

Gaelic Language Plan

2023-2028



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UHI North, West and Hebrides Gaelic Language Plan 2023-28

FOREWARD

As Principal and Chief Executive of UHI North, West and Hebrides, I am delighted to introduce this draft of our first Gaelic Language Plan and present it for internal consultation.

Our area has the highest density of Gaelic-speakers in Scotland and, as one of the region's largest tertiary education providers and partner in the University of the Highlands and Islands, we recognise the pivotal role we can play in promoting the importance of Gaelic not only as part of the linguistic and cultural heritage of our communities but also as a driver of economic growth and activity.

As stated in our merger business case, Gaelic is a key area of specialism for UHI North, West and Hebrides that we wish to grow. The Gaelic Language Plan will therefore seek to expand our curriculum offer by securing new areas of activity and by supporting the growth of our Gaelic curriculum in the Outer Hebrides and across our college area, thereby making a positive contribution to the UHI Gaelic Language Plan and Gaelic strategy for the Highlands and Islands region.

During the lifetime of our Gaelic Language Plan, we will endeavour to enhance the profile and status of Gaelic within our college. We will work to meet our responsibilities to our community of learners and colleagues, and to the wider communities we serve. We will seek to make an important contribution to the achievement of the aspirations and objectives set out in the National Gaelic Language Plan 2022-27 and the Gaelic Language (Scotland) Act 2005.



OVERVIEW

UHI North, West and Hebrides (UHI NWH), is a new entity which was formally vested on 1st August 2023 following a merger of 3 legacy colleges, namely UHI Outer Hebrides, UHI West Highland and UHI North Highland. This is UHI North, West and Hebrides first Gaelic Language Plan prepared within the framework of the Gaelic Language (Scotland) Act 2005. The draft Gaelic Language Plan will span a five-year period from 2023 to 2028. It will seek to build on the progress made within previous plans advanced by UHI Outer Hebrides and UHI West Highland and it will seek to promote the usage and acquisition of Gaelic throughout the entire region it serves. This draft Plan follows the format of the draft National Gaelic Language Plan 2023–28, which includes the following four themes:

1. Communities and Home
2. Media, Arts, Culture and Heritage
3. Business and the Economy
4. Education

Bòrd na Gàidhlig and UHI NWH have worked together to produce a set of Strategic Priorities for the development of the Plan to further grow the use of Gaelic and the learning of Gaelic.

The Strategic Priorities focus on how UHI NWH will progress the aims of the draft National Gaelic Language Plan. These are based upon the high-level aims which were agreed by Bòrd na Gàidhlig and UHI NWH, and their commitments as laid out in the draft National Plan. This draft Gaelic Language Plan describes how each of the Strategic Priorities will be delivered, and identifies the actions required. The draft Gaelic Language Plan also includes a section on Corporate Service Aims. These will be utilised with the aim of standardising and normalising key Gaelic services across the college during the lifetime of the Plan.

INTRODUCTION

According to the most recent figures from the Office for National Statistics, the percentage of people aged 3 and over with some Gaelic language skills was highest in the Western Isles, with 61.2% of the total population, while Highland region with 7.4% contained the second highest percentage. The college therefore recognises that Gaelic is fundamental to its ethos, to the region it serves and is a central pillar of Scotland’s rich heritage, national identity and cultural life.

UHI NWH is a regional college of scale across the north-west Highlands and Outer Hebrides, with 9,000 students and 600 staff. UHI NWH will provide sustainable tertiary education, skills training, research and innovation for the communities of Lochaber, Lochalsh, Sutherland, Caithness & Easter Ross, Skye, the Inner Hebrides and the Outer Hebrides.

UHI NWH has a physical presence within 19 distinct communities, each serving a wide but sparsely populated area. Our communities cover an area of 12545 miles²; (almost the size of Wales), and 5357 miles (70%) of Scotland’s coastline. The collective area of Lochaber, Skye, Outer Hebrides, Caithness, Sutherland, Easter Ross and Wester Ross has a population of 125,716.



Figure 1: Region and Learning Centre Locations

UHI NWH currently delivers a range of further and higher education Gaelic language education online and in-person, to students within the region and across Scotland. This includes the delivery of Gaelic-medium undergraduate degree programmes, being the lead college for BAH Gaelic Scotland, providing online and in-person community classes across the islands, bespoke courses developed in response to employer requirements and residential courses developed in collaboration with community groups. In support of growing GME teacher training provision across the region UHI NWH also delivers PGDE (English and Gaelic pathways) and are delivery partners on the BA Gaelic with Education programme.

