic contexts
- supporting, developing and embedding ICT in Gaelic learning and teaching
- maximising and continuously developing LTS online services, including Gàidhlig Air-lòidhne (Gaelic Online) and Cruinn-Eòlas Air-lòidhne (Geography Online)
- working with EAs, schools and other establishments to share and exemplify innovative practice
- researching and identifying best practice models of immersion and language learning
- researching and building capacity to maximise parents' involvement in their children's learning
- identifying a range of external sources to provide CPD for interested individuals and groups.

In all of our work, internal and external, we are committed to promoting the principle of 'equal respect' for Gaelic.

Consultation on draft Gaelic Plan

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. LTS has consulted publicly on the draft of its Gaelic Language Plan and has taken into account representations made to it during the consultation process.

Approval of LTS's Gaelic Language Plan

LTS's Gaelic Plan was submitted to Bòrd na Gàidhlig for approval in June 2009. The plan was formally approved on 20 October 2009.



OVERVIEW OF THE NATIONAL PLAN FOR GAELIC

The National Plan for Gaelic identifies four interlinking aspects, or categories, of language development which need to be addressed:

- Language acquisition
- Language usage
- Language status
- Language corpus

These planning categories permeate the LTS Gaelic Language Plan: the table below indicates the sections of Plan in which each of the aspects is principally addressed.

Cross-references, Language Planning Categories/LTS Gaelic Plan	
Language planning category	Section of LTS Gaelic Language Plan
Language acquisition	Core Commitments: Gaelic awareness Core Commitments: Gaelic language learning Implementing the National Plan: Leadership Implementing the National Plan: Support Implementing the National Plan: Resources Implementing the National Plan: Quality Improvement
Language usage	Core Commitments: Audit Core Commitments: Communications Core Commitments: Publications Core Commitments: Staffing Implementing the National Plan: Support (for parents)
Language status	Core Commitments: Identity Core Commitments: Publications Implementing the National Plan: Leadership
Language corpus	Core Commitments: Identity Core Commitments: Corpus Planning

CORE COMMITMENTS

Rationale

'Guidance on the Development of Gaelic Plans' (BnG 2007) requires, under 'Core Commitments', that Gaelic Language Plans should set out how Gaelic will be used in the internal operation of the organisation, under the headings of Identity (signage), Communications, Publications and Staffing. The tables below indicate how LTS proposes to develop its bilingual corporate identity.

The language planning categories covered in this section are: usage, status and corpus planning.

Identity

LTS will review its corporate logo during 2010 to ensure that either a bilingual or separate English and Gaelic version of the logo are available with clear policy and guidelines in place for their application to ensure the high profile of Gaelic and that equal respect is accorded to both languages.

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Signage:					
Current practice		Some of the public area signage in The Optima is bilingual and signage at events such as the Scottish Learning Festival is bilingual.			
Key areas of development	Design and put in place bilingual signage	Bilingual signage in place	Consistent use of bilingual signage in the LTS offices in Glasgow and Dundee	Head of Communications	March 2010
Corporate Identity					
Current practice		Current LTS logo in English.			
Key areas of development	Review development of a bilingual logo or dual English and Gaelic versions along with clear policy for use		Consistent and clear use of Gaelic logo (either bilingual or separate)	Head of Communications	August 2010



LTS recognises the importance of extending the visibility of Gaelic and increasing its status

Communications

LTS will use Gaelic alongside English as appropriate (eg on LTS letterheads and other stationery and in email strap lines).

As part of LTS's negotiations and commitment to increasing the use of shared services, the benefits of having Gaelic speaking reception and switchboard staff will be promoted and opportunities will be provided for these staff to learn or increase confidence in Gaelic.

