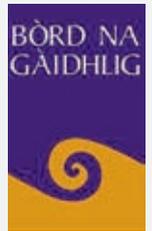


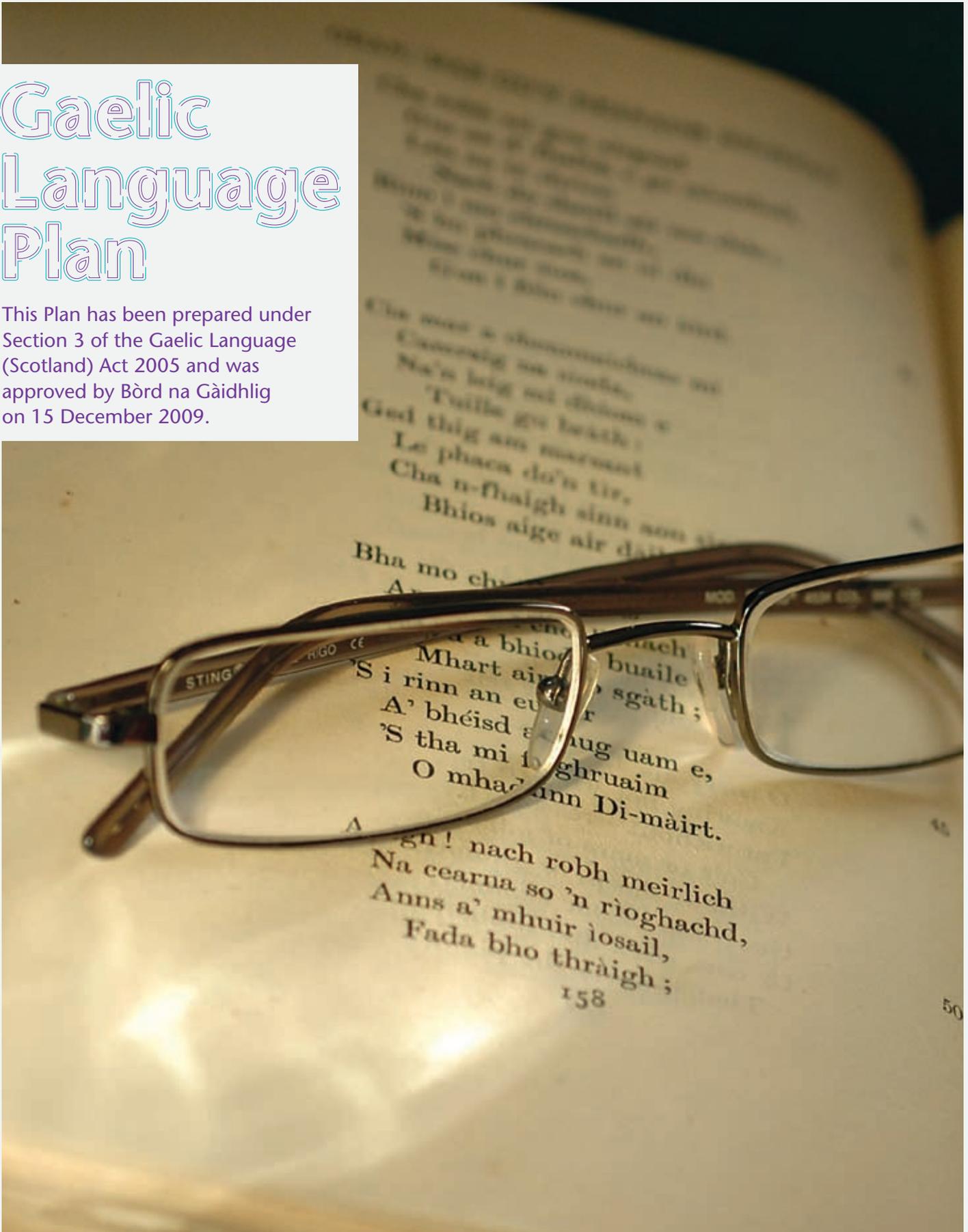


Scottish Funding Council
Promoting further and higher education



Gaelic Language Plan

This Plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on 15 December 2009.



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Foreword

As Chief Executive of the Scottish Further and Higher Education Funding Council (SFC), I am delighted to present our first Gaelic Language Plan.