OUR COMMITMENTS

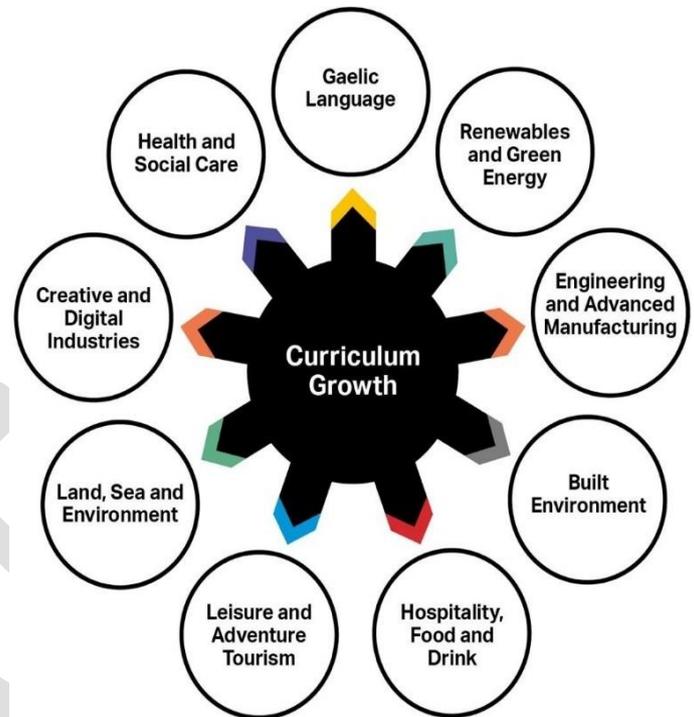
Recent research has shown that there is a need to revitalise and develop Gaelic language, culture and heritage in local communities with the National Gaelic Language Plan identifying key interlinking aspects of Gaelic development, setting out several priority action areas for the growth of the language. Research, including current research led by UHI's Language Sciences Institute, has shown that an increased emphasis on community-focused language policy is essential for the revitalisation and development of Gaelic. This Gaelic Language Plan will therefore detail how UHI NWH will work in partnership with schools, communities, key stakeholders and UHI partner colleges to drive forward this revitalisation within our region.

UHI NWH's Gaelic Language Plan will complement the college's tertiary curriculum as well as its research and knowledge exchange strategy. Responding to the National plan for Scotland's Islands and National Gaelic Language Plan and UHI's Gaelic Language Plan we will extend and further strengthen our work with key partners Bòrd na Gàidhlig, Comhairle nan Eilean Siar, Ceòlas Uibhist, Highland Council, other colleges within UHI and a range of community partners. This will serve to cement our leading position developing Gaelic language and Gaelic medium curriculum across the Highlands and Outer Hebrides.

OUR PRIORITIES

Gaelic has been identified as a curriculum area of growth within UHI NWH and key priorities will be to:

- drive forward the availability of Gaelic education across the Outer Hebrides, Lochaber, Skye, Wester Ross, Easter Ross, Caithness and Sutherland regions.
- support the development of language skills and education through working with heritage and community groups to protect and further develop Gaelic as a community asset.
- build partnerships, including those with Bòrd na Gàidhlig, community organisations and Ceòlas on the Cnoc Soilleir project to create opportunities that develop stronger interdisciplinary activity between Gaelic language, culture and heritage and accredited short course provision in Gaelic media and the creative industries.
- ensure that a link is made between Gaelic and employability skills.
- increase enrolments on Gaelic medium teacher education qualifications particularly at primary but also at secondary levels to serve the existing and future demand within our region's schools.



Curriculum Development priorities will be to:

- upskill existing teaching practitioners.
- increase the flexibility of undergraduate GME Initial Teacher Education courses.
- support the development and delivery of:
 - short online and in-person language courses.
 - new digital courses in Gaelic.
- enhanced Gaelic provision for health, early years and childcare professionals across the region and within programme areas such as Tourism & Hospitality and Creative Industries

LINKS TO STRATEGIC PRIORITIES AS AGREED WITH BÒRD NA Gàidhlig

Increase the opportunities for Gaelic usage by:

- working with neighbouring public bodies and communities to increase opportunities for Gaelic usage throughout the Western Isles, north and west Highlands;
- embed Gaelic content/delivery across multiple disciplines within UHI NWH to strengthen links between Gaelic and employability, with an initial focus given to Health, Social & Child Care and Tourism.