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Communications in print:					
Current practice		Standard practice has been to produce LTS print communications in English, unless a specific need has been identified for translations to be available.			
Key areas of development	Agree versions/design of bilingual letterheads/cards etc	Commission and phase in use of letterhead/cards etc	Gaelic used consistently in LTS print comms	Head of Communications	March 2010
	Prepare and issue guidance to staff	All staff aware of LTS policy and practice			By October 2010
Increase use of Gaelic in dealing with the public:					
Current practice		Although no defined policy in place, a fluent Gaelic speaker would be available when required			
Key areas of development	Draft guidance for switchboard/reception and other staff	Gaelic speaking staff using Gaelic with Gaelic speaking callers as appropriate	Gaelic used in a consistent way in dealing with the public	HR Manager	June 2010
	Offer switchboard/reception staff customised Gaelic tuition	Opportunities for all staff to learn Gaelic			From 2010

Publications

Corporate printed material relating to Gaelic will be in Gaelic only or in both Gaelic and English. Other print material of national importance, for which LTS has responsibility (eg relating to Curriculum for Excellence), will be in Gaelic and English.

A bilingual newsletter regarding Gaelic education and Gaelic developments more generally will be produced twice a year and circulated widely within LTS and the Gaelic education community.

The LTS website including the home page and other core information areas of the website including complaints procedures and feedback forms will use English and Gaelic. Sections dealing primarily with Gaelic will be all-Gaelic or bilingual.

Press statements on matters relating to Gaelic will be issued in both Gaelic and English.

LTS is committed to raising awareness of Gaelic and of Gaelic education

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Publications:					
Current practice		Standard practice has been to produce LTS print communications in English, unless a specific need has been identified for translations to be available			
Key areas of development	Agree policy on use of Gaelic in print	Policy in place	Gaelic used in a consistent way in LTS print comms	Head of Communications	December 2009
	Implement policy	All staff aware of LTS policy			From January 2010
Press statements and advertisements:					
Current practice		Press statements and advertisements relating to Gaelic are issued bilingually in many instances at present			
Key areas of development	Contract out translations	Bilingual adverts and press statements relating to Gaelic matters	Consistent use of Gaelic in adverts/ press statements relating to Gaelic	HR Manager	From January 2010
Website:					
Current practice		Currently Gaelic materials are available through Gàidhlig Air-loidhne on the LTS website. Some news items are also available in Gaelic			
Key areas of development	Use Gaelic on home page	Gaelic on home page	Consistent use of Gaelic on the LTS website	Head of Online Services	December 2009
	Extend use of Gaelic to all core information areas of the website	Strong Gaelic presence on the website			Sub-heads/ inserts, April 2010
Newsletter on Gaelic matters:					
Current practice		Work has begun on a Gaelic newsletter			
Key areas of development	Disseminate information on Gaelic education	Publish bilingual newsletter twice yearly	Bilingual newsletter appearing twice yearly	Gaelic Manager	2 per year



LTS recognises the importance of enabling staff to develop their Gaelic skills if they wish to do so.

Staffing

LTS will compile an audit of its staff able to speak, read and write Gaelic or who are interested in learning in order to identify capacity to incorporate Gaelic in its work. In association with organisations such as HMIE and SQA, this will be updated bi-annually.

In order to support the use of Gaelic in its services, LTS staff will be encouraged and supported in learning or enhancing their Gaelic.

LTS will work with translators, writers and agencies where available to enable it to outsource some of the tasks created by this Plan.

Liaising with partners (eg HMIE, SQA), courses designed to raise awareness of Gaelic language and culture will be made available to all staff, with specific inputs on aspects of Gaelic education as appropriate.

While recognising difficulties in recruiting appropriately qualified and experienced staff, LTS will seek to increase its Gaelic speaking staff by adopting a policy which recognises Gaelic as an additional job-related skill. The appointments policy will also identify posts which give high priority to Gaelic-speaking skills.

With funding from the Scottish Government, LTS will, for example, appoint a Gaelic speaking Content Editor to support developments in online services.

LTS will include providers of Gaelic CPD on the CPD Find online service and will work with key partners to keep such information up to date.