As a major, national public body in Scotland, with a responsibility for investing strategically in learning and research in Scotland's colleges and universities, we have the potential to make a significant contribution to the support and development of the Gaelic language. We have already made a major commitment to Gaelic in recent years through our investment in Gaelic language provision, teacher training, and buildings that support Gaelic education – as well as in our own operations – but the Gaelic Language (Scotland) Act creates the potential to do more.

We recognise that there are significant long-term challenges facing the future of the Gaelic language, but we also believe that there is now an exciting opportunity to make a positive difference to a language that is central to Scotland's national identity and cultural life.

Our Corporate Plan for the period 2009-12 demonstrates how we will contribute to the cultural and social prosperity of Scotland and, in doing so, to one of the major objectives of the Scottish Government's National Performance Framework: "...a strong, fair and inclusive national identity" (National Outcome 13). Our support for the Gaelic language is central to the achievement of this objective.

Our Plan describes how the Council will contribute to securing the future of the Gaelic language in Scotland. In developing the Plan, we have worked with colleges, universities and others to identify specific opportunities to support the delivery of Gaelic learning programmes. We look forward to discussing with Scotland's colleges and universities how best to exploit these opportunities and thereby strengthen further Scotland's culture and national identity.

MTS Batho
May 2009

Summary

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

We recognise that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. We are committed to the objectives set out in the *National Plan for Gaelic* and have put in place the structures and initiatives so that we can make our contribution to ensuring that Gaelic has a sustainable future in Scotland.

We recognise that the position of Gaelic is fragile and if it is to be revitalised as a living language in Scotland, a concerted effort on the part of government, the public and private sectors, community organisations and individual speakers is required to:

- enhance the status of Gaelic;
- promote the acquisition and learning of Gaelic; and
- encourage the increased use of Gaelic.

Our Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act, and having regard to the *National Plan for Gaelic* and the *Guidance on the Development of Gaelic Language Plans*.

The notice to prepare this Gaelic Language Plan has been issued to the Council and not to the individual college and universities which we fund. The commitments outlined in this Plan relate to the operation of SFC. They do not represent a commitment by the Council on behalf of individual colleges and universities, which are legally autonomous bodies.

Consultation on SFC's Gaelic Language Plan

The 2005 Act requires public bodies to bring the preparation of their Gaelic Language Plan to the attention of all interested parties. SFC conducted a public consultation on its Gaelic Language Plan (draft) between 23 February and 8 May 2009. We would like to thank the individuals and organisations who contributed responses during this time. We have endeavoured to incorporate these comments into the final version of our Plan.

Structure of the Gaelic Language Plan

The key components of our Gaelic Language Plan are:

Chapter 1 – Introduction

This chapter provides the background and context relating to the preparation of Gaelic Language Plans under the 2005 Act and the structure of SFC's main areas of operation. It also provides a summary of the demography of the Gaelic language.

Chapter 2 – Core commitments

This chapter sets out how SFC will use, and enable the use of, Gaelic in relation to our main business functions. It covers key areas of operation such as corporate identity, signage, communication with the public and the use of Gaelic on our website. This chapter sets out the basic minimum level of Gaelic language provision to which we are 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 SFC will help implement the *National Plan for Gaelic*. It shows how we intend to support Scottish further and higher education bodies which wish to deliver Gaelic learning opportunities, through particular policy areas. This chapter also considers how we will take account of Gaelic and our Gaelic Language Plan when drafting new policies and considering new strategies.

Chapter 4 – Implementation and monitoring

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

Chapter 1 – Introduction

Setting the context for developing a Gaelic Language Plan

The Gaelic Language (Scotland) Act 2005 and the issuing of a notice

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

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

Approval of SFC's Gaelic Language Plan

SFC's Gaelic Plan was submitted to Bòrd na Gàidhlig on 31 May 2009 for approval.

Description of SFC

SFC is the body that distributes funding for teaching and learning, research and other activities in Scotland's colleges and universities. There are 43 colleges and 20 higher education institutions funded by SFC.