Increase the learning of Gaelic by:

- developing a Gaelic early years course in collaboration with partners and ensure this it is made accessible at all campuses throughout the college;
- supporting the development of culture and heritage as a community asset and developing a regular programme of community-based immersive experiences;

Promote a positive image of Gaelic by:

- developing and promoting Gaelic immersive experiences as part the wider student experience at UHI NWH.

OUR VISION

UHI NWH will build on established good practice in order to expand Gaelic language and culture learning opportunities across the region served by the new college. Having laid the foundation of supporting GME teaching training, we will seek to augment this provision with Gaelic CPD for teaching practitioners, enabling them to teach in the medium of Gaelic. Having identified the need to take an holistic approach to GME, our strategy for the next 5 years includes developing training for ancillary and support staff.

UHI NWH will be at the heart of the community it serves, and the college will continue to enable and encourage both the learning and usage of Gaelic throughout the region. This will include fostering a Gaelic ethos and positive attitude towards Gaelic within the organisation itself.

1. STRATEGIC PRIORITIES

Community

Strategic Priority 1	Expand Gaelic language learning and usage and to support the development of culture and heritage as a community asset					
Desired outcome	An increase in the number of Gaelic learners at all levels. Develop a regular programme of community-based immersive experiences.					
Current practice	A range of FE short courses is offered via flexible modes of delivery. Access to Gaelic language learning has improved over the lifetime of the current plan through increased online provision; Gaelic has been delivered as an optional unit within health courses; Gaelic has also been part of our CPD to UHI NWH staff; Gaelic stakeholders – eg CnES and NHS Western Isles. Raise awareness of Gaelic language and culture in key Gaelic communities.					
Actions required	Target date					Responsibility
	2024	2025	2026	2027	2028	
Utilise the expertise of traditional Gaelic communities in our activities and programmes, including community-based immersive experiences. At least one community-based Seasonal School will be delivered within each AY during the lifetime of the Plan.		✓	✓	✓	✓	Gaelic team Marketing & Communication Team
Collaborate with community groups to accredit community language provision.		✓	✓	✓	✓	Gaelic team

Increase community use of Gaelic in informal settings by further developing our Gaelic mentoring scheme and conversational sessions		✓	✓	✓	✓	Gaelic team Marketing & Communication Team
Develop welcome packs for new residents of the region.			✓			Gaelic team Marketing & Communication Team Director of External Growth
Cater for the needs of the Gaelic diaspora, by expanding our online programmes of language, culture and heritage. Online courses will be offered during each semester of every AY during the lifespan of the Plan.	✓	✓	✓	✓	✓	Gaelic team

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Education

Strategic Priority 2	Develop and strengthen links between Gaelic and employability and support and encourage latent speakers/adult returners to fluency					
Desired outcome	<p>Increased uptake of Gaelic CPD opportunities at UHI NWH, and other stakeholders and partners;</p> <p>Develop a programme of micro-credentials to business, tourism, health and social care sectors;</p> <p>Deliver training for GME ancillary staff;</p> <p>Increased uptake of places on Gaelic teacher training courses;</p> <p>Offer capacity building courses for teaching practitioners to move into GME;</p> <p>Embed Gaelic within course frameworks.</p>					
Current practice	<p>Gaelic CPD has been available within UHI NWH, and to other stakeholders and partners, and this would benefit from greater coordination and promotion;</p> <p>There has been some delivery of training to local industry and business, which can be enhanced and further developed;</p> <p>The focus of GME training has not tended to include the roles of ancillary and support workers, where there is an opportunity to develop training which would enhance the whole GME provision;</p> <p>Delivery of Higher Education GME courses;</p> <p>Gaelic offered as an optional non-accredited unit in a limited number of programmes.</p>					
Actions required	Target date					Responsibility
	2024	2025	2026	2027	2028	
Deliver a suite of Gaelic language courses for parents of children in GME, from beginner to fluent speakers. To be delivered each semester of every AY during the lifespan of the Plan.	✓	✓	✓	✓	✓	Gaelic team Marketing & Communication Team