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Audit:					
Current practice		Gaelic language skills of LTS staff are captured through Annual Reviews, skills audits and skills cards which are available for all LTS staff to view			
Key areas of development	Audit the Gaelic capacities of LTS staff	Create a database of staff with Gaelic or an interest in learning Gaelic	Detailed knowledge available of LTS's capacity to use Gaelic in its work	Director Learning and Community	January 2010
	Update/review database			HR Manager	Bi-annually
Gaelic awareness:					
Current practice		Extremely successful Gaelic awareness courses have been provided to LTS staff facilitated by Gaelic specialist			
Key areas of development	Buy-in Gaelic 'raising awareness' courses	All staff accessed course	Staff aware of Gaelic developments nationally, including GME	HR Manager	From April 2009
	Offer specialist CPD inputs on GME			HR Manager	From 2010, as required
Gaelic Language learning:					
Current practice		All staff have Personal Development Plans which are reviewed in line with business requirements			
Key areas of development	Offer a range of Gaelic language learning opportunities	10% of permanent staff confident in or learning Gaelic per year	Increased capacity in Gaelic within LTS	HR Manager	From 2010

Corpus Planning

LTS will contribute actively to initiatives on Gaelic corpus planning and development and will observe agreements at national level on Gaelic spelling, terminology and grammar. LTS and An Seotal use the same translators to translate new terminology to ensure consistency. All new educational terminology is checked and approved by Buidheann Comhairleachaidh 'An Seotal'.

POLICY IMPLICATIONS FOR GAELIC: IMPLEMENTATION OF THE NATIONAL PLAN FOR GAELIC

Introduction

LTS is committed to ensuring that the National Plan is implemented, and in this section sets out how it proposes to achieve that objective.

LTS recognises that the various priority areas identified in the National Plan for Gaelic will be primarily implemented through its Gaelic Language Plan but that opportunities will also arise to promote and develop the language through existing and future policy measures. LTS will examine current policy commitments and, as an integral part of future policy developments, will identify areas where Gaelic can be pro-actively incorporated and the priorities of the National Plan for Gaelic initiated through additional methods. Bòrd na Gàidhlig sees this development as corresponding to the normalisation principle which aims to include Gaelic as an everyday part of life in Scotland.

Rationale

LTS shares Bòrd na Gàidhlig's view of the importance of Gaelic Education generally and of Gaelic Medium Education (GME) in particular (National Plan for Gaelic, Section 3). LTS will, through collaboration with the Scottish Government and key national partners, support their continued development by providing leadership, support, resources and quality improvement (including CPD).

The National Gaelic Education Strategy and Scottish Government advice and guidance on education, particularly Curriculum for Excellence, provide the rationale for LTS's support for Gaelic. The main language planning category in this section is language acquisition.

Leadership

Working with key education partners, LTS will assume a lead role in promoting and implementing a national development strategy for Gaelic Medium Education (GME) and Gaelic Learner Education (including GLPS). LTS will establish a national development forum comprising representatives of the key organisations involved in Gaelic Education to agree on curricular, resourcing and CPD priorities. The purpose of the national forum will be to reach agreement in principle on curricular, resourcing, CPD and related matters. CPD Find and CPD Reflect will continue to provide and extend the range of CPD opportunities available to teachers in Gaelic Medium Education and to Gaelic Learners.

The LTS Gaelic Team will develop its expertise on GME and Gaelic Learner Education through:



- visiting schools and other establishments and working with practitioners
- leading and participating in advisory groups on Gaelic and Gaelic Medium Education, in partnership with EAs and other key organisations
- collaborating with Bòrd na Gàidhlig on its proposed review of immersion methodology internationally and in Scotland
- contributing to the National Gaelic Education Steering Group (NGESG) and actively supporting the implementation of the National Gaelic Education Strategy.



Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Curriculum Leadership:					
Current practice		There is a perceived need for a national development strategy for Gaelic Education and for leadership related to this			
Key areas of development	Collaborate with Bòrd na Gàidhlig (and using SCIPD opportunities re developments in Catalan and Basque) on research on GME and immersion education	Expertise accumulated from various sources on immersion/ GME	Able to provide advisory role within LTS and partners in Gaelic Education	Gaelic Manager	2009 and ongoing
	Consult with key partners in Gaelic Education	LTS taking the lead in producing a national development strategy for GME and Gaelic Learner education	A co-ordinated development strategy for GME and Gaelic Learner education is produced and begins to be implemented	Gaelic Manager	From 2010
	Establish a national development forum on Gaelic Education			Gaelic Manager	From 2010

Support

LTS will formulate and implement a strategy for its online services which will strengthen its capacity to meet the information needs of the Gaelic Education community. The strategy will cover content translation, content acquisition, content collection policy, Gaelic taxonomy development, metadata and tagging for the LTS website (www.LTScotland.org.uk).

