

Skills Development Scotland
Gaelic Language Plan



This plan has been prepared under sections 3 and 7 of the Gaelic Language (Scotland) Act 2005 and approved by Bòrd na Gàidhlig on 5 March 2013.

SDS Gaelic Language Plan

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This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005.

Foreword by Damien Yeates, Chief Executive, Skills Development Scotland

Skills Development Scotland (SDS) fully supports the desire of the Scottish Government that our nation be inclusive of all identities and recognises that Scotland's greatest asset is its people. It is in this spirit that we have approached the development of our Gaelic Language Plan.

It is clear that Gaelic is more than just a language, it is a fundamental part of who we are as a nation, and at SDS we are committed to working with partners in demonstrating equal respect for Gaelic. This we believe will help contribute toward a sustainable and secure future for the language. Our Gaelic Language Plan places the delivery of our services in this wider context and we trust will further help engender real interest in, and equal respect for, Gaelic language and culture.

With our Gaelic Language Plan we have developed a clear and co-ordinated strategic response that builds on, what we believe to be, our already significant achievements in supporting the development of Gaelic language acquisition and usage across Scotland and within our own workplace. We recognise that there is a tremendous opportunity for SDS to join with partners in becoming ambassadors for the language and to shape a future for Gaelic that extends well beyond the reach of this three year development plan. SDS is committed to both deliver and support imaginative actions that will make a significant contribution to the ambitions of the National Gaelic Language Plan and to the process of achieving the equality of respect that is so crucial to the survival and growth of Gaelic across Scotland.

Studies up to and including the 2001 Census detailed a slow decline in usage of the language; however, recent trends show a distinct upturn in interest and activity, particularly in Gaelic medium education and through the development of new Gaelic media services. The findings from the 2011 Census is will be important to gauge progress and inform future development. The Scottish Government report 'Attitudes Toward the Gaelic Language' in August 2011 concluded that "Awareness of Gaelic usage in Scotland was high, with a majority being made aware of Gaelic through the media, but also through the use of Gaelic in music and the arts, and as a subject taught in schools" whilst recognising key challenges remain in increasing learning and usage.

The National Gaelic Language Plan 2012-2017 – Plana Cànan Nàiseanta Gàidhlig focuses on growth and improvement and calls for concerted action on agreed priorities such as use of Gaelic in the workplace and promotion through key sectors. With this in mind, our vision is to fully undertake our obligations under the National Gaelic Language Plan and to help further embed and enrich the language and culture of Gaelic in Scotland. We believe that our Gaelic Language Plan represents a strongly supportive, clearly communicated and proactive approach to this important challenge.

1. Context

“The Gaelic language is a unique part of Scotland’s natural heritage. Gaelic belongs to the people of Scotland and it is our responsibility as a nation to maintain its existence in a modern, multicultural and multilingual Scotland.”
National Plan for Gaelic 2007-12.

“The purpose of this plan is to secure an increase in the number of people speaking and using Gaelic in Scotland. It is also vital that Scottish authorities and bodies recognise they have a role in this and that their policies and programmes can significantly shape the future of Gaelic in Scotland” Dr Alasdair Allan, Minister for Learning, Science and Scotland’s Languages, National Gaelic Language Plan - Growth and Improvement 2012-2017.

The Gaelic Language (Scotland) Act 2005 aims to formally secure the status and profile of Gaelic as an official language of Scotland, commanding equal respect. A recent surge in the profile of Gaelic has gone some way to reversing a significant decline in usage over many decades, but the language remains fragile and a range of bodies have been charged with bringing their roles and expertise to bear in support. Gaelic language plans are intended to encourage organisations to deliver more and better services to future and current Gaelic users and to raise awareness of the language. They also represent an organisation’s public commitment to Gaelic and should function as a working document that supports the development process.

Against this background, the Skills Development Scotland Gaelic Language Plan has been prepared as a statutory document for formal submission to Bòrd na Gàidhlig in response to the Notice of Requirement. This plan documents a three year development and implementation programme from 2013-2016.

The SDS Gaelic Language Plan recognises the National Gaelic Language Plan 2012-2017 – Plana Cànanain Nàiseanta Gàidhlig ‘development areas’ most relevant to our role:

Development area - education: post-school education

- extending access to Gaelic language learning for adults
- ensuring good resources are available to support adults learning Gaelic.

Development area – workplace

- raising awareness of Gaelic among the workforce
- offer training as appropriate with a view to increasing the availability of services and employment opportunities
- promoting a positive Gaelic ethos.

SDS's Gaelic Language Plan demonstrates organisational commitment and actions against the National Gaelic Language Plan 'strategic priorities' where we can have most impact:

- support for the acquisition of Gaelic
- support for the wider use of Gaelic amongst young people, their parents and communities
- support for the wider use of Gaelic within the workplace, including the completion of a Gaelic skills audit, which should inform the provision of Gaelic awareness, Gaelic skills training and recruitment policy
- informing the organisation's policy on Gaelic
- offering Gaelic services actively as a normal part of the organisation's work
- support for the development of Gaelic acquisition and usage in identified key sectors.

SDS's Gaelic Language Plan also adheres to the guiding values contained in Ginealach Ùr na Gàidhlig 2007-2012 that are necessary to ensure the future security and sustainable development of Gaelic:

- language acquisition – increasing the number of Gaelic speakers by ensuring language transmission and ensuring effective opportunities for learning Gaelic
- language usage – encouraging greater use of Gaelic, to provide much greater and wider opportunities to use the language and to promote access to Gaelic forms of expression
- language status – increasing its visible and audible presence, to enhance its recognition and create a positive image for Gaelic in Scottish public life
- language corpus – strengthening the relevance and consistency of Gaelic and to promote research into the language.

The SDS Gaelic Language Plan shows how we will respond to the National Gaelic Language Plan 2012-2017 and appendix 2 provides detail regarding SDS's commitment to the Ginealach Ùr na Gàidhlig guiding values.

SDS would like to express its gratitude to Bòrd na Gàidhlig for the helpful advice and guidance given by staff during the development process of this plan.

2. Introduction

SDS overview

We are Scotland's national skills body, focused on contributing to Scotland's sustainable economic growth by contributing to the delivery of the Scottish Government's economic and skills strategies.

Our services are shaped by the Scottish Government's Career Information, Advice and Guidance (CIAG) strategy and its Youth Employment Strategy. We work with partners across Scotland to deliver the following services:

- Scotland's CIAG service
- PACE (Partnership Action for Continuing Employment) - support for those dealing with redundancy
- National Training Programmes focused on supporting individuals to secure and sustain employment (Get Ready for Work and Training for Work)
- Individual Learning Accounts – the Scottish Government programme that provides support for individual learning
- Modern Apprenticeships – providing a way for businesses to train new and existing employees to industry-recognised standards
- support for employers to develop the skills of their people.

Our services are focused around four strategic goals. The first two goals focus on our customers - individuals and employers - while the third goal focuses on our partnerships which underpin activity in both goals 1 and 2. It is through our joint work with partners that we seek to drive the shared commitment to raising skills performance through change and improvement in services that make up the skills and learning system. Our fourth goal captures a range of business support activities with a focus on organisational effectiveness and sustainability.