Promote a coordinated programme of CPD language courses to UHI NWH staff Board members and other stakeholders and partners.	✓	✓	✓	✓	✓	Gaelic team Marketing & Communication Team Staff Development Officer HR Team
Create a coordinated programme of short courses and one-day/half-day training opportunities for industry. Deliver at least two such events each year during the lifespan of the Plan.				✓		Gaelic Team Director of External Growth Director of Finance
Develop Gaelic skills in conjunction with Business, Leadership and Management skills			✓			Gaelic team Business teaching team Director of External Growth
Develop training courses for GME ancillary staff.		✓				Gaelic team
Offer teacher training courses more flexibly including part-time & twilight delivery.		✓	✓	✓	✓	Gaelic team
Offer Gaelic medium degrees more flexibly, including part-time & twilight delivery.		✓	✓	✓		Gaelic team
Develop capacity-building courses to enable existing teaching practitioners to deliver GME.				✓	✓	Gaelic team
Liaise with library team to ensure collections support curriculum and community offer	✓	✓	✓	✓	✓	Gaelic team Library team
Gaelic built in to 2 appropriate programmes e.g tourism & hospitality, health and social care			✓	✓	✓	Curriculum Manager/Director of Academic Affairs Gaelic team Relevant teaching teams

Business & The Economy

Strategic Priority 3	Support the development of Gaelic language and culture as an economic asset and further develop links between Gaelic and employability					
Desired outcome	Establish a cultural services agency, providing a commercial translation/copywriting service; Translation of UHI NWH press releases, social media posts and website material delivered in-house; Deliver at least two commercial events each year such as half-day/day language & cultural course;					
Current practice	There was, previously, a cultural services agency at UHI Outer Hebrides, which ceased to trade in 2011. Internal communications are either translated in-house on an ad hoc basis, or outsourced. UHI Outer Hebrides does provide some language/culture training to local agencies, businesses and industries, but this would benefit from further development and coordination.					
Action required	Target date					Responsibility
	2024	2025	2026	2027	2028	
Source appropriate funding streams		✓				Director of External Growth Gaelic team Director of Finance
Establish customer base/industry contacts			✓	✓	✓	Director of External Growth Marketing & Communications team Gaelic team
Greater networking within Gaelic/business community to establish commercial opportunities.		✓	✓	✓	✓	Director of External Growth Gaelic team Director of Finance

Develop a range of language, culture & heritage experiences for the tour market.		✓	✓	✓	✓	Gaelic team
Develop a range of language, culture & heritage training for professional tour guides.		✓	✓	✓	✓	Gaelic team

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Media, Arts, Culture & Heritage

Strategic Priority 4	Support the development of Gaelic language and culture as an economic asset and further develop links between Gaelic and employability					
Desired outcome	Deliver short courses in creative Gaelic writing, including screen writing. Develop an annual programme of culture & heritage themed talks and lectures in Gaelic.					
Current practice	Current creative writing in UHI NWH is delivered through the medium of English. Delivery of culture & heritage themed talks and lectures in Gaelic.					
Actions required	Target date					Responsibility
	2024	2025	2026	2027	2028	
Develop short courses in creative Gaelic writing, eg prose, screen writing, poetry, web content and writing for specific audiences.			✓			Gaelic team Curriculum Manager/Director of Academic Affairs Finance Director of External Affairs
Continue to develop annual programmes of culture & heritage themed talks and lectures in Gaelic, both online and in-person utilising library space where practicable.		✓	✓	✓	✓	Gaelic team Library team Marketing & Communications

2. CORPORATE SERVICES AIMS

STATUS

Desired Outcome	Logo and brand Render the corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.
Current Practice	Logo and brand is displayed bilingually.
Actions Required	We will adopt a fully bilingual corporate logo and branding which gives equal treatment to Gaelic and English.
Target Date	Ongoing
Responsibility	Marketing & Communication team

Desired Outcome	Signage Signage will include Gaelic and English as part of any renewal process.
Current Practice	Signage is replaced fully bilingually as part of any renewal, particularly in the traditional Gaelic-speaking areas.
Actions Required	<p>We will replace all non-bilingual signage with signage that is fully bilingual throughout all UHI NWH campuses.</p> <p>All significant signage within high profile areas in premises to be fully bilingual, giving priority to high profile locations.</p> <p>‘High profile location’ means in the first instance public facing signage, and in the second instance primary signage for students and staff (ie room functions and occupants, directional signs, public conveniences).</p> <p>In areas where static bilingual signage is well established, attention will be given to creation of a bank of temporary signage, such as ‘Meeting in Progress’, ‘Interview in Progress’ etc. This will be made available to all UHI NWH staff via a centralised location.</p>
Target Date	Ongoing
Responsibility	Estates Marketing & Communication team