Within Glow, opportunities will be available to all users to learn Gaelic, discuss and share information relating to Gaelic Education and explore Gaelic culture and heritage.

LTS will provide support for parents in relation to involvement in their children's learning in Gaelic – both in GME and Gaelic Learner education. It will identify links with other areas of work currently

under way nationally on parental involvement, supported by the National Parental Involvement Coordinator based in LTS and, in relation to Gaelic, by Stòrlann's Gaelic4Parents and the national parental advisory scheme provided by Comann nam Pàrant (Nàiseanta). This will form a part of the Bòrd na Gàidhlig 'campaign to promote the use and transmission of Gaelic in the home' (National Plan, section 4).

LTS's work in financial education will support the provision of resources for Gàidhlig/Gaelic Education. In addition to *On the Money*, which is available in Gaelic, other core resources (already published or in development) will be translated from English into Gaelic.

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Support:					
Current practice		Gaelic is present on the LTS website in particular areas, including news items			
Key areas of development	Agree strategy for giving information on Gaelic through its online services, including Glow	Opportunities provided to learn Gaelic, share information and explore Gaelic culture	Information on Gaelic available online	Head of Online Services	December 2009
Parents:					
Current practice		There is support for parents and guardians available online, but not specific to Gaelic.			
Key areas of development	Collaborate with BnG and others on research and support for parents	Support provided for parents in relation to involvement in their children's learning in Gaelic	Support and advice available to parents	Programme Director Learning and Community	Oct 2009
Financial Education:					
Current practice		Gaelic version of <i>On the Money</i> complete			
Key areas of development	Translation, filming, CPD events	Gaelic versions of <i>On the Money</i> produced	Gaelic versions available	Programme Director Learning and Community	Mid 2009



Resources

LTS will develop and publish materials for Literacy and Gàidhlig and Gaelic Learners in the context of Curriculum for Excellence.

It will develop a sustainable strategy for translating and publishing content on the LTS Online Service and will identify and prioritise in partnership with Stòrlann a range of exemplification materials for translation. Where appropriate, versions of LTS materials will be produced simultaneously in Gaelic and English.

While the Gàidhlig Air-loidhne (Gaelic Online) site will be re-developed in consultation with key partners, specific areas of the overall LTS web estate will also be made available in both Gaelic and English in order to ensure appropriate access to its educational content for the Gaelic Educational community and wider awareness of Gaelic Educational issues on the part of LTS staff generally.

LTS will continue to support Cruinn-Eòlas Air-loidhne (Geography Online). Within the context of curricular requirements and the availability of developing technologies, LTS will undertake a review of this approach and consider options to support GM secondary education particularly in Geography, History, Modern Studies, Maths, and Science in line with the development of National Qualifications Gaelic Medium provision.

The LTS Gaelic Team will consult with key partners to assist with resources/exemplification production work. The Team will liaise with Bòrd na Gàidhlig and with key education partners to explore and implement closer working relationships, including a development forum representing the key constituents.