- 1. Enabling People to Meet Their Potential** – a) Deliver for Scotland a modern, integrated and holistic CIAG service that empowers individuals to manage their careers. b) Deliver intensive support to those who need it most, particularly young people, to enable them to raise their aspirations and move more successfully between learning and work opportunities.

2. Making Skills Work for Employers – a) Improve the way the skills and learning system responds to the needs of employers. b) Simplify the process of accessing training and getting involved with the skills and learning system.

3. Working Together to Improve the Skills and Learning System – a) Work with national and local partners to improve, further integrate and make more accessible the services we deliver in response to the needs of individuals and employers.

4. Achieving Organisational Excellence – a) Make sure our business practices are efficient, effective and sustainable. b) Make the best use of the strengths of our people.

Gaelic in SDS areas of operation

SDS operates a network of public access centres augmented by regional and national headquarter locations. Our network extends into areas identified as having higher numbers of Gaelic speakers in the north west and Glasgow as well as areas where Gaelic usage and Gaelic medium education has been developing. This coverage places SDS in a strong position to both support activity in traditional Gaelic speaking areas and also encourage the uptake and usage of Gaelic where interest levels are less established but are nonetheless now beginning to develop .

SDS recognises Scotland's far-reaching Gaelic heritage and the huge potential for development that exists within Scotland and beyond, but we remain mindful of the fact that the SDS Gaelic Language Plan should allow for some geographic flexibility. 'The Guidance on Development of Gaelic Language Plans' made available to SDS talks of enabling 'the development of Gaelic Language Plans that are reasonable and proportionate according to the particular circumstances of individual public authorities.' With this in mind it is proposed that application of the SDS Gaelic Language Plan for operations based in the Northern Isles and some other areas will be scaled on a lower priority basis, or be exempt from certain actions.

The Gaelic landscape

Figures published in Scotland's Census 2001 – Gaelic Report¹ show that, in 2001, over 92,000 people in Scotland (just under 2% of the population) had some Gaelic language ability and that it was moving from being an oral language to being a language that was spoken, read and written. A decline in usage, even in the traditional Gaelic heartlands, was identified. Those with Gaelic ability were noted as more likely than the population as a whole to be aged 25 and over. The proportion of people aged 5 to 9 speaking Gaelic increased between 1991 and 2001, but proportion aged 3 to 4 and 25 and over fell.

It is clear then, that the position of Gaelic (despite an upsurge in interest and profile in more recent years) remains fragile. Indeed, it is one of the languages identified by UNESCO through its 'Living Tongues Institute for Endangered Languages' as being under 'definite' threat. The Institute also states that worldwide 254 languages have become extinct since 1950. It is hugely important therefore that organisations in Scotland work together to support the Scottish Government's aims for the language.

The National Gaelic Language Plan 2012-2017 recognises school and post-school education as two of its key development areas. Efforts in support of Gaelic education have been successful in recent years and it will be important nationally to build on this. The number of pupils who are in Gaelic medium education at primary school level has risen from 24 in 1985 to 2312 in the school year 2010/11. There were 410 pupils in Gaelic medium education at secondary school level in the school year 2010/11. 802 children were registered in Gaelic nurseries in 2010/11. There were 1,052 fluent speakers taking Gaelic as a subject at secondary school in the school year 2010/11, and 2,691 learners taking Gaelic as a subject in the same year. The number of students who are in Gaelic further or higher education or who are taking a Gaelic course at that level has risen also.

At further and higher education levels there are a number of courses available related to Gaelic at colleges and universities in Scotland, including courses which are taught entirely through the medium of Gaelic – such as those on offer at Sabhal Mòr Ostaig on Skye and Lews Castle College on Lewis.

Degrees in Celtic and Gaelic are available at The University of Glasgow, The University of Edinburgh and The University of Aberdeen, with Gaelic a key element of many of those degrees. Teacher education courses are offered by The University of Strathclyde, The University of Aberdeen and The University of the Highlands and Islands (UHI) to students intending to teach in the Gaelic education system.

In line with the Scottish Government's plans to better meet the needs of learners and employers in their own locality, Skills Development Scotland recognise that

¹ www.gro-scotland.gov.uk/census/censushm/scotcen2/reports-and-data/scotcen-gaelic/index.html

colleges have been asked to move towards regionalisation of their current structures and entities and to have 13 college regions which have a coherent and sustainable curricula offer. These offers should have a sharper focus on outcomes, funding based on regional needs and strong accountability for regional performance.

We recognise that each of these college regions will be expected to plan college provision strategically across the region and to be informed by local Community Planning Partnerships and other regional stakeholders. However, we also recognise that there is a phased timetable as colleges plan provision from their current entities to the point of full regionalisation which is expected by academic year 2014/15. As the new boards form in each region, SDS will encourage them to consider their approach to support for Gaelic and in doing so we can enter into dialogue through the development of joint agreements.

SDS also recognises the important contribution made by the wider Gaelic community and key representative bodies. We already work constructively with a number of these bodies at national and local level including Bord na Gaidhlig, Commun na Gaidhlig, Highlands and Islands Enterprise (HIE), local authorities, Sabhal Mòr Ostaig and the University of the Highlands and Islands (UHI). A list of some of the learning providers we work with through Individual Learning Accounts (ILAs) are listed below and a wider list of bodies supporting Gaelic development and learning can be found at appendix 7.

3. SDS Gaelic achievements to date

It can be demonstrated that a number of key SDS activities and service provisions are already supporting the goals and objectives of the National Gaelic Language Plan, and that these actions are firmly embedded within the scope of our strategic goals.

Ùlpan

Goal 1 - Enabling People to Meet Their Potential

SDS is one of the key partners of the innovative Ùlpan project and, together with Bòrd na Gàidhlig and HIE, have committed core funding to support the programme until 2014. Ùlpan represents an ambition to create a step change in the expansion of availability of Gaelic language tuition to levels never before seen.

Ùlpan aims to lift the skills base and professionalism of Gaelic language tuition across Scotland by expanding the number of Ùlpan trained tutors, increasing the

availability of courses across all areas of the country and the development of innovative IT systems to support both learners and tutors.

In addition, Ùlpan is raising awareness of the key importance of adult learners in reversing language shift and is providing an additional mechanism for employers to fulfil their obligations under the Gaelic Language (Scotland) Act 2005, to increase the percentage of staff than can use the language.

From an economic viewpoint there is also evidence that the Ùlpan project has the potential to create significant earnings, for those with Gaelic language skills becoming tutors, in most areas of Scotland, including importantly, economically vulnerable rural areas.

Importantly, the project demonstrates visible and constructive collaboration by three major public agencies, combining resources toward a national objective for Gaelic. At the end of September 2012 a total of 178 tutors had been trained, with 2400 students in training.

Diploma in Gaelic media

Goal 1 - Enabling People to Meet Their Potential

Together with the Scottish Funding Council we have given joint development funding support during 2011/12 and 2012/13 to the Diploma in Gaelic Media which is delivered by the Gaelic college Sabhal Mòr Ostaig. This highly valued diploma is a Professional Development Award, year one being college-based and year two spent on attachment within the television industry. The course has a proven track record with over 90% of graduates gaining employment in the media industry. It is anticipated that as the Gaelic media industry continues to develop, demand for these skilled individuals will increase.

