

Building Gaelic Capacity Across CNES

Staffing

Aims:

- Increase the level of Gaelic used by CNES employees when interacting with colleagues, partner agencies and the public, in line with CNES' Gaelic First policy and Gaelic Language Plan 2023/28
- Create an ethos conducive to enhancing employees' confidence and willingness to speak Gaelic, irrespective of their level of fluency
- Provide opportunities for all to improve their Gaelic skills with particular emphasis on speaking

	Actions	Progress: December 2024	Next Steps
1	Review employee Gaelic capacity across the Comhairle	A set of 5 questions have been developed and included in the Corporate Employee Engagement Survey 2024. The survey also includes a full set of equality monitoring questions. The survey was launched in November 2024 and closed on 23 December 2024. The results will be available to services in January 2025.	Analyse results and identify priorities.
2	Advertise all posts bilingually	Procedure in place – all adverts now being translated.	Translate rest of documentation once capacity allows. Corporate Workforce Panels to apply maximum possible Gaelic/bilingual requirements for posts and adverts.
3	Appoint Policy Officer to manage delivery of Gaelic Language Policy	Proposal approved by CWP and awaiting award of SG funding.	Focus on delivery of Gaelic First Policy and pre-school & GM enrolment.
4	Appoint Gaelic Culture and Engagement Manager	Proposal prepared for CWP. Initial work being done by existing staff (0.4fte) on fostering educational	Develop similar role in education for engagement of children and parents.

		programmes and partnership development.	
5	Offer group training sessions	UHINW&H offer being undertaken: stats tbc.	Identify departments requiring Gaelic capacity from survey. Actively promote opportunities to develop language skills.
6	Offer bespoke sessions for key GM staff	Cothrom offer being undertaken by 14 adults, 7x Educ. Apps, 1x teacher, 2x Hist Soc. staff and 4 community members.	Actively promote opportunities and identify funding to grow tutor capacity.
7	Review the option of incorporating elements of the Gaelic language and/or Gaelic specific policies into the corporate induction process	Gaelic Communities Officer to progress.	Prepare induction materials and plan sessions.
8	Facilitate Train the Trainer sessions for Gaelic tutors	Sessions conducted in partnership with Education Scotland. 6 participants. Very positive feedback.	Build on evaluations and arrange next sessions.
9	Review options to support services and offer bilingual internal training sessions	Human Resources have offered to trial bilingual internal manager guidance/training. Topics would be limited to HR policies and procedures in the first instance.	Support the translation of training materials. Review uptake levels and employee feedback.
10	Deliver Foundation Apprenticeship pathways through Gaelic	Staffing in place to teach & assess Care, Childcare, Construction & CDM CDM Library services – delivering Gaelic element.	Actively promote Gaelic Medium courses and career paths with pupils, staff and parents.
11	Increase participation in Sgeama Greis Gníomhachais placements to raise profile of Gaelic across CNES	Library & Museum service placements have been completed successfully in 2023/24.	Widen range of placements across Departments. Engage with managers to ensure quality placement experiences.

		PLIF grant for a Library Gaelic Project in Summer 2025 will fund 2 x SGG Gaelic student placements.	
12	Review internal documentation with a view to integrating the aims of the Gaelic First Policy & Gaelic Language Plan 2023/28	Gaelic Communities Officer to progress.	Review internal documentation including policies and procedures. Increase Gaelic capacity and resilience across the organisation.
13	AS&TU to add Gaelic questions to annual workforce development skills gap analysis	Agreement from AS&TU management.	Tailor training offer to group and individual requirements.

Other

1	Deliver Dìleab projects	Three Dìleab projects delivered: Iolaire, Metagama, Lord Leverhulme.	The next Dìleab theme ' S fheàrrde duine gàire ' will focus on supporting schools' drama for local mòds/ community events.
2	Increase use of Gaelic in the Comhairle Chamber by Members and officers	Significant improvement in the number of Members and officers using Gaelic in Comhairle, committee meetings and in media engagements.	Conduct awareness raising session, focussing on the value of Gaelic to the Islands' economy, with all Members. Increase resilience of simultaneous translation service.
3	Plan schedule for CNES Departments to report to Comataidh na Gàidhlig	Two departments report to Comataidh na Gàidhlig on Gaelic developments in each second Committee series.	Devise a more streamlined system to collect and collate evidence of impact.
4	Invite partner agencies to present to Comataidh na Gàidhlig	Bòrd na Gàidhlig, CNAG, Fèisean nan Gàidheal, UHINW&H, Language Sciences Institute, Social Enterprise Academy, Taigh Cèilidh – to identify common objectives and share best practice.	Enhance focus on key aims and improve strategic, collaborative approaches.

5	Conduct feasibility study re. provision of Gaelic Secondary provision	Proposal approved by CNES Members. Terms of reference being drawn up.	Appoint officer to lead on feasibility study and community consultation. Prepare report for February series.
6	Create Community Engagement Officer post	Approved by CWP for period of 3 years.	Finalise appointment and remit.
7	Increase GME uptake	<p>Renewed focus on parental engagement: promotional materials, testimonials, home & school visits. Exec. HT agenda has Gaelic enrolment as a standing item.</p> <p>Leadership of Change relating to Gaelic has been a main focus for QIO.</p> <p>'Ceòlmhor' pilot project focusses on increasing uptake in target areas. Early indications re. enrolment are encouraging.</p>	Further engagement activities with parents planned for January 2025. HTs instructed to provide engagement meetings with parents to replace sessions lost by movement to online enrolment forms.
8	Run Splaoid sessions to support pre-school GM provision	Splaoid aig Tuath & Splaoid aig Deas now operational with positive uptake.	Build resilience in terms of staffing and funding.
9	Promote Gaelic through YLAG	Young people have stipulate that the promotion of Gaelic will be a significant factor in the awarding of grants to community organisations. They have written to various groups highlighting the requirement to support Gaelic in bids submitted.	Audit impact of activities organised by groups who received funding on Gaelic usage.
10	Conversion of Senior Librarian (Digital & Outreach) post to Senior Librarian (Gaelic & Outreach)	<p>Appointment made.</p> <p>Bookbug: CnAG run Gaelic Bookbug monthly in Stornoway Library.</p>	Audit Gaelic collections, develop digital Gaelic Archive, develop Gaelic programming, signage.

		Delivering Reading Schools in GM schools in partnership with Acair.	Formation of a Gaelic Bookbug Steering Group; increased Bookbug training opportunities. Expand offer.
11	Promote Gaelic Arts in partnership with other organisations	Gaelic Arts Officer post currently being recruited for in partnership with An Lanntair.	Facilitate Gaelic arts events across the islands. Develop Luach Festival. Manage Gaelic speaking Foundation Apprentices.
12	Work collaboratively with external, professional organisation and local community groups to 'Assess Social Value of Speaking Gaelic in the Outer Hebrides'.	Initial meeting held to prepare bid to CLLD Community Fund for research and report using 'Social Value Engine' approach.	Conduct research and prepare report for end of March 2025.