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Literacy/Gàidhlig and Gaelic Learners:					
Current practice		Gaelic exemplification and support starting to be produced by LTS for Curriculum for Excellence			
Key areas of development	Provide targeted support as appropriate	Support including exemplification for GME and Learners	Targeted support for CfE implemented	Gaelic Manager	From 2009 and ongoing
Gaelic content on LTS Online Services and translation of materials:					
Current practice		Some materials already translated and available			
Key areas of development	Identify suitable materials Translate/publish	Provision of targeted LTS resources in Gaelic	Gaelic versions of key LTS resources available	Head of Online Services	December 2009 and ongoing
Cruinn-Eòlas Air-loidhne: Geography Online					
Current practice		The programme has been running successfully for some years, with S1-2 classes in a small but growing number of schools			
Key areas of development	Continue support Review access and content to ensure meets LTS Standards and CfE requirements Expand provision	Cruinn-Eòlas air-loidhne on a sound basis and expanding	Expanding and sound provision supporting CfE	Gaelic Manager	Ongoing From 2010
Gàidhlig Air-loidhne: Gaelic Online					
Current practice		Existing site has been available and used by school staff for a number of years. News items feed directly to online services home page. Now requires further development to be in line with requirements of CfE.			
Key areas of development	Appoint Gaelic content editor Set up focus group to advise LTS	New phase in the development of this site	Gàidhlig Air-loidhne developing and being used more extensively	Programme Director Learning and Community	December 2009 – 2010
Lead role					
Current practice		LTS provides guidance and support to schools on Curriculum for Excellence in relation to GME and Gaelic Learner Education			
Key areas of development	Consult with key partners re LTS's lead role in regard to GME and Gaelic Learners	Lead role developed. National forum established focusing on key areas of curriculum framework and resources	Comprehensive framework agreed and implemented by EAs	Gaelic Manager	From 2009 and ongoing

Quality Improvement

LTS will ensure that national guidance on aspects of the curriculum is applicable and relevant to GME and continue to provide ongoing CPD support for teachers in GME, Gaelic Learners in secondary schools and GLPS.

The LTS Gaelic Team will identify and share good practice, through visits and print, by exemplifying good practice on the LTS site and show-casing best practice (eg at the Scottish Learning Festival). With key education partners, it will jointly host a conference every two years to provide a platform for discussion of Gaelic Educational development.

LTS will also work in partnership with arts and media agencies such as Fèisean nan Gàidheal and BBC Scotland Learning to help enrich the Gaelic Medium curriculum.

Internal established procedures and processes relating to programme management, planning, quality improvement and quality assurance will be applied as an integral feature of the development and implementation of the Gaelic Language Plan. A Programme Board, chaired by a member of the LTS Corporate Management Team, will meet regularly to support and monitor progress.

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Curricular advice:					
Current practice		Gaelic Team makes regular inputs into LTS initiatives.			
Key areas of development	Input by Gaelic Team into curricular initiatives at LTS	Regular inputs as initiatives are developed	Gaelic input into LTS initiatives 'normalised'	Gaelic Manager	Ongoing
CPD:					
Current practice		The Scottish Learning Festival in recent years has included a Gaelic Pathways section. The programme for 2010 will build on and strengthen this provision. The LTS Gaelic Team has supported and participated in a wide range of conferences, engaged with EAs, Gaelic groups and supported CPD in schools			
Key areas of development	Continue to develop CPD being both proactive as well as being responsive to identified needs. Expand Gaelic Pathways at SLF 2010	CPD & related support in line with requirements	Targeted CPD support programme for Gaelic Education	Gaelic Manager	Ongoing and SLF 2010
	Further develop the CPD online services to include Gaelic availability	Gaelic CPD access available online	Increase in numbers using the site	Gaelic Manager	Ongoing



Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Sharing good practice:					
Current practice		Good practice shared through written guidance, visits to schools, participation in groups, courses and conferences.			
Key areas of development	Build on current approaches to dissemination of good practice	Continue to issue guidance on CfE and Gaelic Education (GME and Gaelic Learners)	Guidance available on aspects of Gaelic Education	Gaelic Manager	From 2009
	Working with key partners plan bi-annual conference on aspects of Gaelic Education to support key initiatives eg CfE and JtE	Plan and deliver conference with key partners	Conference on Gaelic Education every 2 years	Gaelic Manager	From 2009 and ongoing
			Positive evaluations and information gathered to inform future programmes	Gaelic Manager	March 2009
Arts and Culture					
Current practice		Aspects of Gaelic culture are covered in written guidance and in contribution to events such as the annual Scottish Learning Festival and Homecoming 2009			
Key areas of development	Liaise with others to enrich the GME and Learners curriculum	Enrich GME and Learners curriculum	The GME and Gaelic Learners curriculum reflect Gaelic culture	Gaelic Manager	Ongoing
	Develop 'Homecoming' materials to include Scotland's Songs, Stories and History of Gaeldom – Gàidhealtachd	Materials to support Early, Primary and Secondary schools	Staff using materials to the benefit of children and young people	Gaelic Manager	Sept 2009

IMPLEMENTATION AND MONITORING

Support structure and administrative arrangements for implementing the Plan

This Plan is the policy of Learning and Teaching Scotland and has been endorsed by the Corporate Management Team. The Chief Executive of LTS is responsible ultimately for ensuring that LTS delivers on the commitments set out in this Plan. The Plan relates both to actions carried out by LTS staff and by third parties on behalf of LTS.