Individual Learning Accounts

Goal 1 - Enabling People to Meet Their Potential

Skills Development Scotland Individual Learning Accounts (ILAs) are the main funding stream to support individual learning in Scotland. ILAs are for people who are 16 or over and living in Scotland. If someone has an income of £22,000 a year or less, or is on benefits they may be eligible to get up to £200 towards the costs of learning or training. If they are not in education, do not have a degree or above and are not taking part in a National Training Programme

(Modern Apprenticeship, Get Ready for Work or Training for Work) they could apply for an ILA.

At the time of compiling this plan a total of 89 Gaelic language related courses were available for ILA funding, from learning providers based in Scotland including:

Sabhal Mòr Ostaig
Clì Gàidhlig
The University of Glasgow
Argyll College UHI
Lews Castle College UHI
Deiseal Ltd – Ùlpan
Columba Centre Islay - Ionad Chaluum Chille Ìle
The University of Aberdeen
West Highland College UHI
The University of Strathclyde
The University of Dundee
University of St Andrews
Tayside Language Centre
Deans Community High School
Edinburgh Telford College
Lairg Learning Centre
Stirling Council
Inverness College UHI

The Course Search tool on the My World of Work website will return ILA-approved courses if that function is pre-selected by the user.

The Gaelic labour market

GOAL 2 - Making Skills Work for Employers

SDS is committed to working with partners to provide an effective contribution to investigating, strengthening and consolidating actions surrounding Gaelic Labour Market Information (LMI). Understanding the Gaelic labour market is important. Previous discussions between SDS, the Scottish Government, HIE, Commun na Gàidhlig and local authorities resulted in an agreement that requests around Gaelic LMI be routed through the Scottish LMI Framework (6), of which SDS is an active member. Proposals to move forward via this route have been agreed.

The partnership of SDS, Bòrd na Gàidhlig and HIE, published the results of research, 'Measuring the Gaelic Labour Market: Current and Future Potential' in

2008. This research defined the Gaelic labour market as “the market for which knowledge of the Gaelic language is a condition of employment” and includes those employed in ‘Gaelic essential’ posts as well as the self-employed and those in contracted employment.

(6) <http://www.scotland.gov.uk/Resource/0038/00389499.pdf>

Key priorities which remain relevant today were identified as follows:

- increasing the number of new recruits able or willing to enter Gaelic-related employment
- improvement of necessary language skills for individuals prior to entering Gaelic-related employment
- improvement of the language skills of those already in Gaelic-related employment (Continuing Professional Development)
- consolidating actions to boost individual and sectoral confidence and productivity.

The report also noted that a significant majority of future Gaelic-related employment will be dependant on public sector expenditure. Given the current and projected economic climate within the public sector this presents significant implications and challenges for future Gaelic workforce development. Private sector development is, however, anticipated in a number of key sectors including tourism and hospitality, teaching and education and the creative industries. The National Gaelic Language Plan 2012-2017 includes these sectors within it's six key development areas and the Bòrd na Gàidhlig Gaelic employment audit in August 2012 confirmed that these sectors represent the most likely employment opportunities.

Staff language audit

In 2011 SDS fulfilled one of its significant obligations by undertaking a comprehensive online audit of Gaelic language skills, awareness and interest amongst staff. This survey provided valuable information on the level of Gaelic skills and interest across the organisation and will help us shape and deliver our services going forward. The findings of the staff survey also allow us to consider the most effective ways to provide Gaelic language training opportunities to SDS staff, through each individual's Personal Development Plan (PDP) and discussion with people managers.

A very encouraging total of 449 staff members responded to the survey providing very robust and geographically representative data. A total of 4.2% of SDS employees indicated some level of verbal Gaelic skills whilst 9.2% indicated Gaelic reading skills and 6.3% indicated written Gaelic skills. A modest but perceptible demand for SDS services to be available in Gaelic was also identified

with an average of 14.7% of respondents estimating potential demand as either 'slight' or 'significant'. Most encouragingly, over 260 employees indicated interest in learning more about Gaelic or improving their own Gaelic language skills.

SDS will ensure that the survey is refreshed annually in order to maintain the currency of the data and support our ongoing focus.

A more detailed summary of the survey findings is contained in appendix 4.

SDS Gaelic in partnership

Goal 3 - Working Together to Improve the Skills and Learning System

As part of our overall commitment to work with partners to improve the skills and learning system, SDS is well placed to define and engage a new strategic approach with partner organisations. We seek to work with and develop meaningful relationships with these partners and are aware that many either have already fulfilled their duty to publish their Gaelic language plan, or are in the process of developing one.

One example is our relationship with all local authorities across Scotland: SDS has defined Service Delivery Agreements with every local authority, a number of which have Gaelic language plans in place. To give an illustration of what this means in practice, regular local authority briefings are prepared by SDS and some have already included Gaelic language content and SDS will further develop and consolidate such practices in the overall context of our own Gaelic Language Plan and that of our partners.

Through these partnerships, SDS arranged a joint meeting with the five local authorities in Scotland representing the areas with the largest numbers of Gaelic speakers and employment, in order to share ideas and explore future collaboration. In addition, we continue to work closely with other existing key partners who are either currently developing their own Gaelic language plans or who are already working to the commitments of their published plans. Key agencies, working together, provide a unique opportunity for collaboration under the strategies and commitments provided by the development of a range of Gaelic language plans.

- SDS will work both independently, and in partnership, to raise the profile of and support for the Gaelic language
- SDS will contribute to developing equal respect for customers that wish to use our services and resources to engage with Gaelic learning
- SDS will make available and publish any relevant research relating to Gaelic issues and Labour Market Information

- SDS will act as a catalyst for positive change with our key stakeholders and partners in fostering a positive spirit of collaboration.

A number of organisations and individuals share the responsibility for ensuring that the Modern Apprenticeship (MA) programme is implemented to the highest possible standard. These bodies are represented on the Modern Apprenticeship Group (MAG) and they include:

- Sector Skills Councils (SSCs)
- Skills Development Scotland
- awarding bodies
- training providers
- Modern Apprenticeship Group (MAG)
- employers.

SDS is responsible for administering the public funding contribution for MAs, however they are designed by SSCs. Within our plan, SDS will commit to engaging with MAG to identify if it is feasible to use the framework approvals process to identify the demand for and opportunities for vocational training for Gaelic speakers and learners within MAs, and if not, how this might be best addressed. SDS will also commit to engaging with Local Employability Partnership Advisory Groups for employability training, to identify the requirement for training for Gaelic speakers.

4. Public consultation

The Gaelic Language (Scotland) Act 2005 requires that public bodies charged with preparing Gaelic language plans should seek public consultation before submission of plans is undertaken. SDS fulfilled this obligation by making available our draft Gaelic Language Plan through a variety of different channels:

- a downloadable bilingual copy of the draft plan, highlighted in the news section of the SDS corporate website and available to view and download via a dedicated landing page, together with the online facility to leave comments and contact details
- key partners and stakeholders were informed of the availability of the draft plan and invited to submit comments
- Gaelic-related bodies and organisations were informed of the availability of the draft plan and invited to submit comments
- SDS staff were notified through all internal communications channels of the consultation process and invited to submit comments.

