

## Fiosrachadh a bharrachd don

### Bhuidhinn-obrach air Cothroman Eaconamach is Sòisealta airson na Gàidhlig

#### 1. Cùram-cloinne

Bhruidhinn sinn gu h-aithghearr air an raon seo aig a' choinneimh againn air Diluain 6 Gearran 2023 agus bu mhath leinn tilleadh thuige ann am barrachd doimhneachd. Tha cothrom air cùram-cloinne tro mheadhan na Gàidhlig (MG) bho 0-5 agus cuideachd cùram fad-latha do dhaoine òga aig aois sgoile aig cridhe fàs cànanain agus fàs eaconamaich.

Tha fianais aithriseach ann nach eil solar prìobhaideach MG sam bith anns na h-Eileanan an Iar agus bha aithrisean sa Phàipear Bheag o chionn ghoirid air gainnead cloinne a' daingneachadh na teachdaireachd seo.

Chan e a-mhàin gu bheil cùram-cloinne a' leigeil le pàrantan (màthraichean mar as trice) na cothroman obrach aca a mheudachadh ach tha e cuideachd a' cruthachadh chothroman eaconamach mar ghnìomhachas seirbheis.

**Moladh:** Feumar barrachd cuimseachaidh air trèanadh cùram-cloinne a thoirt do luchd-labhairt na Gàidhlig agus taic iomairt gnìomhachais gus barrachd a bhrosnachadh a-steach don roinn agus airson misneachd àrdachadh gus gnìomhachasan ùra a stèidheachadh, mar ghnòthachasan prìobhaideach no mar iomairtean sòisealta.

Tha [An Toiseach as Fheàrr: Plana ro-innleachdail airson tràth-ionnsachadh agus cùram-chloinne aig aois sgoile airson Alba 2022-26](#) Riaghaltas na h-Alba a thàinig a-mach o chionn ghoirid a' mìneachadh cho cudromach 's a tha seo:

*Tha libhrigeadh ar lèirsinn de shàr shiostam cùram-cloinne a tha ruigsinneach agus prìs reusanta deatamach don mhisean nàiseanta againn a bhith a' dèiligeadh ri bochdainn cloinne, piseach a thoirt air sunnd teaghlaich, co-ionannachd gnè a thoirt air adhart agus gus #Glèidh an Gealltanais a choileanadh don chloinn againn aig a bheil eòlas air cùram. Nì seo diofar mòr cuideachd do dhachaighean, gnìomhachasan agus solaraichean seirbheis air feadh na dùthcha a tha a' fulang èiginn chosgaisean. (td.3)*

Ach chan eil e ag aithneachadh no a' toirt iomradh soilleir air solar MG san sgrìobhainn. Tha còmhraidhean air tòiseachadh o chionn ghoirid eadar sgioba Riaghaltas na h-Alba agus BnG air cho cudromach 's a tha e solar MG a thoirt a-steach don obair seo.

**Moladh:** Bhiodh leudachadh a' phlana seo gus tràth-ionnsachadh MG agus cùram-cloinne aois sgoile MG a thoirt a-steach a' cruthachadh ro-innleachd a bheireadh taic don leasachadh seo, bho bhith a' toirt seachad a' bhogsa bèibidh le teacsa Gàidhlig air agus 's a bheil stuthan Gàidhlig, gu bhith a' leasachadh roinn agus dreuchd a tha seasmach, eadar-mheasgte agus soirbheachail.

## 2. Slàinte is Cùram Sòisealta

San aon dòigh, chomharraich taisbeanadh Leasachadh Sgilean na h-Alba gu Fòram Ceannardas Sgilean na Gàidhealtachd is nan Eilean am feum air cothroman agus solar a leasachadh airson trèanadh is leasachadh MG ann an Roinn na Slàinte agus Cùraim Shòisealta. Tha buaidh mhòr eaconamach aig Roinn na Slàinte agus Cùraim Shòisealta gu sònraichte ann an coimhearsnachdan eileanach agus dùthchail.