SFC is a non-departmental public body (NDPB) of the Scottish Government and was established formally on 3 October 2005 under the terms of the Further and Higher Education (Scotland) Act 2005. The Council replaced the former Scottish Further Education Funding Council (SFEFC) and the Scottish Higher Education Funding Council (SHEFC) and brought together funding and support for Scotland's colleges and universities under one body.

SFC distributes more than £1.7 billion to Scotland's colleges and universities for teaching and learning, research and other activities in support of Scottish government priorities.

The Council is served by an executive of around 130 staff based in Edinburgh. The Council's executive is led by the Chief Executive, Mark Batho. Two Senior Directors manage our major business groupings in a new organisational structure being established in 2009.

Gaelic in SFC's area of operation

We are a national body that provides funding to 43 further education colleges and 20 universities across Scotland. Therefore, all of Scotland's Gaelic speakers and Gaelic communities are within the area in which the Council operates. This includes all of the districts and communities where individuals able to understand, speak, read or write Gaelic form a majority of the population.

The 2001 census showed that just 58,552 (just under 1.2 per cent) of Scotland's population spoke Gaelic. In only three of Scotland's 32 local authority areas do the proportion of the population who are Gaelic speakers rise above two per cent. However, the number of people able to speak and also to read and write Gaelic increased between 1991-2001 reflecting a growth in Gaelic literacy and a growing number of learners of Gaelic. The number of children (5-15 years) able to speak Gaelic also increased in this period.

The available statistics have not yet been able to tell us very much about Gaelic provision in Scotland's colleges and universities. Steps have been taken already to improve the data for the college sector from 2007-08. This Language Plan commits SFC to improving the way this data is recorded for the university sector. However, a survey conducted by SFC in 2005 provided a snap-shot of Gaelic provision at that time:

- 13 colleges offered courses in Gaelic in 2004-05 (56 students on Gàidhlig/fluently courses and 526 students on Gaelic/learner courses);
- the colleges that are academic partners within the UHI Millennium Institute were the most significant providers of Gaelic teaching in the college sector;
- seven universities offered Gaelic provision at a range of levels; and
- the number of students studying Gaelic in the university sector was small but appeared to include some positive trends.

An informal survey in late 2009 suggests that now only eight SFC-funded colleges offer Gaelic courses, representing over 500 enrolments. Six of these colleges offer courses at FE level only, two of which offer SQA awards. The other two colleges, Lews Castle College and Sabhal Mòr Ostaig, offer

HE level courses as partners within the UHI Millenium Institute, as well as FE courses.

The numbers of universities offering Gaelic remain constant (four at degree level, plus the University of Strathclyde's postgraduate teacher education, with another two offering community provision). The RSAMD's degree in Scottish Music, which includes Gaelic song, provides an additional element to the courses on offer.

This Plan commits the Council to monitoring supply of and demand for courses, in liaison with colleges and universities. We are also committed to helping colleges and universities to promote and market existing provision. Our aspiration is to increase the availability and uptake of Gaelic learning opportunities in the college sector over the period of this Plan.

Gaelic within SFC

We surveyed SFC staff on their knowledge of Gaelic. At the time, 138 people worked for SFC. Of these, two members of staff reported being able to speak Gaelic. None were currently learning Gaelic, but 18 reported that they would like to learn to speak Gaelic. Only one member of staff reported being able to speak, read and write in Gaelic, but without great fluency.

We will maintain information on our staff's Gaelic ability and update it within our annual report on our Gaelic Language Plan.

Chapter 2 – Core commitments

In its statutory *Guidance on the Development of Gaelic Language Plans*, Bòrd na Gàidhlig notes that creating the right environment for the use of Gaelic in public life is one of the key components of language regeneration. The Bòrd has identified four core areas of service delivery that it wishes public bodies to address when preparing Gaelic Language Plans:

Identity:	corporate identity signage
Communications:	reception telephone mail and email forms public meetings complaints procedures
Publications:	public relations and media printed material websites exhibitions
Staffing:	training language learning recruitment advertising

As a major national body in Scotland, we believe that it is important that our organisation demonstrates its commitment to the Gaelic language through our behaviour, actions, and the way we deliver our business functions. We take our national role seriously and want to be recognised as an exemplar and a leader – a body that actively promotes the use of the Gaelic language and one that is recognised by Gaelic speakers as organisation with which they can do business.