SDS has also continuously consulted on an internal and external basis during the development of our plan. We would like to thank the individuals and organisations who contributed responses during this time and we have

endeavoured to take account of the ideas and comments submitted in our final plan.

5. Policy development

SDS Gaelic policy strategy development

The primary, public statements of SDS policy across all areas of activity are the SDS Corporate Strategy and Operating Plans, which set out our organisational strategy, direction and high level annual plans and targets.

Progress and operation of the plan will be formally monitored against directorate work plans by our strategy, policy and performance team. SDS is a dynamic organisation, seeking to constantly improve a wide portfolio of products and services across a responsive service delivery model. In order to define appropriate Gaelic-related development and incorporation into our Gaelic Language Plan commitments developments across certain specific services will require longer-term, formalised, cross-directorate consultation and action. These represent many core aspects of our work and include:

- National Training Programmes
- specific training programmes
- the development of our integrated service offer
- SDS input into external policy developments
- partnership and stakeholder developments.

In order to ensure a consistent and commensurate approach to our support for Gaelic, we have convened an internal Gaelic Implementation Group. This has been developed in accordance with the guidelines set out in the SDS Policy Development and Review Framework. This is a cross-directorate group and will be responsible for informing and reviewing forward actions and overseeing the three year implementation of the SDS Gaelic Language Plan.

This SDS Gaelic Language Plan sets out our commitments within specified timescales. The Gaelic Implementation Group will coordinate and address longer-term and more complex issues including how SDS will increase its Gaelic medium and Gaelic language skills training through the core aspects of its work. The plan elements form part of each directorate work plan and will be monitored as such. This will not only ensure adherence to all aspects of our Gaelic Language Plan and the Gaelic Language (Scotland) Act 2005, it will also inform future Gaelic-related development and implementation within SDS. More information on the Gaelic Implementation Group can be found in section 7.

6. Plan elements

SDS recognises the importance of extending the visibility of Gaelic and increasing its status and where we provide bilingual Gaelic/English services we will demonstrate equal respect for both languages.

Identity

Promoting a bilingual corporate identity will affect public perception, enrich the overall vocabulary of existing Gaelic speakers and will encourage the normalisation of Gaelic as a living language used across Scotland. SDS will develop a bilingual corporate identity including a commitment to rendering our corporate logo bilingual at the point at which the logo and brand are next renewed and a bilingual strapline to be used generally, demonstrating equal respect.

Strapline will be used within communication materials and signage programme based upon redesign stage and signage replacement or upgrade on a 'new for old' basis where appropriate. This will be informed by our existing signage replacement programme. It should be noted that some SDS offices and public access centres already have bilingual signage including premises on the Western Isles, Isle of Skye and Inverness. In addition, an upgraded bilingual identity is also displayed at SDS premises including in Edinburgh, Glasgow, Aberdeen, Perth, Elgin, Fort William, Airdrie, Hamilton, Falkirk, Dunoon, Stornoway, Islay, Campbeltown, Benbecula, Cambuslang, East Kilbride, Lanark, Thurso, Cumbernauld, Invergordon, Lochgilphead and Portree. Additional offices will be added as the programme proceeds.

Communications

SDS recognises the importance of creating opportunities for the practical use of Gaelic in a wide range of everyday situations and is committed to increasing its level of provision in this area.

We will develop our capacity to work with the media in both spoken and written Gaelic. We will develop our capacity at initial point of contact, through developing the skills of reception staff in order to respond appropriately to greetings in Gaelic including incoming telephone calls from customers. The results of our Gaelic staff survey helped identify the resources we already have to enable this. We will also put in place the resource to reply to correspondence received where Gaelic is the language of relevance and choice. The internal policy that provides instruction on the correct display and maintenance of SDS email signatures will be amended to include the 'Leasachadh Sgilean na h-Alba' bilingual strapline translation of Skills Development Scotland with equal respect demonstrated for Gaelic and English.

Publications

SDS is committed to increasing the use of Gaelic in those areas where the subject matter is of most interest to the general public or relates specifically to Gaelic issues.

We are committed to providing Gaelic language content on SDS websites and Gaelic-related news and magazine items will be available bilingually. External publications and policy documents such as Corporate Strategy and Operating Plan will be available with Gaelic translations to view and in downloadable format on the SDS corporate website. Press releases generated that are related to the Gaelic language, or are particularly pertinent for Gaelic speaking areas, will also be available bilingually. We have already begun this process with the release of local authority briefings containing bilingual content. We will develop our capacity for communication in Gaelic with media organisations.

SDS will liaise with Bòrd na Gàidhlig in arranging support for our staff involved in the above functions, including best practice advice from public bodies involved in Welsh language promotion.

Staffing

SDS recognises the importance of seeing Gaelic as an important job skill and of identifying situations in which its use is essential or desirable. SDS also recognises the importance of enabling staff to develop their Gaelic skills if they wish to do so.

It is crucial that the new landscape supported by the implementation of the SDS Gaelic Language Plan and those of our key partner and stakeholders, is reflected and supported by policy development in this area. The Gaelic Implementation Group will assist in informing future human resources policy in relation to our Gaelic Language Plan commitments and will adhere to the criteria for the designation of 'Gaelic essential or desirable' posts. We will ensure that:

- at recruitment stage Gaelic language skills are listed as a desirable or essential element when seeking staff in areas of particular Gaelic focus
- recruitment adverts will be bilingual where there is a requirement for post holder to speak Gaelic as per the designation criteria.
- new staff joining SDS will have signposting to the Gaelic awareness, support and training opportunities available to them
- links to Gaelic language resources and information are made available on the SDS staff intranet.

As a result of the outcomes generated by the staff survey, SDS has also embarked on a rolling programme of Gaelic language awareness sessions covering our main head offices and all regions. A total of 58% of survey respondents indicated interest in attending such a programme. Senior management team members and key decision makers within the organisation are

also taking part in this training as it is crucial for these people to be fully informed. The next programme of awareness sessions will commence in spring 2013.

Staff learning and development

Already staff in customer facing roles where it has been agreed that Gaelic language skills are desirable, have access to Ùlpan within their CPD programme and a number have taken advantage of this. Support for SDS staff to learn about Gaelic and to encourage an understanding and enthusiasm for the language, has been recently enhanced through provision of a new SDS Gaelic web resource. This is accessible through a new Gaelic page on our SDS staff intranet and is an engaging new feature available 24/7. The page will be regularly publicised via internal communications and we will monitor its use and effectiveness. We will explore the development of 'Gaelic champions' within the company based on the positive offers of involvement we received via our staff survey.

Extending provision

The Gaelic Implementation Group will liaise with our finance, audit and procurement teams to develop guidance covering extending our commitment provision to third party associates and contractors with adherence to the principles of the SDS Gaelic Language Plan. An initial example will be that of reception staff where we will work with the service provider to develop capacity in bilingual greetings. We will also liaise with other public bodies with plans in place, in order to obtain best practice advice for this aspect.

7. Implementation and monitoring

The Gaelic Implementation Group will represent the key functional areas of SDS and will ensure all commitments made in the Gaelic Language Plan are actioned appropriately at all levels. Group members will be responsible for liaising with senior management within each function on taking forward the actions within the plan. The group will meet bi-monthly and annually in each of the three years of the plan.

