Lews Castle College UHI

Gaelic Language Plan
2018 - 23
FOREWORD

The Board of Management of Lews Castle College is very pleased to present the second iteration of its Gaelic Language Plan. Lews Castle College is the only college serving the Gaelic heartland of the Outer Hebrides, from Lewis in the north to Barra in the south, and is fully committed to playing its part in the urgent and vital task of maintaining and developing Scotland’s second language.

In our Strategic Plan 2013-17, we have identified Gaelic within our strategic aims:

**Strategic Aim 3 – Curriculum and Performance**

*Increase opportunities for Gaelic language learning and make these opportunities more widely available, in accordance with the National Gaelic Language Plan and our own Gaelic Language Plan.*

**Strategic Aim 4 – Research and Enterprise**

*Increase the number of proficient Gaelic users for the developing Gaelic employment markets.*

As a whole-hearted partner in the University of the Highlands and Islands, we have contributed to, and fully endorse, the University’s Gaelic Language Plan.

We are very much aware of our responsibilities locally, within the Outer Hebrides especially in our work with key partners such as Comhairle nan Eilean Siar, Taigh Chearsabhagh which operates as the college’s North Uist campus, and nationally, in work supported by Bòrd na Gàidhlig, SFC and other agencies. The college’s commitment to extending quality learning opportunities throughout the island chain is clearly demonstrated in our campuses and learning centres situated in North Uist, Benbecula and Barra. Our first responsibility is to those people who wish to learn, study or research Gaelic, and we continue to strive to offer the widest range of opportunities possible.

Gaelic is part of our living culture, not just another subject in the curriculum portfolio, and so the college’s Gaelic Language Plan is based on a very firm foundation of Gaelic speakers, readers and writers working within the organisation and well-represented in the student body.

As we work to meet our responsibilities to our community of learners and colleagues, and to the wider community of the Outer Hebrides, we will make a very important contribution to the achievement of the aspirations and objectives set out in the National Gaelic Language Plan, and the Gaelic Language (Scotland) Act 2005.

The sections of our Gaelic Language Plan that follow detail the work we will do, and the ways in which we will monitor and evaluate our work, to the benefit of the Gaelic language and culture.

*Ian Minty Chairman, Board of Management*
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SUMMARY

Lews Castle College recognises that Gaelic is an integral part of Scotland’s heritage, national identity and cultural life. Furthermore, Gaelic is at the heart of community life in the Outer Hebrides and Lews Castle College has an important role to play in reflecting that identity. Lews Castle College is committed to the objectives set out in the National Gaelic Language Plan and has put in place the necessary structures and initiatives to ensure that Gaelic has a sustainable place at the centre of College life. This will make a strong contribution to the maintenance of Gaelic in Scotland and help ensure its continuity.

Lews Castle College recognises that the position of Gaelic is extremely 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;
- encourage the increased use of Gaelic.

This plan commits Lews Castle College to make every endeavour to meet these three aims through a co-ordinated and phased programme of training, marketing and increased opportunities for the use of Gaelic in both formal and informal situations.

This document is Lews Castle College’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.

Lews Castle College’s Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act, and having regard to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.
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 Lews Castle College’s main areas of operation. It also provides a summary of the demography of the Gaelic language generally and more specifically, the number of speakers/learners of Gaelic within the College community.

Chapter 2 – Core Commitments
This chapter sets out how Lews Castle College 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 which we are committed to providing in the lifetime of the plan.

Chapter 3 – Gaelic Development Areas
This chapter demonstrates how Lews Castle College intends to support and regenerate the use of Gaelic, both within the College itself, and across the communities it serves, as it pertains to the six areas of Gaelic development identified by Bòrd na Gàidhlig.

Chapter 4 – Policy Implications for Gaelic: Implementing the National Gaelic Language Plan
This chapter sets out how Lews Castle College will help implement the National Gaelic Language Plan. It also shows how we intend to promote the use of Gaelic in service delivery, particularly with regard to interface with students and the wider public. This chapter also considers how we will take account of Gaelic and our Gaelic Language Plan when drafting new policies and considering new strategies as a College.

Chapter 5 – 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 Gaelic Language Plans

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 Gaelic Language Plans. 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.