In recent years, we have already made some important changes to recognise the importance of the Gaelic language. We have, for example, made changes to our corporate identity, to our signage, and to our printed material and publications.

Throughout the period of this Plan, we will continue to review and develop our communications with Gaelic speakers (staff and students) in universities

and colleges (and other stakeholder groups), and to improve the way we explain our work to Scotland's Gaelic communities. For more immediate action we have identified further steps that we can take as an organisation, particularly around our communications and interactions with Gaelic language speakers. We set out these actions in the tables below.

Implementation of the Scottish Government's National Outcomes

Bòrd na Gàidhlig and SFC are committed to achieving the National Outcomes as established by The Scottish Government. In the following tables, we identify how our proposed actions will contribute to the following National Outcomes:

- 1 Our young people are successful learners, confident individuals, effective contributors and responsible citizens (National Outcome 4).
- 2 We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others (National Outcome 11).
- 3 We take pride in a strong, fair and inclusive national identity (National Outcome 13).
- 4 Our public services are high quality, continually improving, efficient and responsive to local people's needs. (National Outcome 15).

Section 1 – Identity

The presence of Gaelic in the corporate identity and signs of a public authority greatly enhances the visibility of the language, increases its status and makes an important statement about how Gaelic is valued and how it is given recognition. Developing the use of Gaelic through signage can also enrich the vocabulary of Gaelic users, raise public awareness of the language and contribute to its development.

The Scottish Funding Council recognises the importance of extending the visibility of Gaelic and increasing its status.

Development function	Actions	Targets	Performance indicators	Lead Officer	Timescale
Corporate Identity					
Current practice	The Council's corporate identity includes our symbol and the English and Gaelic versions of our name and strapline. In our publications and stationery the English and Gaelic text is ranged left to right with equal prominence. Our business cards present our symbol with one version of our name and strapline, and with staff contact details, in Gaelic on one side and in English on the other.				
Key areas of development	We will extend the application of the Gaelic-only version of our logo (as used on business cards) for external use. An example of such use would be in recognition of SFC funding. At the same time we will develop			Head of Communications	By end of 2009

Development function	Actions	Targets	Performance indicators	Lead Officer	Timescale
Corporate Identity					
	<p>further our guidelines on logo usage.</p> <p>At the point when we redevelop our corporate identity we will consider a simple logo that incorporates written elements of both languages.</p>				Corporate ID is still current
Relevant National Outcomes assisted: National Outcomes 13, and 15					
Signage (internal and external)					
Current practice	Building signage at the street entrance and the entrance from the shared foyer to reception is already in Gaelic and English				
Key areas of development	No further development intended.				
Relevant National Outcomes assisted: National Outcomes 13 and 15					

Section 2 – Communications

The use of Gaelic at the initial point of contact that members of the public have with a public authority increases the visible and audible presence of the language, and contributes to the sense that the use of Gaelic is possible and welcome. In addition to raising the profile of the language, it also creates opportunities for its practical use and encourages members of the public to use Gaelic in subsequent dealings with the public authority.

The use of Gaelic in interactions with the authority by mail, email and by telephone is important in creating practical opportunities for the use of the language, and in contributing to the sense that its use is possible and welcome. The presence of Gaelic in a wide range of bilingual forms and Gaelic only forms can also greatly enhance the visibility and prestige of the language. The preparation of Gaelic versions of forms, applications and similar documents, can also assist in expanding the range of Gaelic terminology and the awareness of the Gaelic-speaking public of such terminology, thus helping the development of the language itself.

The Scottish Funding Council 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	Lead Officer	Timescale
Reception					
Current practice	No signage at present in Gaelic.				
Key areas of development	New signage in Gaelic and English to be placed in the reception area.			Head of Communications	August 2009
Relevant National Outcomes assisted: National Outcomes 13 and 15					

Development function	Actions	Targets	Performance indicators	Lead Officer	Timescale
Telephone					
Current practice	Telephone calls are answered in English.				
Key areas of development	Our reception staff will be trained to respond appropriately to greetings in Gaelic.			Head of Human Resources	By 31 December 2009
Mail and email					
Current practice	Emails have a disclaimer in Gaelic and English attached.				
Key areas of development	We will ensure that job titles in email signatures are written in both Gaelic and English.			Head of Communications	By 31 August 2009 Revised target of 31 December 2009 – job titles have been in flux due to reorganisation
	We will welcome correspondence in Gaelic and endeavour to respond in Gaelic, acknowledging receipt within 20 working days. (This is the				