Reports on progress with implementation of the plan will be submitted to Bòrd na Gàidhlig annually and/or as required.

This Gaelic Language Plan will remain in force for a period of three years from the date of agreement by Bòrd na Gàidhlig, or until a new plan is put in place.

The chief executive of SDS will be responsible ultimately for ensuring that the plan is delivered.

The SDS directors of corporate services, operations and service design and innovation will be responsible for ensuring delivery in the areas of the plan related to the directorate work plans for these functions.

The SDS head of strategy, policy and performance will be responsible for the monitoring of the plan actions against directorate work plans.

The Lead Head of Services for Individuals and Service Improvement will be the contact for Career Management Skills (CMS) enquiries.

The SDS Gaelic officer will have operational responsibility for the delivery of the overall plan and for dealing with day to day issues. Enquiries about this plan should be referred to the SDS Gaelic officer.

8. Publicising the plan

The SDS Gaelic Language Plan will be published bilingually on the SDS corporate website. In addition we will:

- issue a press release announcing the plan
- include the announcement in our local authority briefings to key partners
- announce the plan to staff and make it available on the SDS staff intranet
- externally and internally publicise the Gaelic Language Plan in accordance with SDS marketing and communications policy, ensuring equal respect for the Gaelic language

Links

Links to SDS corporate and other SDS websites:

www.skillsdevelopmentscotland.co.uk

www.myworldofwork.co.uk

www.ourskillsforce.co.uk

www.providercentral.org.uk

www.thebigplus.com

9. Appendices

Appendix 1 (The timescales refer to quarters within SDS operating years - April to March)

SDS recognises the importance of extending the visibility of Gaelic and increasing its status and where we provide bilingual Gaelic-English services we will demonstrate equal respect for both languages.					
Development function	Actions	Targets	Performance indicators	Responsibility	Timescale
Identity					
Current practice	There are no current SDS Gaelic corporate identity policies				
Key areas of development	Develop fully bilingual SDS strapline	Strapline to be rendered bilingually demonstrating equal respect for Gaelic and English and used generally	Use of new bilingual strapline	Marketing	Q4 2013/14
	Develop fully bilingual corporate brand, including logo	At first opportunity on re-branding	Implementation of fully bilingual corporate brand, including logo	Marketing	Redesign stage
	Introduction of bilingual SDS signage	New signage for SDS HQ and key national premises	New signage in place	Marketing	Q4 2013/14
	Introduction of SDS signage incorporating bilingual strapline	New signage for other relevant SDS premises	New signage in place on 'new for old' basis. New signage demonstrates equal respect for Gaelic and English	Marketing	Underway and ongoing

SDS recognises the importance of creating opportunities for the practical use of Gaelic in a wide range of everyday situations and is committed to increasing its level of provision in this area.					
Development function	Actions	Targets	Performance indicators	Responsibility	Timescale
Communications					
Current practice	There are no current SDS Gaelic communications policies				
Key areas of development	<p>Telephony: Reception – handling of calls received in Gaelic. Contractor's reception staff to be trained in how to respond appropriately to Gaelic greetings</p> <p>Telephony: Impact investigation of Gaelic telephony referrals following commencement of active offer</p> <p>Telephony: Bilingual messages on answer phones in key SDS centres</p> <p>Mali: An active offer will be made to send and reply to correspondence in Gaelic, including complaints, where Gaelic is the language of choice within the same timeframe as English correspondence</p> <p>Email: All SDS email signatures to include Gaelic strapline demonstrating equal respect for Gaelic and English</p> <p>Forms: Use of new bilingual strapline</p> <p>An active offer to be made for public meetings along with guidance on notice required to provide this service</p>	<p>Appropriate guidelines and training undertaken in order to provide an active offer of Gaelic service</p> <p>Specific informed policy and actions identified</p> <p>Use of bilingual messages should clear local demand be identified</p> <p>Replies made in Gaelic as standard where Gaelic is the language of choice</p> <p>SDS email guidelines amended and published</p> <p>Forms updated at redesign stage</p> <p>Bilingual Gaelic translators to be available when required</p>	<p>Calls received in Gaelic appropriately responded to in same timeframe as English contacts</p> <p>Actions agreed and in place</p> <p>Number and location of staff with appropriate answer phone messages</p> <p>All correspondence received in Gaelic responded to in Gaelic</p> <p>All electronic staff signatures amended by target date</p> <p>All standard forms updated</p> <p>Number of successfully actioned requests</p>	<p>Facilities</p> <p>Facilities</p> <p>Facilities</p> <p>Corporate office</p> <p>Marketing</p> <p>Marketing</p> <p>Corporate office</p>	<p>Q4 2013/14</p> <p>Q4 2013/14</p> <p>Q4 2013/14</p> <p>Q4 2013/14</p> <p>Q4 2013/14</p> <p>Q4 2014/15</p> <p>Q4 2014/15</p>

SDS is committed to increasing the use of Gaelic in these areas where the subject matter is of most interest to the general public or relates specifically to Gaelic issues

Development function	Actions	Targets	Performance indicators	Responsibility	Timescale
Publications					
Current practice	There are no current SDS Gaelic publications policies				
Key areas of development	PR and media: Ensure all Gaelic media receive SDS press releases and communications and a Gaelic spokesperson made available PR and Media: All high profile and Gaelic-related press releases to be bilingual Printed materials	Updated media list press releases related to SDS services made available bilingually Corporate Strategy and Operating Plan available to view bilingually Bilingual strapline on SDS forms	Media training of SDS Gaelic speaker(s) to perform role. SDS coverage gained within Gaelic media SDS coverage gained within Gaelic media Number of requests for, and downloads of, Gaelic versions Redesign stage and new for old replacement	Comms Comms Marketing Marketing Marketing / Comms Marketing / Comms	Q4 2013/14 Q4 2013/14 Q4 2013/14 Q4 2014/15 Q4 2014/15 Q4 2014/15
	Websites to demonstrate equal respect for Gaelic and English	Progressive increase in Gaelic content available on SDS corporate website	20% increase in Gaelic web content	Marketing / Comms	Q4 2014/15
	Exhibitions to demonstrate equal respect for Gaelic and English	Progressive increase in Gaelic content available on wider SDS web services Production of bilingual exhibition stands and materials	20% increase in Gaelic web content. Use of Gaelic exhibition stands and materials	Marketing / Comms Marketing	Q4 2014/15 In place and use ongoing