COMMUNICATING WITH THE PUBLIC

Desired Outcome	<p>Promotion</p> <p>Positive messages that communication from the public in Gaelic is always welcome are regularly repeated.</p>
Current Practice	<p>Gaelic courses and events are promoted bilingually. Some generic promotional materials are bilingual. 'Cleachd i' merchandise is used and displayed.</p>
Actions Required	<p>Ensure alignment with UHI NWH Communication Strategy.</p> <p>Increase visibility of bilingual promotional materials throughout all campuses.</p> <p>Promotional materials for English medium courses will reference the importance of Gaelic within UHI NWH.</p> <p>Ensure all generic promotional materials include a Gaelic strapline.</p> <p>Provide bilingual Visitor badges in all UHI NWH campuses.</p>
Target Date	Ongoing
Responsibility	Marketing & Communication Enquiries team

Desired Outcome	<p>Written Communication</p> <p>Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.</p>
Current Practice	<p>Any such communications coming to the general office would be forwarded to the Gaelic staff.</p>
Actions Required	<p>Generate a pro forma response which can be used to acknowledge all Gaelic communication prior to full response.</p> <p>Signposting to Gaelic-speaking members of staff.</p> <p>Identify frontline staff training requirements particularly designated as Gaelic desirable.</p> <p>Identify posts which can be redesignated as Gaelic essential.</p>

Target Date	Ongoing
Responsibility	Gaelic Compliance Officer Enquiries team Staff Development Officer
Desired Outcome	Reception and phone Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public. If there are not staff available to deliver this, capacity will be built through training and recruitment.
Current Practice	Where practicable callers to Reception are greeted in Gaelic. Gaelic-speaking staff answer their direct lines in Gaelic.
Actions Required	We will offer training to all front of house staff to develop their Gaelic language skills and, as the opportunity arises, we will seek to employ staff with Gaelic language skills. Front of house staff will be trained to answer the phone with a basic Gaelic greeting. Identify frontline staff training requirements particularly designated as Gaelic desirable. Identify posts which can be redesignated as Gaelic essential.
Target Date	Ongoing
Responsibility	Enquiries team Staff Development Officer HR team Gaelic Compliance Officer

Desired Outcome	Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.
Current Practice	Gaelic-themed events are delivered either wholly in Gaelic or bilingually.
Actions Required	Simultaneous translation will be made available at meetings concerning Gaelic matters and at high profile events, as practicable.
Target Date	Ongoing
Responsibility	Gaelic team Marketing & Communication

INFORMATION

Desired Outcome	News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
Current Practice	Press releases about major events are issued fully bilingually in the Western Isles area.
Actions Required	Continue and extend above practice across UHI NWH. Increased demand for translation/Gaelic copy will require an increase in staffing capacity. We will compile a list of Gaelic spokespeople for Gaelic interviews. Media training will be provided.
Target Date	Ongoing
Responsibility	Marketing & Communication team Gaelic Communication Officer (pending)

Desired Outcome	Social Media Gaelic content distributed regularly through social media. All social media communications related to Gaelic are circulated either bilingually or in Gaelic only.
Current Practice	Gaelic specific posts/tweets are issued bilingually. Currently, there is no capacity to post bilingually across the channels.
Actions Required	Increased demand for translation/Gaelic copy will require an increase in staffing capacity. Gaelic will be integrated from the outset into pre-planned social media and digital campaigns. Video content in Gaelic will be generated via promoted interaction by Gaelic-speaking students as digital ambassadors.
Target Date	Ongoing
Responsibility	Marketing & Communication team Gaelic Communication Officer (pending) Gaelic team

Desired Outcome	Website Gaelic content on the college's website is increased, with emphasis given to the pages with the highest potential reach.
Current Practice	Gaelic course information and Gaelic related content are available bilingually.
Actions Required	<p>Increased profile for Gaelic within the UHI NWH website by identifying static information, such as Principal's Welcome, and some key policy documents by 2028.</p> <p>A Gaelic tab on the homepage will provides two levels of navigation to Gaelic on some pages by 2028.</p> <p>Panels with introductory text and key corporate statements will be provided in Gaelic by 2028.</p> <p>Page headings will be available bilingually by 2028.</p> <p>All course pages to contain a bilingual strapline by 2025.</p> <p>Principal's welcome will be available in bilingual format by 2024.</p> <p>Static content will increase during the lifespan of the Plan.</p>
Target Date	Ongoing
Responsibility	Marketing & Communication team Gaelic Communication Officer (pending) Gaelic team