Chaidh fiosrachadh a thoirt seachad mu na leanas, agus dh'fhaodadh agus bu chòir dhaibh uile lèirsinn airson libhrigeadh tron Ghàidhlig a ghabhail a-steach:

*Leasachadh fianais agus tuigse: Measaidhean Sgilean Roinneil, RSAan*

*Conaltradh ro-innleachdail le buidhnean nàiseanta leithid Acadamaidh NHS, an SSSC, Slàinte Poblach na h-Alba, Ionad Ùr-ghnàthachaidh Slàinte Dhidseataich*

*Fiosrachadh, Comhairle agus Stiùireadh Dreuchd*

*Leasachadh slighe slàinte san sgoil*

*Buidheann Sgilean airson NHS na h-Alba (taobh a-staigh a' Phrògram Àite is Sunnd)*

*Freumhaich cothroman ionnsachaidh stèidhichte air obair*

*Leasaich na tha a' gabhail ri frèaman-obrach preantasachd a th' ann mar-thà thar Preantasachd Bun-ìre, Ùr agus Ceumnachaidh*

*Inbhean preantasachd agus leasachadh frèam-obrach*

*Cùram Sòisealta Inbheach – freagairt sgilean*

*Iomairt Fastaidh airson Cùram Sòisealta Inbheach*

*Cuir taic ri leasachadh frèam-obrach ro-innleachdail airson sgioba-obrach cùram-cloinne na h-Alba*

*Ath-breithneachadh air bunait fianais sgilean agus prìomhachasan airson na roinn cùram-cloinne*

*Pròiseact Pìleit Com-pàirteachas Cùram-cloinne na h-Alba*

*Ro-innleachd Slàinte Inntinn agus plana sgioba-obrach*

*Co-obrachadh le Iomairt na h-Alba air Leigheas Pearsanaichte agus Prògram Slàinte is Sunnd nas fharsainghe*

*Mo Shaoghal Obrach Beò – Ceangal le NHS NES agus bùird slàinte eile air leasachadh firinn bhiortual agus geamannan*

*Eisimpleirean de chom-pàirteachadh roinneil – Beatha Obrach Fhallain GCR, Maoin Sgilean Roinneil an Ear-thuath agus RGU, Pathfinder Roinneil H&SC an Ear-thuath, Cùmhnant Fàis Mhoireibh, Slighe Sgilean Dhùn Èideann agus an Ear-dheas*

### 3. Turasachd

A thaobh a' phàipeir air Modhan Stèidhichte air Àite, tha cuid de phrìomh fhactaran a bheireadh fàs air ùidh ann an cànan is cultar na Gàidhlig co-cheangailte ri misneachd a' cleachdadh a' chànain agus barrachd sgilean a thaobh Gàidhlig a chur an sàs mar phàirt de USP gnothaich.

**Moladh:** Barrachd eòlais agus tuigse bho chomhairlichean gnìomhachais (me Business Gateway, HIE, Ùghdarrasan Ionadail) air na cothroman a th' ann airson Gàidhlig agus comhairle (co-labhairtean-lìn, stuthan taice, Ceistean Cumanta, mothachadh air an fheum air sàr sheirbheisean eadar-theangachaidh).

**Moladh:** Taic gus co-òrdanachadh a mheudachadh eadar gnìomhachasan (iomairtean prìobhaideach no sòisealta) agus buidhnean eile a tha a' tabhann tairgse Ghàidhlig ann an sgìrean sònraichte (Na h-Eileanan an Iar, an t-Eilean Sgitheanach, eileanan Earra-Ghàidheal, agus Glaschu is Dùn Èideann).

### 4. Proifeiseantaich Foghlaim – Fastadh is glèidheadh thidsearan

Tha grunn chothroman ann airson dèiligeadh ri cuid de na cùisean a thaobh gainnead thidsearan ann am FMG. Tha an cunntas-sluaigh nàiseanta airson tidsearan a' comharrachadh aon raoin a tha gu math follaiseach:

2021 - <a href="https://www.gov.scot/binaries/content/documents/govscot/publications/statistics/2019/07/teacher-census-supplementary-data/documents/teacher-census-supplementary-statistics-2021/teacher-census-supplementary-statistics-2021/govscot%3Adocument/Teacher%2BCensus%2BSupplementary%2BStatistics%2B2021.xlsx">https://www.gov.scot/binaries/content/documents/govscot/publications/statistics/2019/07/teacher-census-supplementary-data/documents/teacher-census-supplementary-statistics-2021/teacher-census-supplementary-statistics-2021/govscot%3Adocument/Teacher%2BCensus%2BSupplementary%2BStatistics%2B2021.xlsx</a>			
Teisteanas airson teagasg ann am Bun-sgoil MG	A' teagasg ann am Bun-sgoil MG	Àireamh NACH EIL a' teagasg ann am Bun-sgoil MG	% NACH EIL a' teagasg ann am Bun-sgoil MG
370	244	126	34%
Teisteanas airson teagasg ann an Àrd-sgoil MG	A' teagasg ann an Àrd-sgoil MG	Àireamh NACH EIL a' teagasg ann an Àrd-sgoil MG	% NACH EIL a' teagasg ann an Àrd-sgoil MG
174	112	62	36%