Development function	Actions	Targets	Performance indicators	Lead Officer	Timescale
	published standard.)				
Forms					
Current practice	Forms are produced in English.				
Key areas of development	We will consider providing bilingual forms for recruitment in line with actions set out in section 4.			Head of Human Resources	By 31 December 2009
Public meetings					
Current practice	SFC does not hold meetings in public.				
Key areas of development	No further development intended.				
Complaints procedure					
Current practice	Our complaints procedure appears in English on our website.				
Key areas of development	Provide our complaints procedure in Gaelic on our website.			Head of Corporate Governance	By December 2009

Section 3 – Publications

The use of Gaelic in a range of printed material can assist Gaelic development in a variety of ways. It helps increase the visibility of the language, it enhances Gaelic’s status by being used in high profile publications, and it can help develop new and enhance existing terminology. The use of Gaelic in the media helps demonstrate a public authority’s commitment to making important information available through the medium of Gaelic, as well as enhancing the visibility and status of the language. As more people access information about public authorities through their websites, making provision for the use of Gaelic can significantly enhance the status and visibility of the language.

The Scottish Funding Council 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	Lead Officer	Timescale
Printed material					
Current practice	The text for our two main corporate publications (the Corporate Plan and Annual Review and) will be made available in Gaelic on the SFC website.				August 2009
Key areas of development	A sustainable policy on the provision of technical publications will be established.			Head of Communications; and Chief Officer, Analytics	March 2010

Development function	Actions	Targets	Performance indicators	Lead Officer	Timescale
Public Relations and Media					
Current practice	Media releases are in English.				
Key areas of development	Where content is of specific interest to Gaelic-speaking communities, media releases will be prepared in both English and Gaelic, including BBC Alba on distribution lists.			Head of Communications	By August 2009
	We will develop guidance on bilingual media releases.				By end of 2009
Website					
Current practice	The majority of material on our website is in English.				
Key areas of development	We will draw together all Gaelic-related information on our website to make it accessible from one location. This will include, for example, any Gaelic policy-related information and our Gaelic Language Plan.			Head of Communications	August 2009

Development function	Actions	Targets	Performance indicators	Lead Officer	Timescale
	<p>We will increase our Gaelic language content and develop this area of the site to be bilingual with the intention that this will also attract the interest of non-Gaelic speakers to this activity.</p> <p>In addition to our complaints procedure (see above), we will provide other key corporate information (for example guidelines on access to information, Freedom of Information and Data Protection) in Gaelic.</p>				<p>Over the period of this Plan</p> <p>By December 2009</p>
Exhibitions					
Current practice	Exhibition display boards (four) are in English				
Key areas of development	One of our display boards (for use at meetings and events) will be in Gaelic			Head of Communications	By August 2009

Section 4 – Staffing

In order to deliver services through the medium of Gaelic, it is necessary to develop the requisite job skills and language skills of staff. The provision of language learning for staff helps promote adult Gaelic learning and promotes Gaelic as a useful skill in the workplace. The identification of jobs in which Gaelic is a designated skill will contribute greatly to the status of the language and to identifying it as a positive skill to acquire.

The use of Gaelic in advertising also helps recognise that Gaelic should be used in public life and that Gaelic speakers have an important role to play within a public authority. Whatever the level of Gaelic skills required it is important that authorities ensure that Gaelic is a genuine occupational requirement. Authorities should adopt and apply objective criteria to ensure appointments are made in each case on a fair and consistent basis, and reflect the identified skills needs of the post.

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

Development function	Actions	Targets	Performance indicators	Lead Officer	Timescale
Training					
Current practice	Training is offered in English.				
Key areas of development	No further development intended.				