Desired Outcome	Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach and impact.
Current Practice	<p>Gaelic-related corporate publications are currently produced as bilingual, or separate Gaelic and English versions.</p> <p>UHI OH Strategic & Operational Plan produced bilingually as per Gaelic Language Plan 2017-23 commitment.</p>
Actions Required	<p>Identify key documents for translation.</p> <p>Increased demand for translation/Gaelic copy will require an increase in staffing capacity.</p>

Target Date	Ongoing
Responsibility	Executive Management Team Marketing & Communication team Gaelic Communication Officer (pending) Gaelic team

Desired Outcome	Language A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.
Current Practice	Translation and proofing are currently outsourced to professional agency. Gaelic Orthographic Conventions are adhered to.
Actions Required	Creation of an in-house translation service.
Target Date	2024
Responsibility	Director of External Growth Gaelic team

Desired Outcome	Exhibitions Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.
Current Practice	Generic promotional materials are available bilingually. Gaelic specific events are fronted by Gaelic-speaking staff.
Actions Required	Continue with above practice and identify opportunities to include Gaelic in annual student exhibitions and events.
Target Date	Ongoing
Responsibility	Marketing & Communications team Gaelic team

STAFF AND STUDENTS

Desired Outcome	Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each edition of the plan.
Current Practice	An audit was conducted prior to UHI OH GLP 2017-23. UHI NWH staff participated in UHI audit in 2020. (check date)
Actions Required	A UHI NWH internal audit will be conducted.
Target Date	2023
Responsibility	Gaelic team

Desired Outcome	Induction Knowledge of the organisation's Gaelic language plan and training opportunities are embedded in new staff inductions.
Current Practice	Information related to language learning opportunities is routinely circulated.
Actions Required	<p>Ensure all new employees and Board members receive Gaelic Awareness training within 12 months of Appointment.</p> <p>Create mandatory self-assessed Gaelic Awareness training.</p> <p>Develop an Induction Pack for all new employees and Board members, to include training opportunities and Gaelic Plan and policy awareness.</p> <p>Student Induction Induction information will include awareness of the Gaelic Language Plan and information regarding language learning opportunities.</p> <p>The GLP Compliance Officer will meet with HISA representatives annually to discuss Gaelic events.</p> <p>Local HISA representatives will liaise with HISA Gaelic Officer.</p>
Target Date	<p>Induction: 2023-24</p> <p>Training: ongoing</p>

Responsibility	HR team Staff Development Officer Student Services HISA
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Desired Outcome	Language training Gaelic language skills training and development delivered to staff.
Current Practice	Information related to language learning opportunities is routinely circulated and offered at no cost to staff.
Actions Required	All roles reviewed and requirement for/desirability of Gaelic language skills identified. Offer appropriate Gaelic language training for staff, taking into account proficiency and location. Each programme of staff development will include a minimum of one Gaelic training event. Annually at least one member of staff from each Department is offered opportunity of training to develop their language skills.
Target Date	Ongoing
Responsibility	HR team Staff Development Officer Heads of Department and Section Managers

Desired Outcome	Using Gaelic Staff are encouraged to use Gaelic in their work.
Current Practice	
Actions Required	Staff will be supported to set up and take part in a Gaelic conversation group. Online staff forum, display screens and newsletter will include regular Gaelic content including useful Gaelic vocabulary. Students will be supported to set up and take part in a Gaelic conversation group. A language buddy system will be set up.
Target Date	

Responsibility	Gaelic Team Gaelic Compliance officer Marketing & Communication team HISA
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Desired Outcome	Recruitment Gaelic language skills are recognised and respected within the recruitment process throughout the public authority.
Current Practice	
Actions Required	All posts designated Gaelic desirable except those where Gaelic is essential. All job vacancies to be advertised with a Gaelic positive statement. Identify staff training requirements particularly where designated as Gaelic desirable. Identify posts which can be redesignated as Gaelic essential.
Target Date	Ongoing
Responsibility	Executive Management team HR team

Desired Outcome	Recruitment All vacant posts to be designated in one of the following three ways: <ul style="list-style-type: none"> • Gaelic essential • Gaelic highly desirable (applied to priority areas as per the Plan) • Gaelic desirable
Current Practice	Gaelic is included in all interviews where Gaelic is an essential requirement for the post. This includes a Gaelic spoken and literacy skills assessment where appropriate.