**Moladh:** Dh'fhaodadh Ùghdarrasan Ionadail comharrachadh dè na tidsearan nach eil ag obair ann am MG an-dràsta; rannsachadh dè a bhrosnaicheadh na tidsearan seo gluasad gu dreuchdan MG agus diofar ghnìomhan a chur an sàs gus an àireamh nach eil ag obair ann am MG a lùghdachadh. Is e a' bhuannachd a tha an cois seo gu bheil iad nan tidsearan le teisteanas mar-thà agus gum faodadh atharrachadh tachairt an ìre mhath luath.

### 5. Curraicealam ìre na h-Àrd-sgoile

Chaidh an dith roghainn chuspairean san àrd-sgoil a thogail aig a' choinneimh air 6 Gearran agus tha pàrantan air a bhith a' gearan ma dheidhinn ùine mhòr. [Dreachd Plana Cànan Nàiseanta Gàidhlig 23-28](#)

*Bu chòir gach aonad a tha a' toirt seachad solar FtG san àrd-sgoil planadh leasachaidh bliadhnail a dhèanamh agus aithisg adhartais a thoirt seachad mar phàirt den phròiseas inbhean is càileachd aca. Bu chòir dhan phrògram sgrùdaidh nàiseanta comharrachadh gu soilleir far a bheil adhartas ga dhèanamh agus far a bheil obair leasachaidh a bharrachd a dhìth. Bu chòir do gach ionad a tha a' libhrigeadh foghlam FtG san Àrd-sgoil Tairgse Curraicealaim FtG a tha soilleir agus tarraingeach a thoirt seachad agus leasachaidhean bliadhnail a cheangal ri planadh leasachadh bliadhnail na sgoile airson FtG. (t.d. 29 is 30)*

Chaidh moladh ionann a dhèanamh nar freagairt don cho-chomhairle air Bile Chànanan na h-Alba.

Le bhith a' ceangal a' phlanadh leasachaidh agus an aithris seo ris an Sgeama Thabhartasan Sònraichte dh'fhaoidte àrainneachd a chruthachadh a bhrosnaicheas barrachd leasachadh curraicealaim san àrd-sgoil.

## **6. Gnìomhan Bhòrd na Gàidhlig**

Tha trì molaidhean gu sònraichte nar freagairt do Bhile Chànanan na h-Alba a dh'fhaodadh a bhith feumail don Bhuidhinn-obrach ann a bhith a' beachdachadh air planadh cànan Gàidhlig anns na coimhearsnachdan traidiseanta.

m) Bu chòir am frèam-obrach reachdail a neartachadh le bhith a' gluasad, bhon Stiùireadh Reachdail air Planaichean gu reachdas, na leanas: “Anns na sgìrean sin anns a bheil ceudadan no àireamhan luchd-labhairt na Gàidhlig nas motha, bidh raon-obrach Plana Gàidhlig an ùghdarras phoblaich nas fharsaingeach agus an ìre de ghealltanasan ann nas làidire”. Bheireadh seo taic do na dòighean-obrach a tha ag aithneachadh cho cudromach 's a tha coimhearsnachdan le àireamh nas motha de luchd-labhairt na Gàidhlig (faic 2.1).

n) Bu chòir cur ri cumhachdan reachdail Bhòrd na Gàidhlig gus am faodadh iad òrdachadh gum biodh Planaichean Gàidhlig Eadar-bhuidhneach gan dèanamh ann an sgìrean sònraichte. Dh'fhaodadh seo a bhith ceangailte ri com-pàirteachasan planadh coimhearsnachd agus dh'fhaodadh an t-ath-bhreithneachadh làithreach air Achd Cumhachdachadh Choimhearsnachdan (Alba) 2015<sup>32</sup> a bhith a' gabhail a-steach leasachaidhean gus taic a thoirt do choimhearsnachdan Gàidhlig. (Faic 2.10.)

o) Bu chòir cumhachd reachdail ionann a bhith aig BnG a' toirt dhaibh comas iarraidh air ùghdarrasan poblach planaichean cànan Gàidhlig co-obrachail a chruthachadh a tha sònraichte do roinnean, agus mar sin a' meudachadh cleachdadh èifeachdach de ghoireasan agus a' cruthachadh barrachd èifeachdas sgèile. Far a bheil iad sin air an cruthachadh, cha bhiodh feum air Plana Gàidhlig a leasachadh agus a chur an gnìomh le ùghdarrasan fa leth.