LTS has established a Gaelic Steering Group which will oversee and monitor implementation of its Gaelic Language Plan. It will keep corporate policies under review to ensure they contribute appropriately to the promotion of Gaelic culture, heritage and language in line with the Gaelic Act. The Gaelic Steering Group will report to the appropriate Programme Board.

In order to facilitate partnership working with related agencies, such as HMIE and SQA, LTS will seek to form a 'partnership sub-group' to identify opportunities, propose projects and oversee and evaluate outcomes. It will also set up ad hoc advisory groups on aspects of its work in Gaelic and will seek dual membership with similar groups operated by Bòrd na Gàidhlig, Storlann and other agencies.

With funding from the Scottish Government, LTS will put in place an internal support structure for the developments proposed in the Plan, based on the establishment of a Gaelic Team, comprising a Gaelic Manager, two seconded posts and a Professional Adviser. LTS will give priority to succession planning to support the sustainability of Gaelic developments within the organisation.

The Gaelic Team will maintain strong internal linkages aimed at cascading its influence within LTS and will establish effective partnerships with other agencies and the Gaelic Education community generally.

Detailed Action Plans predicated on the approved Gaelic Language Plan will be produced by the named officers within LTS.

Many of the initiatives in the Plan can be progressed through existing budgets provided by Scottish Government. Some, however, require additional funding: discussions are ongoing with Bòrd na Gàidhlig on this aspect. LTS's Gaelic Plan will be published bilingually on LTS's website. In addition, LTS will:

- issue a press release announcing the Plan
- announce the Plan through other existing appropriate media, such as e-bulletins, Connected, Glow groups, newsletters
- make the Plan known to employees via the LTS intranet
- distribute electronic copies of the Plan to a list of organisations with an interest in Gaelic
- distribute copies of the Plan to other interested bodies
- make printed copies available on request.

Monitoring implementation of the Plan

The LTS Gaelic Language Plan covers the period 2009–2012. The sections, *Core Commitments and Implementation of the National Plan for Gaelic*, set out the individual target dates for specific commitments.

Monitoring arrangements will adhere to current internal processes relating to programme management and quality assurance. The Gaelic Steering Group chaired by a member of the LTS Corporate Management Team will meet regularly to support and monitor progress. The Gaelic Steering Group will report to the Targeted Support Programme Board. Monitoring will be based on

- Discussions within the Gaelic Steering Group
- Discussion at Gaelic Team meetings
- Discussion at individual meetings with Programme Directors
- Discussion with Line Managers, Programme Directors
- Scrutiny of written papers
- Self-evaluation within teams/individuals across the organisation
- Course evaluations
- Surveys/questionnaires
- External evaluations.

LTS will meet the resource requirements for this Plan from a combination of its Core Grant in Aid and Scottish Government funding received for specific educational programmes. LTS, as a Non Departmental Public Body, is dependent on central government for the significant majority of its funding. Any funding adjustments by central government would clearly have an impact on educational initiatives, including those covered in this Plan.



Contact details

The senior officer with operational responsibility for overseeing preparation, delivery and monitoring of LTS's Gaelic Language Plan is:

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 Director of Learning and Community
 Learning and Teaching Scotland
 The Optima
 58, Robertson Street
 Glasgow
 G2 8DU
 0141 282 5115
s.ritchie@LTScotland.org.uk

Queries about the day-to-day operation of the plan should be addressed to:

Linda Christie
 Professional Adviser
 Learning and Teaching Scotland
 The Optima
 58, Robertson Street
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APPENDIX 1

Gaelic in Scottish education

At the time of the National Census in 2001, there were 65,674 people in Scotland who could speak, read or write Gaelic. Although the overall position of the language is clearly fragile, the number of speakers aged 5-14, at 6,218, was 8.5% up on the 1991 total, confirming renewed vigour in the language following decades of decline. This change is best exemplified by the growth, in response to parental demand, of Gaelic Medium Education over the past 20 years.