Actions Required	<p>Identify staff training requirements particularly where designated as Gaelic desirable.</p> <p>Identify posts which can be redesignated as Gaelic essential.</p> <p>Interview pro formas and application forms will include a question on Gaelic language training.</p> <p>Training will be provided to middle and senior management to ensure appropriate consideration is given to Gaelic skills in recruiting suitable candidates with a view to embedding Gaelic across curriculum.</p> <p>Permission to Recruit forms to include a Gaelic criteria question.</p>
Target Date	Ongoing
Responsibility	<p>Executive Management team</p> <p>HR team</p> <p>Heads of Department and Section Managers</p> <p>Gaelic Compliance Officer</p>

Desired Outcome	<p>Recruitment</p> <p>Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential or highly desirable skill.</p>
Current Practice	Gaelic is included in all interviews where Gaelic is an essential requirement for the post. This includes a Gaelic spoken and literacy skills assessment where appropriate.
Actions Required	Continue with current practice
Target Date	Ongoing
Responsibility	<p>Executive Management team</p> <p>HR team</p> <p>Heads of Department and Section Managers</p> <p>Gaelic Compliance Officer</p>

Gaelic Language Corpus

Desired Outcome	Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.
Current Practice	UHI NWH has a commitment to adhere to the Gaelic Orthographic Conventions and to apply consistent orthography across all signage and documents.
Actions Required	Continue with current practice.
Target Date	Ongoing
Responsibility	Marketing & Communication team Gaelic Communication Officer (pending)

3. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

UHI NWH acknowledges that Gaelic is fundamental to its ethos and the region it serves, it also recognises that Gaelic is a national language of Scotland and a central pillar of our country's rich heritage, national identity and cultural life.

UHI NWH seeks to support national strategies, plans and initiatives that aim to strengthen the position of Gaelic as a national language, and in doing so, to build more inclusive, diverse and successful communities. UHI NWH therefore supports the Scottish Government's National Performance Framework (NPF). In particular, this Gaelic Language Plan intends to assist in advancing the following priorities of the NPF:

- People live in communities that are inclusive, empowered, resilient and safe;
- People are creative and their vibrant and diverse cultures are expressed and enjoyed widely;
- People are well educated, skilled and able to contribute to society;
- People value, enjoy, protect and enhance their environment;
- People have thriving and innovative businesses, with quality jobs and fair work for everyone.

Full details of the National Performance Framework can be accessed at <https://nationalperformance.gov.scot/>

4. LINKS TO LOCAL AND REGIONAL FRAMEWORKS

UHI NWH is committed to creating the conditions whereby Gaelic usage and learning can be supported and expanded for the wellbeing and economic benefit of the communities it serves.

The college will therefore engage with Community Planning Partners throughout the region to deliver the language plan. The UHI NWH Merger and Business Case can be accessed at <https://www.rural-islands-merger.uhi.ac.uk/t4-media/one-web/rural-islands-merger/RICM-Merger-Proposal-and-Business-Case-Nov-2022-FINAL-SUBMISSION.pdf>

This document sets out the key themes and commitments for the new college. One of those commitments is to develop and deliver a Gaelic Language Plan.

This version of the Gaelic Language Plan will serve to increase the use and profile of Gaelic across the entire region served by the college.

As asserted in the National Plan for Scotland's Islands, investment in Gaelic generates positivity. It creates a sense of self and of community and can make a substantial contribution to driving economic activity. It also offers significant opportunities for future economic growth. The Plan also highlights the symbiotic relationship between Gaelic and community, i.e. while Gaelic is important to the community, a thriving community is also important to the survival of Gaelic. UHI NWH therefore supports recommendations set out in the recently published short life working group report for the Cabinet Secretary for Finance and Economy on the Economic and Social Opportunities for Gaelic. This iteration of the College's Gaelic Language Plan will detail how UHI NWH will work with other agencies and partners to strengthen the role of Gaelic as a cultural, economic and social asset within our communities.