Lorgar an làn fhreagairt againn [an seo](#).

## **7. Cùisean taigheadais agus fearainn**

A-rithist, nar freagairt do Bhile Chànanan na h-Alba chomharraich sinn trì raointean sònraichte a tha gan leasachadh a tha cudromach don Ghàidhlig (td29):

#### **4.2.9 Ath-bhreithneachadh air Achd Cumhachdachadh Coimhearsnachd**

Mar a chaidh a luaidh gu h-àrd (2.10 agus 3.3.d) tha cothroman san ath-bhreithneachadh reachdais seo dèanamh cinnteach gu bheil dealbhadh cànan Gàidhlig air a h-àbhaisteachadh ann am modh com-pàirteachais planadh coimhearsnachd a chaidh a stèidheachadh le Achd Cumhachdachadh Coimhearsnachdan (Alba) 2015. Dh'fhaodadh modh-obrach roinneil a thaobh planadh cànan a bhith mar aon de na dòighean a bheireadh taic don bheachd mu Mhion-Ghàidhealtachdan a chruthachadh.

#### **4.2.10 Bile Ath-leasachadh an Fhearainn**

A thaobh freagairt BnG don cho-chomhairle<sup>33</sup>, is fhada bhon a bha an ceangal eadar tìr, cànan agus daoine ga mheas cudromach. Tha cothroman susbainteach sa phìos reachdais chudromaich seo airson dèanamh cinnteach gu bheil a' Ghàidhlig agus tilleadh sluaigh air an toirt air adhart, agus nan deigheadh iad nan lagh neartaicheadh iad suidheachadh na Gàidhlig ann an ath-leasachadh fearainn san àm ri teachd.

#### **4.2.11 Plana Gnìomh Taigheadas Iomallach, Dùthchail is Eileanach**

Tha BnG agus raon farsaing de bhuidhnean poblach is coimhearsnachd air duilgheadasan choimhearsnachdan Gàidhlig traidiseanta a thogail, gu sònraichte anns na còig bliadhna a dh'fhalbh, le fianais ag èirigh air mar a tha gainnead thaighean aig prìs ruigsinneach a' toirt droch bhuaidh a tha a' sìor dhol am miosad air coimhearsnachdan eileanach agus dùthchail. Tha e deatamach gun tèid feumalachdan choimhearsnachdan Gàidhlig a thoirt a-steach ann am fuasglaidhean gus dèiligeadh ris na dùbhlain seo airson cumail suas agus fàs na Gàidhlig mar chànan coimhearsnachd ann an Alba.

## Pàipear 2:

### Dòighean stèidhichte air àite airson an eaconamaidh fhàs

Tha a' Ghàidhlig fhathast air a cleachdadh gu cunbhalach ann an cuid de choimhearsnachdan anns na h-Eileanan Siar, san Eilean Sgitheanach agus ann an cuid de dh'eileanan eile air taobh siar na h-Alba. Airson gun lean sin agus gum fàs cleachdadh agus follaiseachd a' chànain, tha feum air barrachd aithne agus taic.

**Ach tha cleachdadh na Gàidhlig cuingealaichte, tha follaiseachd ìosal agus tha feum air misneachd agus sgilean:** Tha an àireamh de ghnìomhachasan agus solaraichean seirbheis a tha a' cleachdadh a' chànain bho latha gu latha cuibhrichte agus ann an iomadh cùis, cha bhiodh cleachdadh cànan follaiseach do dhaoine aig nach eil Gàidhlig no do dhaoine taobh a-muigh na coimhearsnachd.

**Tha fàs iongantach air tachairt ann an ionnsachadh na Gàidhlig agus ùidh ann a bhith ag ionnsachadh agus a' faighinn eòlas air a' chànain:**

- SpeakGaelic<sup>1</sup> – 400k neach-ionnsachaidh bho chaidh a chur air bhog san Dàmhair 2021; Calum MacIllEathain, aon den dithis phrìomh phreasantair aithnichte mar neach-buaidh Albannach TikTok na bliadhna
- Duolingo Scottish Gaelic – 1.5milleann ann an 3 bliadhna le 36% stèidhichte sna SA agus 29% san RA; c.400k ag ionnsachadh gu gnìomhach (33% anns na SA agus 32% san RA)
- Rannsachadh VisitScotland - Bho 2018 gu 2021, bha àrdachadh de 72% anns an àireimh de luchd-cleachdaidh VisitScotland.com a' tadhal air susbaint co-cheangailte ris a' Ghàidhlig – le seallaidhean aig àirde aig àm glasaigh 2020.
- Turasachd bho thall thairis – dh'fhaodadh gum biodh laigse airgead na RA a' tàladh barrachd luchd-tadhail