<p>SDS recognises the importance of seeing Gaelic as an important job skill and of identifying situations in which its use is essential or desirable. SDS also recognises the importance of enabling staff to develop their Gaelic skills if they wish to do so</p>				
Development function	Actions	Targets	Performance indicators	Timescale
Staffing				
Current practice	There are no current SDS Gaelic staffing policies			
Key areas of development	Gaelic development officer post	Recruitment of a Gaelic development officer (Gaelic language skills an essential requirement)	Gaelic development officer in place	Q4 2012/13
	Training	Gaelic resources included at induction for all new members of staff	Number of new staff requesting relevant training or support	Q4 2013/14
		Gaelic staff resources on available on The Loop SDS intranet	User statistics for Gaelic content	In place and use ongoing
	Language learning	An active offer of Gaelic learning including access to Ulpan available to all staff via their PDPs	Number of staff engaged in learning	In place and use ongoing
	HR Policies	All relevant internal HR policies available bilingually as refresh of HR policies roll out. Initial target all Gaelic-related policies bilingual	Number of relevant policies available bilingually	Q4 2015/16
	Recruitment	Vacancy advertisements to be bilingual where Gaelic designation criteria apply. Update of recruitment policy to reflect Gaelic designations	Number of bilingual advertisements	Q1 2014/15
		Gaelic language skills listed as essential or desirable element during relevant recruitments. Refer to HR policy commitments on page 17	Human resources	Q2 2013/14

Additional activity including core services

There are no current additional SDS Gaelic policies

Current practice	There are no current additional SDS Gaelic policies				
Key areas of development	Gaelic strategy development	Establishment of SDS Gaelic Implementation Group Publication of SDS gaelic policy	Group in place Publication	Corporate services Corporate office	In place and ongoing Q4 2013/14
		SDS Internal Policy Guidelines amended to include GLP remit	Guidelines amended	Corporate office	Q2 2013/14 Q4 2013/14
	Development of vocational training services for Gaelic speakers and learners	Approach Modern Apprenticeship Group to identify the feasibility or otherwise of using the framework approvals process to identify the demand for and opportunities to develop Gaelic medium training.	Identification of opportunities for Gaelic medium Modern Apprenticeship routes	Operations	
		Approach LEP advisory groups (highland and lowland) to identify the demand for and opportunities to develop Gaelic medium training	Identification of opportunities for Gaelic medium Training for Work routes	Operations	Q4 2013/14

Appendix 2

Commitment to the objectives of the National Gaelic Language Plan

Language acquisition

SDS recognises that a sustainable future for Gaelic requires more people to learn the language and that the National Gaelic Language Plan focuses on the home, education and adult learning as key routes to achieving this. We will take the following steps to help create a supportive environment for growing the number of Gaelic speakers in Scotland. SDS will also support the National Gaelic Language Plan by working with Scottish LMI framework partners contributing to research to establish demand for skills training through the medium of Gaelic for young people.

Gaelic in the home:

- our commitment to expanding the range of Gaelic information on SDS services, tools and resources as part of our role as Scotland's national skills agency will support the use of Gaelic in the home
- our continuing support for the delivery of Ùlpan courses will help increase the use of Gaelic in the home.

Gaelic in education:

- SDS's remit as the national skills agency places the organisation firmly within Scotland's education landscape, and our commitments to the National Gaelic Language Plan made in our Gaelic Language Plan will provide strategic benefit for the overall advancement of the language
- our continuing support for the delivery of the Ùlpan project will build wider availability of this Gaelic learning programme with a proven track record of success in developing tutor numbers.

Gaelic in adult learning:

- our commitments to make available Gaelic language training and awareness sessions and support to SDS staff based across Scotland will make a company-wide contribution to the adult learning environment for the language
- we have made the commitment to raise the potential for Gaelic within the Modern Apprenticeship and Training for Work programmes with the appropriate bodies
- externally, our commitments to the public facing services offered by SDS in relation to our Gaelic Language Plan will further support and enrich the overall adult learning landscape
- our continuing support for the Ùlpan project will increase the availability of courses and the number of tutors working in colleges, learning centres and other places of learning. This is a crucial element of increasing the support for adult learners of Gaelic and the availability of learning across Scotland.

Language usage

SDS recognises that creating a sustainable future for Gaelic requires support in increasing the actual usage of Gaelic. We recognise the importance of enabling more people to use Gaelic as their preferred normal mode of communication in an increasingly wide range of daily activities.

Gaelic in communities:

- as SDS staff in all regions benefit from the availability of Gaelic language awareness, training and resources, the increased use of Gaelic in communities across Scotland will be supported
- as the commitments made in the SDS Gaelic Language Plan become embedded in our everyday working practices, the opportunities for communities and individuals to engage with us in Gaelic will be greatly enhanced.

Gaelic in the workplace:

- the Ùlpan project has specific aims to increase the availability of workplace courses will help increase the use of Gaelic in the workplace
- the commitments SDS have made to encouraging our own workplace learning and through partnership work with employers and funding streams such as Individual Learning Accounts will support the uptake of workplace learning.

Gaelic in the media:

- our position as a major national agency will help build and maintain increased visibility and normalisation of the use of Gaelic across all media, and we have committed to the issuing of all high profile and Gaelic-related press releases bilingually
- our support for the Diploma in Gaelic Media in partnership with Sabhal Mòr Ostaig and MG Alba has underpinned this highly successful route into media-based jobs and careers.

Gaelic in the arts, media, heritage and tourism:

- we have committed to engage positively with these sectors and to explore opportunities for our core services to support their work in developing Gaelic language skills and training opportunities.

Language status

SDS recognises that the status of a language is affected by its presence in the daily environment and the extent to which it is used, valued and perceived by those institutions which play an important role in our daily lives.

Preparation of a Gaelic Language Plan:

- The SDS Gaelic Language Plan evidences our commitment to achieving equal respect for Gaelic and provides a clear developmental strategy that will inform and support the lifetime of the plan.

Creating a positive image:

- SDS is a major national agency with a range of public facing services. In the commitments made in our Gaelic Language Plan, we seek to ensure positive impacts from these public services to create a positive image for Gaelic
- SDS believes in strategic partnership working with key organisations including Bòrd na Gàidhlig, HIE, local authorities, further and higher education sectors and others with skills remits in Scotland to create a positive image for Gaelic skills acquisition.

Increase visibility:

- a tangible increase in the visibility of Gaelic will be achieved through our commitments to bilingual identity, signage and SDS public and partner communications
- the implementation of our Gaelic Language Plan covering key SDS activities, tools and resources that support lifelong learning, career management skills and Career Information Advice and Guidance (CIAG) in Scotland.

Language corpus

SDS recognises the need to strengthen the relevance and consistency of Gaelic, the importance of facilitating translation services and to promote research in to the language.

Gaelic in surveys and research:

- SDS, in partnership with Bòrd na Gàidhlig and HIE, commissioned and published the results of research entitled "Measuring the Gaelic Labour Market: Current and Future Potential" to help ensure that strategic planning is firmly centred on the most current and accurate information
- SDS will adhere to The Gaelic Place-Names Society and Gaelic Orthographic Conventions guidance.