Consultation on a draft Gaelic Plan:
The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. Consultation opened on 29 January 2018. A press release was issued on 26 January 2018 and emails were sent to the people/organisations. The Consultation was also posted on the College’s website. The Consultation ended on 12 March 2018.

Responses were received from:
• Education Scotland
• Highlands and Islands Enterprise
• Sabhal Mòr Ostaig

The main points resulting from the consultation can be viewed in Appendix D.

Approval of Lews Castle College’s Gaelic Language Plan:

Lews Castle College’s Gaelic Plan was approved by the College Board on 27 March 2018, and was submitted to Bòrd na Gàidhlig for approval on 19 March 2018.

Overview of the functions of Lews Castle College and the use of Gaelic within our area of operation

Background
Lews Castle College opened in 1953 as a provider of vocational education and training in weaving, engineering and skills required for both the Merchant Navy and employment in the building trade. The 58 years since then have seen the College grow to its current position, both as an incorporated Further Education College and as an Academic Partner of the new University of the Highlands and Islands, endeavouring to provide for the communities of the Outer Hebrides, from its main campus in Stornoway and smaller centres in the Uists and on Barra.

The College offers a wide range of full-time and part-time courses, at all levels, from provision for school pupils to postgraduate research and taught programmes. This range includes a new full-time course focused on Gaelic and Celtic Studies, the BA Gaelic courses, and involvement in the Soillse research programme.
In 1995 the College joined what was initially entitled the University of the Highlands & Islands Project, subsequently UHI Millennium Institute and now, since February 2011, The University of the Highlands and Islands. It is anticipated that the awarding of University title and full degree-awarding powers will enhance the profile of Lews Castle College and provide even greater opportunities for students in the Outer Hebrides and beyond.

Lews Castle College employs more than 150 people throughout the Outer Hebrides. The majority of these are based at the main campus in Stornoway, with others employed at our centres on Benbecula, North Uist and Barra.

The College was incorporated in 1993 and transferred from local authority control to governance by a Board of Management. Board members are drawn from the local community and represent a wealth of experience in public service and business. Day to day running of the College is undertaken by the Principal and Senior Management Team. Regular meetings of the Senior Management Team and the Board of Management assure the smooth and effective running of Lews Castle College.

The College’s annual turnover is between £6,000,000 and £7,000,000. The Principal is accounting officer to the Scottish Parliament; major strategic decisions are made by the Board of Management, of which the Principal is an ex officio member.

Gaelic within the Outer Hebrides
Lews Castle College serves the Outer Hebrides, a community still widely regarded as having a strong Gaelic identity. This is borne out by the most recently available census data. See Appendix A.

The College acknowledges the importance of its partnership working with other agencies within the Outer Hebrides Community Planning Partnership with regard to delivery of our shared commitments to Gaelic. In particular we work closely with Comhairle nan Eilean Siar, NHS Western Isles, Highlands and Islands Enterprise, Scottish Natural Heritage, and Police Scotland.

Gaelic within Lews Castle College
Lews Castle College has a thriving Gaelic Language & Culture department, staffed by four full-time lecturers and one part-time lecturer based at the Stornoway campus, as well as a number of part-time lecturers throughout the islands. The department delivers a diverse HE programme, offering two undergraduate degrees – BA Gaelic Language & Culture and BA Gaelic and Development – as well as some teaching on the MA Gaelic with Education. In addition, Lews Castle College delivers a large number of Ùlpan (intensive immersion technique) courses across the Outer Hebrides, including a number to our Community Planning Partners – Comhairle nan Eilean Siar and NHS Western Isles, as well as to the staff of Scottish Natural Heritage and BBC Alba.

Lews Castle College had 133 students on the Ùlpan courses from August 2016 - December 2017.

Lews Castle College also delivers short courses to fluent speakers/advanced learners to Comhairle nan Eilear Siar staff as well as organisations such such MacTV and Comunn na Gaidhlig.
Gaelic in the College is, however, by no means confined to the Gaelic Language and Culture Department. A significant proportion of staff and students (including those not enrolled on Gaelic courses) are fluent speakers of the language. Some data has been gathered as part of the preparation of the Gaelic Language Plan and this will be supplemented by a staff survey which was conducted in June 2017, in order to ascertain:

1. The number of staff who speak Gaelic.
2. The number of staff who are learning Gaelic.
3. The number of staff expressing a desire to learn Gaelic in the future.
4. The number of staff who can speak, read and write Gaelic.
5. Where there are specific skills in the workplace – eg translation services, bilingual service delivery or Gaelic-medium education.