**Tha beachdan poblach ann an Alba a thaobh na Gàidhlig a' fàs nas taiceil, am measg dhaoine òga gu sònraichte, a tha ag iarraidh a h-ionnsachadh, agus a cleachdadh barrachd.**

- Sgrùdadh Beachdan Sòisealta na h-Alba 2021<sup>2</sup>
  - o Tha daoine nas òige gu mòr a' faireachdainn gu bheil a' Ghàidhlig cudromach do dhualchas cultarail na h-Alba, le 90% de dhaoine aois 18-29 a' faireachdainn gu bheil an cànan glè chudromach no an ìre mhath cudromach san dòigh seo, an taca ri 60% de dhaoine nas sine na 70.
  - o Tha daoine nas òige nas taiceil do theagasg na Gàidhlig anns na sgoiltean. Tha 64% de dhaoine aois 18-29 a' faireachdainn gum bu chòir Gàidhlig a bhith air a teagasg anns na sgoiltean airson uair a thìde no dhà san t-seachdain.
  - o Bidh daoine nas òige a' nochdadh barrachd deòin Gàidhlig ionnsachadh no a leasachadh na daoine nas sine. Tha 59% de dhaoine aois 18-29 nach eil fileanta sa chànain ag iarraidh Gàidhlig a bhruidhinn nas fheàrr na tha iad an-dràsta.

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<sup>1</sup> Pàipear-taice 1 – dàta air LearnGaelic/SpeakGaelic airson 12 mìosan gu Faoilleach 2023

<sup>2</sup> <https://whatscotlandthinks.org/2022/12/does-the-future-of-gaelic-lie-in-young-peoples-hands/>

- suirbhidhean YoungScot<sup>3</sup>
  - o - Thuirt 59% den òigridh a ghabh pàirt gun robh iad airson Gàidhlig ionnsachadh (àrdachadh 10% air 2021)
  - o Tha 2/3 a tha ag ionnsachadh na Gàidhlig ga dhèanamh agus iad den bheachd gu bheil i na pàirt chudromach de chultar is dualchas na h-Alba
  - o Tha fileantaich ag iarraidh barrachd ghoireasan air-loidhne ann an cultar, eachdraidh agus naidheachdan.

### Dè an Cothrom?

- Neartachadh misneachd coimhearsnachd annta fhèin agus luach cànan is dearbh-aithne na Gàidhlig
- Cur ri cleachdadh na Gàidhlig le fileantaich agus luchd-ionnsachaidh
- Cur ri mothachadh àite is dearbh-aithne nan coimhearsnachdan sin agus cho suaicheanta 's a tha iad.
- A' meudachadh fàs eaconamach ann an coimhearsnachdan eileanach agus dùthchail tro thurasachd foghlaim agus bathar is seirbheisean stèidhichte air àite
- Uibhist agus an t-Eilean Sgitheanach is Ratharsair a' leasachadh planaichean Gàidhlig coimhearsnachd, agus iad sin a' ceangal ri Sòn Tilleadh-sluaigh Uibhist agus an Eilein Sgitheanaich is Ratharsair air Thoiseach.

### Dè tha a dhìth?

- **Buidhnean poblach** a' dèanamh cinnteach gu bheil iad a' **brosnachadh na Gàidhlig gu cunbhalach** mar phàirt den obair aca (m.e. a' faighneachd mu chothroman airson Gàidhlig ann an suirbhidhean coimhearsnachd; a' dèanamh cinnteach gu bheil maoinachadh sna h-eileanan agus coimhearsnachdan dùthchail a' toirt taic shònraichte don Ghàidhlig mar phàirt de leasachadh sam bith)
- **Buidhnean poblach** a' dèanamh cinnteach gu bheil **fastadh luchd-obrach ag aithneachadh Gàidhlig** mar sgil feumail ge bith dè an dreuchd a th' ann
- **Sruthan maoinachaidh bho Riaghaltas na h-Alba** a' gabhail a-steach riatanas gus dèiligeadh ri feumalachdan agus cothroman Gàidhlig mar a chaidh a libhrigeadh leis a' Mhaoin Dualchas Nàdarra is Cultarach. Dh'fhaodte seo a leasachadh ann an m.e. maoinachadh Urras Scottish Futures, Maoin Cothromachaidh, Cùmhnantan Eileanach, no maoin leasachaidh eile san àm ri teachd.
- **Oifigear(an) a dh'aon ghnòthach** ag obair le gnìomhachasan (prìobhaideach agus an treas roinn) gus cleachdadh na Gàidhlig a chur am meud tro bhith a' togail misneachd, a' toirt seachad eisimpleirean de dheagh chleachdadh, a' togail lìonraidhean agus a' faighinn cothrom air comhairle speisealta air mar a leasaichear stuthan a chleachdas a' chànan gu nàdarra agus ann an dòighean àrd-inbhe
- **Cruthachadh shlighean** do luchd-ionnsachaidh na Gàidhlig **gus bathar agus/no seirbheisean a cheannach**