The National Plan for Gaelic sets a target for 2021 of 65,000 Gaelic speakers recorded in Scotland, as compared to 58,652 in 2001, or a rise of 10%.

There has been a rapid expansion of employment opportunities in Gaelic in recent years, for example in broadcasting, education and the arts. There is also greatly increased awareness of the language and, in particular, of Gaelic culture which has been attracting attention both at the national and international levels.

Gaelic features in the curriculum in Scottish schools in the form of Gaelic Medium Education (GME) and Gaelic Learner Education, in both primary and secondary schools.

In 2008-09, according to figures supplied by Strathclyde University:

- 58 pre-school centres provided GME for 864 children
- 60 primary schools provided GME for 2,206 pupils
- 39 secondary schools provided Gàidhlig language classes for 981 pupils
- 19 secondary schools provided Gaelic medium subject teaching for 397 pupils.

There are three all-Gaelic primary schools – Sgoil Ghàidhlig Ghlaschu in Glasgow (which also has a secondary department), Bun-sgoil Ghàidhlig Inbhir Nis in Inverness and Stoneybridge Primary in

Comhairle nan Eilean Siar. Otherwise, primary GME is delivered in the form of classes, 'departments' or 'streams' within schools. (LTS supports a move away from the term 'Gaelic Unit' to a more inclusive terminology.)

Most pupils in GME come from non-Gaelic speaking homes and learn Gaelic in school through being 'immersed' in it and using it in all aspects of learning and teaching. The all-Gaelic approach creates a powerful motivation to learn Gaelic, which is a key factor in the success of GME.

Gaelic Medium Education, as part of Curriculum for Excellence, will require the same range of resources and is covered by the same curricular advice and initiatives as English medium education. However, there are differences between the two in emphasis, timing and sometimes in pedagogy which mean that many curricular developments have to be adapted for use in GME, especially at the Early and First stages. Advice being developed to support Curriculum for Excellence takes account of these differences.

Within the Gaelic for Learners in the Primary School (GLPS) programme, pupils are usually introduced to Gaelic at the upper end of primary school. There are around 100 schools in this programme. There are plans at national level for expansion of GLPS both in content and in the number of the schools and EAs participating.

Currently (2007-08), 2,813 pupils are studying Gaelic as a second language in 39 secondary schools, spread throughout Scotland but with a majority in the Highlands and Western Isles. These second language classes form a separate stream to the 'Gàidhlig' (fluent speaker) classes and lead to their own set of 'Gaelic Learner' examinations.

APPENDIX 2

Bernard McLeary
Chief Executive
Learning and Teaching Scotland
The Optima
58 Robertson Street
Glasgow
G2 8DU



28 Dàmhair 2009
28 October 2009

A charaid chòir,

PLANA GÀIDHLIG

Tha e a' toirt toileachas mòr dhomh daingneachadh gu bheil Bòrd na Gàidhlig air aonta a chur ris a' Phlana Ghàidhlig aig Ionnsachadh agus Teagasg Alba an co-rèir ri earrann 5(1)(a) dhe Achd na Gàidhlig (Alba) 2005 air 20 Dàmhair 2009. 'S e seo an latha a bu chòir nochdadh air an riochd choileanta dhen phlana a thèid fhoillseachadh.

Bhithinn nur comain nan cuireadh sibh lethbhreac eileagtronaigeach dhen sgrìobhainn dheireannach gu oifis@bord-na-gaidhlig.org.uk, cho math ri lethbhreac pàipeir chun an t-seòlaidh gu h-ìosal airson ar clàir. Bu chòir suaicheantas a' Bhùird a bhith orra.

Tha sinn cuideachd ag iarraidh oirbh lethbhreac dhen phlana a chumail ann an àite follaiseach air ur làrach-lìn.