Language learning					
Current practice	<p>No explicit encouragement to learn Gaelic.</p> <p>Our training and development policy allows for support through time, fees, other costs, study and exam leave. Some financial support is also available for personal (as opposed to work-related) learning.</p>				
Key areas of development	<p>We will offer support to staff who would like to learn Gaelic, for example through the staff Lifelong Learning Fund.</p> <p>We will encourage our staff to learn Gaelic and develop an awareness of Gaelic culture. Initially this will be through access to free courses delivered on site.</p> <p>We will introduce ways of supporting more advanced</p>			Head of Human Resources	Ongoing

	learning, including Gaelic literacy, as the requirement for this develops amongst our staff.				
Recruitment					
Current practice	The recruitment process is conducted in English.				
Key areas of development	In future, we will identify posts where the ability to speak Gaelic will help us to achieve the objectives of this Plan and recruit accordingly.			Head of Human Resources	
Advertising					
Current practice	Advertising is in English.				
Key areas of development	<p>Posts for which Gaelic is an essential skill will be advertised primarily in Gaelic.</p> <p>Where Gaelic is among the range of desirable skills, clear reference will be made to this in the advertisement.</p>			Head of Human Resources	

Chapter 3 – Policy implications for Gaelic: implementation of the National Plan for Gaelic

Policy implications for Gaelic

The priority language areas in the *National Plan for Gaelic* identified and implemented through our Gaelic Language Plan relate to SFC as a corporate body. SFC recognises that opportunities exist to promote and develop the language through our core work with the further and higher education institutions.

SFC will examine current and future policy commitments to identify areas where Gaelic can be pro-actively incorporated and the priorities of the *National Plan for Gaelic* initiated through this work.

Current position

An overview of the position current at May 2009 is given below:

- Student activity

Our core funding for higher education institutions supports Department of Celtic, University of Aberdeen; Department of Celtic and Scottish Studies, School of Literatures, Languages and Cultures, University of Edinburgh; Department of Celtic, University of Glasgow; UHI Millennium Institute university-level provision at its partner bodies; and the Royal Scottish Academy of Music and Drama's degree in Scottish traditional music and piping.

In addition, several universities including the University of Dundee, the University of St Andrews and the University of the West of Scotland, provide extra-mural classes in Gaelic to the broader community.

Our core funding for further education colleges supports the provision of various levels of courses in Gaelic at Ayr College, Kilmarnock College¹, Langside College, Perth College, Reid Kerr College, Stow College and Edinburgh's Telford College, as well as further education courses at Lews Castle College and Sabhal Mòr Ostaig. Orkney College also provides courses in Highlands and Islands' Culture.

¹ Since drafting, Kilmarnock College has withdrawn from Gaelic provision

- Teacher education

The importance of a supply of teachers qualified to teach and teach in, Gaelic is recognised by SFC. SFC provides 25 funded places annually for PGDE Primary in support of Gaelic-medium provision (five places to the University of Aberdeen and 20 places to the University of Strathclyde).

- Support for Sabhal Mòr Ostaig

The Gaelic college Sabhal Mòr Ostaig (SMO) is funded by SFC as a college for its further education provision, but outwith the standard formulaic method. As part of the UHI Millennium Institute, it also receives higher education institution support. In addition to this core funding, SMO received an additional ring-fenced higher education grant in 2008-09 in recognition of its specialist mission and activities. SFC is also administering the grant offered to SMO by the Scottish Government under the National Heritage (Scotland) Act 1985 for the purpose of securing the continued development of Gaelic language and culture.

- Report on Gaelic education in Scotland

SFC published its report *Gaelic education provision in Scotland/ Solarachadh an fhoghlaim Ghàidhlig ann an Alba* in November 2007 (<http://www.sfc.ac.uk/specialism/Gaeliclanguage/GaelicLanguage.aspx>). This was the result of analysis of statistics available on provision at further and higher education bodies in Scotland, interviews held with people in colleges and universities and discussions with a group of national experts on Gaelic and made suggestions for means of enhancing the contribution of further and higher education to Gaelic development.

- Gaelic funding

SFC consulted upon the above report and as a result has identified a stream of funding and invited proposals for projects to support Gaelic education (circular SFC/25/2008).

- Funding review

SFC recognises that there is a longer-term issue about the impact of class sizes and their relationship to our funding method on the

viability of Gaelic provision. This issue is being taken forward as part of our funding review through New Horizons and the College Strategic Project, as is our overall approach to support for Gaelic provision more generally.