Appendix 3

Key findings from Scotland's Census 2001 – Gaelic Report

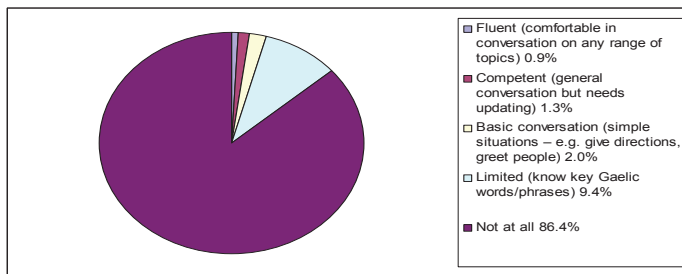
- 92,400 people aged three and over (1.9 per cent of the population) had some Gaelic language ability in 2001
- more people with Gaelic language ability lived in the Eilean Siar (18,420), Highland (18,360) and Argyll and Bute areas (6,520) than in any other council areas
- the number of people aged three and over able to speak Gaelic declined by 11% between 1991 and 2001. The number who could read Gaelic increased by 7.5% and the number able to write Gaelic increased by 10% over the same period
- outwith the main Gaelic areas, only around 1% of the population had any Gaelic language ability in 2001
- people who could speak, read or write Gaelic fell by 3,800 (6%) between 1991 and 2001, while the number with more extensive Gaelic ability, who could speak, read and write the language, rose by 1,800 (6%) over the same period
- 63% of people aged three and over with some Gaelic language ability were Gaelic speakers in 2001, while 29% could understand Gaelic but could not speak, read or write it
- levels of Gaelic speaking increased between 1991 and 2001 for those aged between five and nine, despite falls for these ages in the chief Gaelic heartlands of Eilean Siar and Skye and Lochalsh.

Appendix 4

Summary of staff survey findings

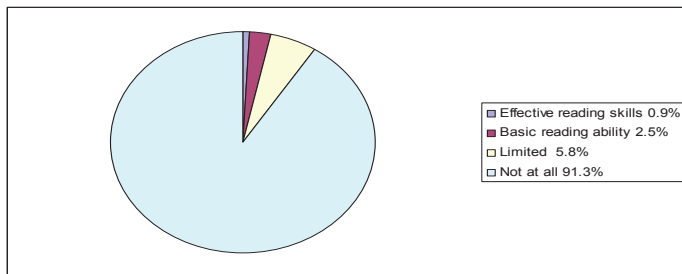
To what extent can you speak Gaelic?

Fluent (comfortable in conversation on any range of topics)	0.9%
Competent (general conversation but needs updating)	1.3%
Basic conversation (simple situations, e.g. give directions, greet people)	2.0%
Limited (know key Gaelic words/phrases)	9.4%
Not at all	86.4%



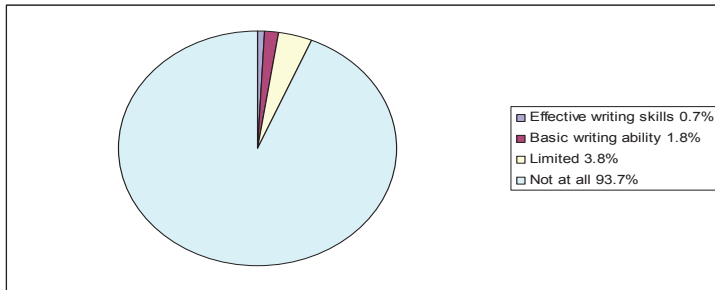
To what extent can you read Gaelic?

Effective reading skills	0.9%
Basic reading ability	2.5%
Limited	5.8%
Not at all	91.3%



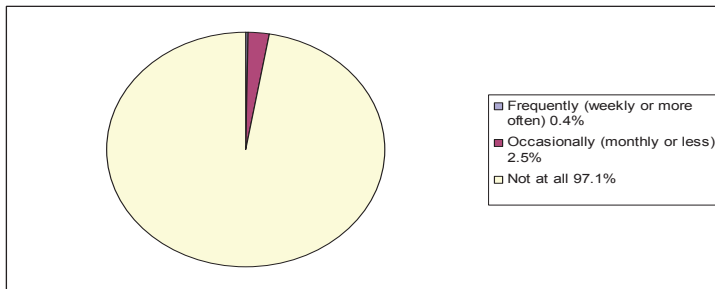
To what extent can you write Gaelic?

Effective writing skills	0.7%
Basic writing ability	1.8%
Limited	3.8%
Not at all	93.7%



How often do you use Gaelic when dealing with clients and/or partners and stakeholders?

Frequently (weekly or more often)	0.4%
Occasionally (monthly or less)	2.5%
Not at all	97.1%

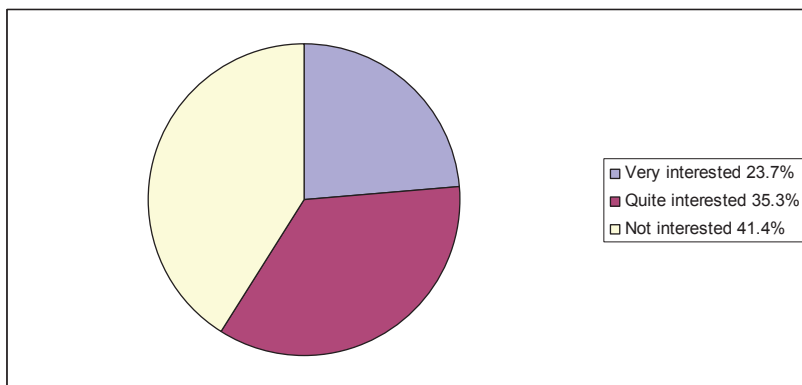


How would you estimate the existing or potential demand for SDS services in Gaelic in your area of work?

	Significant	Slight	None	Don't know
From young people	1.6%	12.5%	68.3%	17.5%
From adults	1.8%	12.8%	68.0%	17.4%
From partners and stakeholders	1.8%	13.7%	65.4%	19.1%

We intend to run Gaelic awareness sessions for colleagues to create greater understanding of the relevance of the language, its history and its role in modern Scotland. How interested would you be in attending such a session?

Very interested **23.7%**
 Quite interested **35.3%**
 Not interested **41.4%**

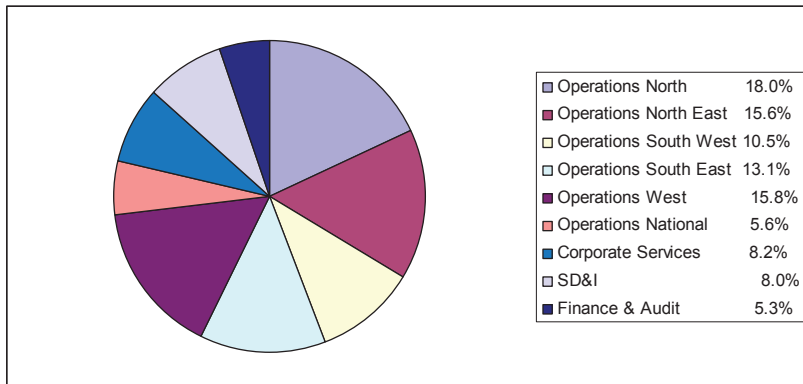


How interested would you be in taking up an opportunity to learn some Gaelic or to improve your fluency in it?

	For work purposes	For personal interest
Very interested	63.4%	93.1%
Quite interested	46.7%	83.0%
Not at all	97.2%	77.4%

Please let us know the operational region or directorate in which you work?

Operations north	18.0%
Operations north east	15.6%
Operations south west	10.5%
Operations south east	13.1%
Operations west	15.8%
Operations national	5.6%
Corporate services	8.2%
Service design and innovation	8.0%
Finance and audit	5.3%



Appendix 5

The [Scottish Labour Market Information and Intelligence \(LMI\) framework](#)

The LMI framework was launched on 9 March 2012. This framework aims to provide users with a common understanding of LMI and:

- what LMI is currently available and where to find it
- where the gaps are
- focus collaborative action to ensure LMI meets Scottish user needs.