GAELIC LANGUAGE PLAN

It gives me great pleasure to confirm that Bòrd na Gàidhlig has approved the Gaelic Language Plan of Learning and Teaching Scotland in accordance with section 5(1)(a) of the Gaelic Language Act (Scotland) 2005 on 20 October 2009. This is the date that should appear on the final version of the plan when published.

I would be grateful if you could send an electronic copy of the finalised document to oifis@bord-na-gaidhlig.org.uk, as well as a paper copy to the address below for our records. These should incorporate Bòrd na Gàidhlig's logo.

We also ask you to ensure that a copy of the plan is retained in a prominent place on your website.

APPENDIX 2 (cont'd)

Bu mhath leam an cothrom seo a ghabhail gus taing a thoirt dha LTS airson a cho-obrachadh le bhith ag ullachadh a' phlana agus gus guidhe gach soirbheas le chur an gnìomh. Bidh sinn ro dheònach ur cuid-eachadh le comhairle is taic.

Is mise le spèis,

I would like to take this opportunity to thank LTS for its co-operation in preparing the plan and wish you well with its implementation. We will be more than happy to assist you by providing advice and support.

Hugh Dan MacLennan
Sgioba Taic Eadar-amail
Interim Senior Support Team

APPENDIX 3

GLOSSARY AND ABBREVIATIONS (as appropriate)

Term	Abbrev	Notes
An Seotal		Storlann-led project to produce new Gaelic terminology for schools
BBC Scotland Learning		Produces Gaelic Educational materials – print, radio, TV and website.
Bòrd na Gàidhlig	BnG	National statutory agency for Gaelic
Clì Gàidhlig		An organisation promoting and supporting gaelic culture and language learning
Comann Luchd-Teagaisg Ard-Sgoiltean	CLAS	Professional Association for Gaelic Secondary Teachers
Comann nam Pàrant		An organisation supporting parents with children in Gaelic Medium Education
Comunn na Gàidhlig	CNAG	Gaelic development organisation
Continuing Professional Development	CPD	In-service training
Corpus planning		Planned development of terminology and guidance on spelling and grammar
Cruinn-Eòlas Air-loidhne (Geography Online)		LTS online project for geography S1/2
Curriculum for Excellence	CfE	
Early and First Levels		The first two CfE levels
Education Authorities	EAs	
Fèisean		Gaelic arts teaching festivals
Fèisean nan Gàidheal	FNG	National fèisean-support agency
Gaelic Language Act Implementation Fund	GLAIF	Funding, usually on a diminishing three year scale, provided by Bòrd na Gàidhlig to enable authorities to implement their Gaelic plans
Gaelic Learners		Secondary school classes and exams for Learner pupils
Gaelic Learners in the Primary School	GLPS	National programme to support the teaching of Gaelic Learners in upper primary school, based on MLPS
Gaelic Medium Education	GME	
Gàidhlig		Fluent speaker classes and qualifications in secondary schools
Gàidhlig Air-lòidhne (Gaelic Online)		Gaelic Online support service, a website specifically in Gaelic to support and advise on educational developments
Glow		National Schools Intranet
Her Majesty's Inspectorate of Education	HMIE	
Immersion education		Education in which pupils learn a language through using it
Ionnsachadh agus Teagasg Alba		Learning and Teaching Scotland
Literacy and Gàidhlig		Curriculum for Excellence category covering GME and Gàidhlig classes
Management Review Group	MRG	Inter-authority group on Gaelic Education
National Gaelic Education Steering Group	NGESG	Bòrd na Gàidhlig-led national advisory group on Gaelic Education
National Qualifications	NQ	

APPENDIX 3 (cont'd)

GLOSSARY AND ABBREVIATIONS (as appropriate)

Term	Abbrev	Notes
Scottish Continuing International Professional Development	SCIPD	An international programme, managed by LTS, enabling Scottish teachers to participate in exchanges with teachers from countries around the world
Scottish Funding Council	SFC	
Scottish Qualifications Authority	SQA	
Second Language Learning/Teaching		The learning/teaching of a new language as a school subject
Stòrlann Nàisanta na Gàidhlig	Storlann	National Gaelic resources production service