Commitment to the objectives of the National Plan for Gaelic

The *National Plan for Gaelic* outlines a vision for Gaelic of a healthy, vibrant language that is increasingly respected in a modern, multicultural and multilingual Scotland. It identifies four interlinking aspects of language development which need to be addressed. These are:

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

SFC is committed to ensuring that the *National Plan for Gaelic* is implemented through our core work and interactions with colleges and universities in Scotland. In this section we set out how we will achieve that aim through engagement with the relevant priority areas identified in the *National Plan*.

Development plan to support FE/HE Gaelic learning opportunities 2009-14

SFC was created in 2005 and has been aware of the need to work with Bòrd na Gàidhlig to support the Gaelic Language Act from the start. There is SFC membership on Bòrd na Gàidhlig's Education Steering Group and its Further and Higher Education Working Group.

Notification from Bòrd na Gàidhlig of our timetable to prepare a Language Plan gives a formal context to our on-going policy work. Building on our analysis and consultation in recent years, SFC has agreed strategic funding of up to £250,000 annually from 2008-09 onwards to support the development of Gaelic education opportunities in further and higher education in Scotland. SFC is committed to facilitating proposals from eligible institutions to access this funding in accordance with our guidance for strategic funding.

SFC has agreed that this additional funding will be focused around the institutions demonstrably active in this field with a view to targeting resources where they are likely to have most effect. This funding will

support three broad streams of activities identified through consultation with the sector. These are outlined below.

1 Gaelic immersion opportunities at universities and colleges

Lack of opportunity to progress towards fluency is a problem of crucial significance for the development of Gaelic. There are limited opportunities for learners to practice Gaelic in real life situations. SFC has decided to support immersion initiatives that provide Gaelic students with opportunities to practice the language in real-life settings that are as similar as possible to those available to students of other modern languages.

2 Support for small cohorts

We are aware that several colleges are seeking to maintain or reintroduce Gaelic courses and that the level of funding – which makes larger classes essential – is often a concern. In the short term, SFC has agreed to support the viability of Gaelic courses with otherwise unviable cohorts. The Council has agreed that this funding will be interim and in the longer-term we will review our funding methods to deal with this issue.

3 Strategic development of Gaelic education

SFC has agreed funding for initiatives to support the strategic development of Gaelic education in the areas outlined below in colleges and universities. These areas were identified in our report and consultation on Gaelic provision. SFC proposes to use this funding in consultation with Bòrd na Gàidhlig National Gaelic Education Steering Group and/or its FE/HE sub-group as appropriate. The areas identified are:

- market research – we are aware that research into demand for Gaelic education and motivations to learn Gaelic would be of benefit;
- marketing to increase demand – the Council is keen to support strategies for marketing Gaelic learning opportunities; and
- development of materials and resources – taking learners from initial to advanced levels of fluency is a central step in securing the future of the Gaelic language.

We will continue to work with Bòrd na Gàidhlig, and with colleges and universities, to identify priorities for Gaelic development in the further and higher education sectors.

Language research

At its meeting on 15 May 2009, the Scottish Funding Council agreed to invest approximately £1.866 million over seven years, to be reviewed after three, through the Horizon Fund for Universities to develop a research capacity in Gaelic by creating Soillse (or ‘enlightenment’) – a pooling of the partner institutions’ research capacities in Gaelic.

The initiative aims to pool research capacity to develop and establish:

- an international-quality research capability in Gaelic language development at UHIMI with support from the other partners, which will contribute research to inform national and local efforts to maintain and revitalise Gaelic language and culture in the Highlands and Islands of Scotland and beyond; and
- a powerful research network across Scottish HEIs, linking researchers with expertise or interest in contemporary Gaelic matters and articulating with international research on minority language maintenance and revitalisation.

The key function of this project will be to inform public policy through a significantly enhanced research capacity in Gaelic. The institutions involved will work in partnership with each other as well as with key agencies such as Bòrd na Gàidhlig, ensuring that the initiative is responsive to the developing needs of its public policy partners and that the knowledge acquired is disseminated for the benefit of all working towards the maintenance and revitalisation of Gaelic language and culture.

In addition, SFC is currently liaising with Bòrd na Gàidhlig and the Scottish Government, to develop ways of supporting the Faclair na Gàidhlig project, which aims to produce an electronic historical dictionary of Scottish Gaelic.