<sup>3</sup> <https://youngscot.net/news-database/ysgaelic-survey-2022>

**Pàipear-taice 1****LearnGaelic/SpeakGaelic**

Luchd-cleachdaidh airson 12 mìosan gu Faoilleach 2023 - **494,674** (gun cunntadh luchd-cleachdaidh faclair LearnGaelic - **353,672**)



## Additional Information for

### Working Group on Economic and Social Opportunities for Gaelic

#### 1. Childcare

We touched on this area at our meeting on Monday 6<sup>th</sup> February 2023 and would like to return to it in more depth. The availability of GM childcare from 0-5 and also wraparound care for school-age young people is central to both language growth and economic growth.

There is anecdotal evidence that there is no private Gaelic-medium (GM) provision in the Western Isles and recent reports on lack of children by the West Highland Free Press reinforces this message.

Childcare not only enables parents (usually mothers) to increase their availability for employment but it also creates economic opportunities as a service business.

**Recommendation:** There needs to be increased focus on delivering childcare training for Gaelic speakers and business enterprise support to encourage more into the sector and to increase confidence to establish new businesses, either as private business or social enterprises.

The recent SG [Best Start: Strategic early learning and school age childcare plan for Scotland 2022-26](#) sets out its importance:

*Delivering our vision of a high quality, affordable and accessible system of childcare is crucial to our national mission to tackle child poverty, to promote family wellbeing, drive greater gender equality and to #Keep The Promise to our care experienced children. This will also make a real difference to households, businesses and service providers across the country who are facing a costs crisis. (p.3)*

However it does not explicitly reference or recognise GM provision within the document. Conversations have recently started between the SG team and BnG on the importance of including GM provision within this workstream.

**Recommendation:** The expansion of this plan to incorporate GM early learning and school age childcare would create a strategy that supports this development, from gifting the baby box which would be illustrated with Gaelic text and contain Gaelic materials through to the development of sustainable, diverse and thriving sector and profession.

#### 2. Health and Social Care

Similarly, the Skills Development Scotland presentation to the Highlands & Islands Skills Leadership Forum (highlighted the need to develop opportunities and provision for GM training and development in the Health and Social Care Sector. The Health and Social Care Sector has significant economic impact particularly in island and rural communities.

Information was provided on the following, all of which could and should incorporate a vision for delivery through Gaelic:

*Development of evidence and insights: Sector Skills Assessments, RSAs*

*Strategic engagement with national organisations such as NHS Academy, the SSSC, Public Health Scotland, Digital Health Innovation Centre*

*Career Information, Advice and Guidance*

*Development of school-based pathway for health*

*Skills for NHS Scotland Group (within Place and Wellbeing Programme)*

*Embed work-based learning opportunities*

*Improve the take up of existing apprenticeship frameworks across FA, MA and GA*

*Apprenticeship standards and framework development*

*Adult Social Care –skills response*

*Adult Social Care Recruitment Campaign*

*Support development of a strategic framework for Scotland’s childcare workforce*

*Reviewing skills evidence base and priorities for the childcare sector*

*Scottish Childminding Partnership Pilot project*

*Mental Health Strategy and workforce plan*

*Engagement with Scottish Enterprise on Precision Medicine and wider Health and Wellbeing Programme*

*My World of Work Live -Engagement with NHS NES and other health boards on virtual reality and games development*

*Examples of regional engagement –GCR Healthy Working Lives, North East Regional Skills Fund and RGU, North East H&SC Regional Pathfinder, Moray Growth Deal, Edinburgh and South East Skills Gateway*

### **3. Tourism**

With reference to the paper on Place-based Approaches, some of the key factors to achieving the impact of the growth in interest in Gaelic language and culture relate to confidence in using the language and increased skills in deploying Gaelic as part of a business USP.