SDS is an active member of the Scottish LMI framework, which is chaired by the Scottish Government. The other members are:

- Highlands and Islands Enterprise
- The Improvement Service
- Jobcentre Plus
- Scottish Enterprise
- the Scottish Funding Council
- the Scottish Government
- the Scottish Qualifications Authority.

A key part of the LMI framework identifies the [roles and responsibilities](#) of each organisation. This clarifies that the SDS LMI team seeks to provide a service which meets the needs of SDS staff, making best use of existing material from partner organisations. Much of the LMI material produced for SDS staff is made publicly available.

<http://www.scotland.gov.uk/Resource/0038/00389499.pdf>

Appendix 6

Modern Apprenticeships

Many organisations and individuals share the responsibility for ensuring that the Modern Apprenticeship (MA) programme is implemented to the highest possible standard. These bodies make up the Modern Apprenticeship Group (MAG) and they include:

- Sector Skills Councils (SSCs)
- Skills Development Scotland
- awarding bodies
- training providers
- MAG
- employers.

Role of Skills Development Scotland

MA frameworks are used by employers as part of their workforce development to train both new employees as well as up-skilling existing members of staff. They can be (and often are) used regardless of whether financial support is available from the delivery body who currently provides a contribution towards the cost of delivery. However, only approved MA frameworks will be eligible for funding support from Skills Development Scotland.

www.ourskillsforce.co.uk/modern-apprenticeships-for-employers

Training for Work

Training for Work is a National Training Programme providing vocational training support to people aged 18 or over who have been continuously unemployed for at least 13 weeks and are actively looking for work.

Appendix 7

Organisations supporting Gaelic development

SDS recognises the following organisations are working across Scotland to develop and support the use of the Gaelic language and culture:

Bòrd na Gàidhlig

Bòrd na Gàidhlig was established as a public body by the Gaelic Language (Scotland) Act 2005 which commenced on 13 February 2006.

The legislation is designed to promote the use of Scottish Gaelic, secure the status of the language and ensure its long-term future. The Act sets out three main aims for Bòrd na Gàidhlig:

- to increase the number of persons who are able to use and understand the Gaelic language
- to encourage the use and understanding of the Gaelic language
- to facilitate access, in Scotland and elsewhere, to the Gaelic language and Gaelic culture.

Acair

Acair is a publishing organisation based on the Isle of Lewis producing a wide range of Gaelic, English and bilingual books. They publish a wide range of Gaelic books for children, particularly for children under the age of five. Acair has also developed a list of general interest books for children and adults and they have an online shop.

An Comunn Gàidhealach

An Comunn Gàidhealach runs the Royal National Mòd and local Mods. Many children in Gaelic education compete in local and national Mods. They are an excellent opportunity to participate in singing, instrumental, oral, drama and literacy competitions.

An Lòchran

An Lòchran develops and promotes Gaelic arts in Glasgow. An Lòchran strives to celebrate the rich cultural traditions and aims to bring this culture within reach of a wider population. It works with Iomairt Ghàidhlig Ghlaschu and offers Gaelic activities for children and parents.

Cli Gàidhlig

Cli Gàidhlig is the Gaelic Learners Association. CLI was established to assist adult learners of Gaelic in becoming fluent Gaelic speakers. They run courses throughout the country, for different levels, with an emphasis on conversation. CLI also organise a range of specialist courses including Ùlpan courses (a fast and effective way to learn a language) as well as Gaelic awareness courses.

Learngaelic.net

This is a new website for anyone interested in learning Scottish Gaelic. It includes information and links to resources for learners at different ages and levels of fluency. There are also has lots of resources that parents can use with children including songs, rhymes and games, etc.

Comann nam Pàrant Nàiseanta

Comann nam Pàrant, which means 'Parents' Organisation', consists of a network of around 30 local groups, representing the interests of parents whose children are educated through the medium of Gaelic.

Comhairle nan Leabhraichean (The Gaelic Books Council)

Based in Glasgow, Comhairle nan Leabhraichean was established to develop and encourage Gaelic writing and literature, to enhance the image of Gaelic books and to create opportunities to bring creative works in a variety of genres to publication level. CDs as well as Gaelic books suitable for all ages and stages of Gaelic fluency. Comhairle nan Leabhraichean also has an **online shop**.

Comunn na Gàidhlig (CnaG)

Comunn na Gàidhlig (CnaG) at present have Iomairtean Gàidhlig (Gaelic initiatives) operating in seven areas: Lochaber, Glasgow, Edinburgh, north east Skye, Uist, Eriskay, Lewis, Islay and Jura. They work with the community to strengthen Gaelic in each area. They have programmes of events running in these areas. Comunn na Gàidhlig also do a lot of youth work including Gaelic youth camps, **Sradagan** (Gaelic club for primary children) and running a student work placement scheme.

Deiseal Earranta (Ùlpan)

Deiseal Earranta (Ùlpan) provide Gaelic learning through Ùlpan. Ùlpan is the new system for learning Gaelic and is a revolutionary language learning system first pioneered in the Middle East. Since then, it has been used to teach Welsh and

Breton and has now been adapted for Scottish Gaelic. Courses are offered throughout the country.

Fèisean nan Gàidheal

Fèisean nan Gàidheal supports the development of community-based Gaelic arts tuition festival throughout Scotland. At a Fèis your child can develop skills in the Gaelic arts - song, dance, drama, and traditional music on a wide range of instruments. Tuition is fun, but professional and effective. The focus of activity for most Fèisean is an annual, week-long festival, but increasingly Fèisean offer a full programme of year-round follow-on classes to ensure sustained provision. Fèisean nan Gàidheal also supports the Meanbh-chuileag Theatre Company,

Pròiseact nan Ealan

Pròiseact nan Ealan (PnE) or the Gaelic Arts Agency is based in Stornoway on the Isle of Lewis. PnE initiatives have received many awards over the last 10 years including the Scottish Event of the Year Award (traditional), Scottish Events Awards for Hiort: St Kilda and A European Opera in 2007.

Stòrlann Nàiseanta Na Gàidhlig

Stòrlann Nàiseanta na Gàidhlig create resources for Gaelic education. They have a range of free interactive resources for families including Gaelic4parents, where families can also access support for homework and other issues relating to Gaelic education. Gaelic4parents has a wealth of resources that parents can use with children.

An Seotal

An Seotal is a project managed by Stòrlann. It develops terminology for the teaching of a range of subjects in the secondary school through the medium of Gaelic.

Useful websites

Acair

An Comunn Gàidhealach

An Lòchran

Iomairt Ghàidhlig Ghlaschu

Cli Gàidhlig

Learngaelic.net

Comann nam Pàrant

Comhairle nan Leabhraichean

Gaelic Book Council

Comunn na Gàidhlig

Sradagan

Deiseal Earranta (Ùlpan)

Fèisean nan Gàidheal

Companaidh Theatar Meanhb-chuileag

Pròiseact nan Ealain

Stòrlann Nàiseanta na Gàidhlig

Gaelic4Parents

An Seotal