5. PUBLICATION

PUBLISHING AND PUBLICISING THE PLAN

INTERNAL

Information for staff, students and internal stakeholders about the new plan and how to access it will be made available via:

- issue a press release announcing the plan;
- make copies of the plan available in our libraries, student association offices and reception areas;
- make the plan known to employees via UHI NWH centralised location and staff newsletter;
- make the plan known to students via the information screens, notice boards and internet (College website and Facebook page).

EXTERNAL

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

- issue a bilingual media release announcing the approval and publication of the plan;
- issue bilingual social media posts on a number of platforms;
- media interviews to be offered in Gaelic and English, as appropriate .

In line with good practice, we will not distribute hard copies of the plan, but will encourage stakeholders to view it online. However, we will respond positively to specific requests for a hard copy of the plan to be provided.

6. RESOURCING THE PLAN

We will ensure adequate funding is in place each year to meet our commitments under the plan. Where there is a need for additional funding as result of implementation of the plan, we will identify the requisite costs in the budget process for each year, and ensure actions are budgeted for.

7. MONITORING THE PLAN

UHI NWH will monitor the implementation of its Gaelic Plan as follows:

Internally

- A Gaelic Language Plan Implementation Group serviced by a named member of staff will be formed to ensure Plan compliance;

- Managers with responsibility for any aspect of implementation of the plan will report to the Implementation Group and then Executive Management Team at agreed points in the year, informing of their team's progress towards targets.
- The College Principal will report on progress to the Board of Management; the Board may then make recommendations or adjustments, which will be fed back to staff in the usual way.
- UHI NWH's Board of Management will publish details of the Gaelic Plan's progress within its Annual Report.

Externally

- UHI NWH will submit annual monitoring reports to Bòrd na Gàidhlig on the progress of the plan and such additional reports required as a condition of any GLP funding received.

DRAFT

8. THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY

OVERALL RESPONSIBILITY FOR THE PLAN

It is recommended that the plan clearly states who has overall responsibility for the plan. As the plan will have an impact across the whole organisation, it is advised that overall responsibility for the plan lies with the accountable officer or another position within the senior management structure who can ensure the corporate implementation of the plan. The following text is suggested: -

The Principal has overall responsibility for preparation, delivery and monitoring of UHI NWH's Gaelic Language Plan. They can be contacted as follows: -

*Lydia Rohmer
Principal
UHI North, West & Hebrides*

01397 874 000 | 07557 544405
lydia.rohmer@uhi.ac.uk

DAY-TO-DAY RESPONSIBILITY FOR THE PLAN

The [Officer job title] has day-to-day responsibility for the delivery and monitoring of UHI NWH's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

*NAME
POSITION
DEPARTMENT
NAME OF ORGANISATION
ADDRESS*

*TELEPHONE NUMBER
E-MAIL ADDRESS*

GAELIC LANGUAGE PLAN IMPLEMENTATION AND MONITORING GROUP

The remit of the working group will be to ensure full compliance with all Plan commitments throughout the lifetime of the plan. The person designated as having day-to-day responsibility for the plan will chair all meetings of the group.

The following corporate functions will be represented:

- Senior Management
- HR
- Student Services
- HISA
- Administrative staff
- Registry
- Academic staff
- Finance
- Library
- Marketing & Communications
- Estates

The group will meet on a six weekly basis.

ENGAGING WITH STAFF

Staff have been consulted in the preparation of this Plan, with clear remits of responsibility assigned to the relevant staff concerned. All staff will have opportunity to contribute to the Plan during its progress and will be encouraged to review how they can add value to the delivery of the Plan, if possible.

ARM'S LENGTH ORGANISATIONS AND THIRD PARTIES

Where the College outsources work, such as advertising or design, we will ensure that service providers are supplied with guidelines as to how they can comply with the commitments contained within the plan. Publicity material must be approved by the College's Marketing & Communication Team and they will ensure that any materials created on behalf of UHI NWH fully adhere to the principles contained within the Plan.

9. APPENDIX 2 – CONSULTATION

A statutory requirement of the Gaelic Language (Scotland) Act 2005 is that public authorities must consult persons appearing to it to have an interest.

It is accepted that each public authority will have its own internal procedures on conducting public consultations. Bòrd na Gàidhlig's Statutory Guidance on the Development of Gaelic Language Plans provides information on what is required in order to satisfy the Bòrd that the requirements of the Act are being met.

A summary of the consultation findings should be provided in the Introduction section of the plan, and a more detailed report should be included as Appendix 2.