**Recommendation:** Increased knowledge and understanding by business advisers (eg Business Gateway, HIE, Local Authorities) on the potential for Gaelic and advice (webinars, support material, FAQs, awareness of the need to access quality translation services).

**Recommendation:** Support to increase co-ordination between businesses (private or social enterprises) and other groups which provide a Gaelic offer in specific localities (Western Isles, Skye, Argyll islands, and Glasgow and Edinburgh).

### **4. Educational Professionals – Teacher recruitment and retention**

There are a number of opportunities to address some of the issues regarding teacher shortages in GME. The national census for teachers highlights one very obvious area:

**2021 -**

<https://www.gov.scot/binaries/content/documents/govscot/publications/statistics/2019/07/teacher-census-supplementary-data/documents/teacher-census-supplementary-statistics-2021/teacher-census-supplementary-statistics-2021/govscot%3Adocument/Teacher%2BCensus%2BSupplementary%2BStatistics%2B2021.xlsx>

Qualified to teach in GM Primary	Teaching in GM Primary	Number NOT teaching in GM Primary	% NOT teaching in GM Primary
370	244	126	34%
Qualified to teach in GM Secondary	Teaching in GM Secondary	Number NOT teaching in GM Secondary	% NOT teaching in GM Secondary
174	112	62	36%

**Recommendation:** Local Authorities could identify which teachers are currently not working in GM; research what would encourage these teachers to move to GM roles and put in place a range of actions to reduce the number not working in GM. The benefit of this is that these are teachers already qualified and change could happen relatively quickly.

## 5. Secondary Phase Curriculum

The lack of subject choice in secondary was raised at the meeting on 6 February and has been a consistent complaint from parents. The [draft National Gaelic Language Plan 23-28](#) included the following:

*All GME secondary provision should provide annual improvement planning and a report on progress as part of their standards and quality process. The national inspection programme should clearly identify where progress is being made and where additional development is required. Each GME secondary provision should articulate a clear and attractive GME Curriculum Offer and link annual improvements to the annual school improvement planning for GME. (pp 29&30)*

A similar recommendation was made in our response to the consultation on the Scottish Languages Bill.

Linking this improvement planning and reporting with the Scheme for Specific Grants may create an environment which encourages increased curriculum development in secondary.

## 6. Bòrd na Gàidhlig's functions

There are three recommendations in particular in our response to the Scottish Languages Bill which may be useful for the Working Group in considering Gaelic language planning in the traditional communities.

m) The legislative framework should be strengthened by transferring, from the Statutory Guidance on Plans into legislation, the following: "In those geographical locations in which the percentages or

numbers of Gaelic speakers is greater, the scope of the Gaelic Language Plan of the public authority will be wider and the level of commitments in it will be stronger". This would support the mechanisms which recognise the importance of communities with higher percentages of Gaelic speakers (see 2.1).

n) Requiring there to be Inter-agency Gaelic Language Plans within defined geographical boundaries should be included within the statutory powers of Bòrd na Gàidhlig. This could be linked to community planning partnerships and the current review of Community Empowerment (Scotland) Act 2015<sup>32</sup> could include developments to support Gaelic communities. (See 2.10.)

o) A similar statutory power for BnG should be the ability to require public authorities to create collaborative sector-specific Gaelic language plans, thereby increasing effective use of resources and creating greater efficiencies of scale. Where these are created, there would not be a requirement to develop and implement a GLP on an individual authority basis.

Our full response is found [here](#).

## **7. Housing and land issues**

Again, in our response to the Scottish Languages Bill we highlighted three specific areas being developed which are important to Gaelic (p29:

### **4.2.9 Community Empowerment Act Review**

As referenced above (2.10 and 3.3.d) there are opportunities in this review of legislation to ensure that Gaelic language planning is normalised within the community planning partnership approach established by the Community Empowerment (Scotland) Act 2015. A regional approach to language planning could be one of the approaches which supports the concept of creating Gàidhealtachdan in Scotland.

### **4.2.10 Land Reform Bill**

As per BnG's response to the consultation<sup>33</sup>, the link between land, language and people has been recognised as important over centuries. The opportunities for ensuring Gaelic and re-peopling are taken forward in this important piece of legislation are significant and if enacted, would strengthen the position of Gaelic in future land reform implementation.