Strategic development aims 2009-14

Priority area	Aim	Timescale	Lead
Strategic development of Gaelic	Development and approval of specific institution led projects supported through SFC strategic funds for priority areas above.	On-going in line with annual strategic allocation for Gaelic development.	Strategic Development
Funding for Gaelic learning opportunities	SFC to consider long term funding strategy for Gaelic learning including formula and premium approaches.	In line with timescales for New Horizons and College Strategic Project, but likely to be by end 2009.	Teaching Funding Policy
Student support	SFC to contact Student Awards Agency for Scotland (SAAS) over support for Gaelic immersion in line with students of other languages.	By July 2009.	Strategic Development
Information	<p>Improve recording of data on Gaelic provision, particularly in HEIs.</p> <p>Review effect of changes on data returns made by colleges.</p>	In time for returns information letter to colleges and universities, (2010 returns).	Knowledge Management

Chapter 4 – Implementation and monitoring

Timetable

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

Publicising the Plan

SFC's Gaelic Language Plan will be published bilingually on the SFC website. In addition, we shall:

- issue a press release announcing the Plan;
- issue a circular to all colleges and universities announcing the Plan and directing them – and other recipients – to the text;
- make copies of the Plan available in our public offices and reception areas;
- make the Plan known to employees via SFC's intranet and other dissemination activities;
- distribute copies of the Plan to other interested bodies on request; and
- include reference to the Plan in our main grant letters to colleges and universities.

Monitoring the implementation of the Plan

SFC's Chief Executive will be responsible ultimately for ensuring that the SFC delivers on the commitments set out in this Plan.

The Senior Director of Finance and Corporate Resources will be responsible for monitoring the developments in the areas of the plan relating to corporate functions.

The Deputy Director of Teaching Funding Policy will be responsible for monitoring development of commitments in this Plan relating to policy and SFC's core work with colleges and universities.

The Director of Strategic Development will be responsible for monitoring development of commitments relating to projects.

The executive of SFC will report to the Council on an annual basis (November meeting) on progress made against the Plan. On approval by the Council, SFC will forward this report to Bòrd na Gàidhlig. Responsibility for coordination this reporting will rest with the Deputy Director of Teaching Funding Policy.

Responsibility for coordination of SFC's second Gaelic Language Plan will rest with the Deputy Director of Learning, Governance and Sustainability.

Contact details

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

Martin Kirkwood
Deputy Director of Teaching Funding Policy
Scottish Funding Council
Donaldson House
97 Haymarket Terrace
Edinburgh
EH12 5HD

Tel: 0131 313 6637
email: mkirkwood@sfc.ac.uk

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

Kathryn O'Loan
Policy Officer, Teaching Funding Policy
Scottish Funding Council
Donaldson House
97 Haymarket Terrace
Edinburgh
EH12 5HD

Tel: 0131 313 6523
email: koloan@sfc.ac.uk

Copies of this document are available, on request, in large print formats and in community languages. Please contact: communications@sfc.ac.uk

इस प्रलेख की प्रतियां, अनुरोध करने पर, सुट्टण के बड़े स्वरूपों में एवं सामुदायिक भाषाओं में उपलब्ध है।
कृपया संपर्क करें: communications@sfc.ac.uk

اس دستاویز کی نقلیں درخواست کرنے پر چلی حروف کی شکلوں اور معاشرتی زبانوں میں دستیاب ہیں۔ برائے مہربانی رابطہ فرمائیں:
communications@sfc.ac.uk

এই নথিটির কপি অনুরোধসাপেক্ষে বড় হরফে ছাপা ফরম্যাটে এবং জনগোষ্ঠীর ভাষায় পাওয়া যায়।
অনুগ্রহ করে এখানে যোগাযোগ করুন: communications@sfc.ac.uk

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ਕਿਰਪਾ ਕਰਕੇ ਸੰਪਰਕ ਕਰੋ: communications@sfc.ac.uk

Tha lethbhreacan den sgrìobhainn seo rim faotainn, air iarrtas, ann an clò mòr agus ann an cànanan coimhearsnachd. Cuiribh fios gu: communications@sfc.ac.uk

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