### **4.2.11 Remote, Rural and Island Housing Action Plan**

The challenges facing traditional Gaelic communities have been highlighted by BnG and a wide range of public and community organisations particularly in the last five years, with increasing evidence of a growing impact of the lack of available and affordable housing on island and rural communities. The inclusion of the needs of Gaelic language communities within solutions to address these challenges is critical to the maintenance and growth of Gaelic as a community language in Scotland.

## Paper 2 - Place-based approaches to growing the economy

**Gaelic is still in regular regular use in some communities** in the Western Isles, Skye and some other islands in the west of Scotland. For it to continue as such and to grow in use and visibility, it is in need of greater recognition and support.

**However its use is limited, its visibility is low and confidence and skills need grown:** The number of businesses and service providers that use the language on a daily basis are limited and in many cases, language use would not be obvious to non-Gaelic speakers or people from outwith the immediate community.

**There has been a phenomenal growth in the learning of Gaelic and interest in learning and experiencing the language:**

- SpeakGaelic<sup>1</sup> – 400k learners since launch in October 2021; Calum MacLean, one of the two lead presenters recognised as Scottish TikTok influencer of the year
- Duolingo Scottish Gaelic – 1.5million in 3 years with 36% based in the USA and 29% in the UK; c.400k actively learning (33% in the USA and 32% in UK)
- VisitScotland research - From 2018 to 2021, there was a 72% increase in the number of VisitScotland.com users visiting Gaelic-related content – with a peak in page views occurring during the 2020 lockdown.
- Overseas tourism – weak pound might equal potential for increased visitors

**Public attitudes in Scotland to Gaelic are growing more positive and young people particularly support, want to learn, and increase their use of Gaelic.**

- Scottish Social Attitudes Survey 2021<sup>2</sup>
  - o Younger people resounding feel that Gaelic is important to Scotland’s cultural heritage, 90% of those aged 18-29 feel the language is very or fairly important in this way, compared to 60% of those aged over 70.
  - o Younger people are more supportive of Gaelic being taught in schools. 64% of those aged 18-29 feel that Gaelic should be taught in schools for an hour or two a week.
  - o Younger people show more signs of wanting to learn and improve their Gaelic than older age groups. 59% of those aged 18-29 who cannot speak the language fluently want to speak Gaelic better than they do now.
- YoungScot surveys<sup>3</sup>
  - o - 59% of young people who took part said that they wanted to learn Gaelic (10% increase on 2021)
  - o 2/3 who are learning Gaelic are doing so because they believe it’s an important part of Scotland’s culture and heritage
  - o Fluent speakers want more online resources in culture, history and news.

<sup>1</sup> Appendix 1 – data on LearnGaelic/SpeakGaelic for 12 months to Jan 2023

<sup>2</sup> <https://whatscotlandthinks.org/2022/12/does-the-future-of-gaelic-lie-in-young-peoples-hands/>

<sup>3</sup> <https://youngscot.net/news-database/ysgaelic-survey-2022>

### What's the Opportunity?

- Strengthening community confidence in themselves and the worth of Gaelic language and identity
- Increasing the use of Gaelic by fluent speakers and learners
- Increasing the sense of place, identity and uniqueness of these communities
- Increasing economic growth in island and rural communities through educational tourism and place-based products and services
- Uist and Skye and Raasay developing community Gaelic language plans, and these linking to Uist Repopulation Zone and Skye and Raasay Futures respectively

### What's needed?

- **Public bodies** to ensure that they **regularly promote Gaelic** as part of the work that they do (eg, asking about opportunities for Gaelic in community surveys; ensuring that funding in the islands and rural communities specifically supports Gaelic as part of any development)
- **Public bodies** ensuring that **staff recruitment recognises Gaelic** as a desirable skill regardless of the role
- **Funding streams from Scottish Government** to include a requirement to address Gaelic needs and opportunities as was delivered by Natural and Cultural Heritage Fund. This could be developed in eg Scottish Futures Trust funding, Levelling Up Funds, Islands Deals, or other future development funds.
- **Dedicated officer(s)** who work with businesses (private and third-sector) to develop increased use of Gaelic through increasing confidence, providing good practice examples, building networks plus access to specialist advice on how to develop products which use the language in authentic and high-quality ways
- **Creating routes to purchase** products and/or services for those engaged in learning Gaelic

## **Appendix 1**

### **LearnGaelic/SpeakGaelic**

Users for 12 months to January 2023 - **494,674** (excluding LearnGaelic dictionary users - **353,672**)