See Appendix B

These results will then enable staff training to be targeted where it is most needed.
CHAPTER 2 – CORE COMMITMENTS

A commitment has been made to develop a completely bilingual visual identity, with equality of treatment for Gaelic and English, for both Lews Castle College and the University of the Highlands and Islands, now that university title has been achieved.

Opportunities have been and continue to be provided for staff to develop Gaelic language skills and to gain a greater understanding of Gaelic culture and heritage.

This Lews Castle College Gaelic Language Plan therefore seeks to build on a relatively well established base within the organisation.

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. Bòrd na Gàidhlig has identified four core areas of service delivery that it wishes public bodies to address when preparing Gaelic Language Plans:

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<th>Identity:</th>
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<tr>
<td>corporate identity</td>
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<td>signage – internal and external</td>
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<th>Communications:</th>
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<td>reception</td>
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<td>mail and email</td>
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<td>forms</td>
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<td>internal communications</td>
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<td>simultaneous translation</td>
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<td>student and public complaints procedures</td>
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<th>Publications:</th>
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<td>printed material</td>
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<td>public relations and advertising</td>
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<td>website</td>
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<td>display materials</td>
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<th>Staffing:</th>
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<td>training</td>
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<td>language learning</td>
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<td>recruitment</td>
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<td>advertising</td>
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Teaching and the Curriculum

Lews Castle College UHI began delivering Gaelic medium degree courses in 1997. The College currently offers the following HE courses:

- CertHE Cùrsa Comais – This is an intensive language learning course for intermediate-level learners.
• Cert HE Cùrsa Conaltraidh – This is an intensive language course for fluent speakers and/or advanced learners.

• BA (Hons) Gaelic Language & Culture – Students of this course will discover more about Gaelic society and its origins, while gaining a high level of fluency in Gaelic. Themes studied include the arts, contemporary and traditional literature and minority language issues.

• BA (Hons) Gaelic & Development - This broad-ranging degree will give students an excellent grounding in minority language planning. Themes studied will include history, politics, economics, research skills as well as language and traditional culture, while gaining a high level of fluency in Gaelic.

• BA (Hons) Gaelic and Education – This is a four year teacher education programme. The programme is designed for either secondary teaching (Gaelic as a subject) or Gaelic medium primary teaching and includes 18 weeks of school experience.

• PGDE (Gaelic medium) - This course will prepare you for life as a primary teacher with the skills and knowledge to influence the lives of children you teach. The course is offered in partnership with Argyll and Bute, Comhairle nan Eilean Siar, Highland, and Perth and Kinross councils.

• BA Gaelic Scotland (Hons) - There is no requirement for Gaelic language skills for entry to this course; the course caters for and will strengthen all levels of linguistic capability. Students will have the opportunity to learn the language or to further develop their language skills. The Gaelic Scotland degree is about Gaelic, taught in English, with Gaelic language modules suitable for all levels of ability.

LCC UHI also offers a range of FE courses, such as Ulpan, SQA Gaelic units for vocational purposes, short course grammar courses for fluent speakers and Summer Schools.
Implementation of the Scottish Government’s Strategic Objectives

Lews Castle College is committed to achieving the strategic objectives as established by The Scottish Government. In the following core commitments charts we indicate which strategic objectives will be assisted by the actions in our plan. Strategic objectives are indicated by the relevant number from the list below at the end of each section of the table:

1. Wealthier and Fairer

2. Smarter

3. Healthier

4. Safer and Stronger

5. Greener
## SECTION 1 – IDENTITY

**Rationale:**
The presence of Gaelic in corporate identity and signs 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.

Lews Castle College recognises the importance of extending the visibility of Gaelic and increasing its status.

<table>
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<tr>
<th>ACTION</th>
<th>TARGET COMPLETION DATE</th>
<th>By whom</th>
</tr>
</thead>
<tbody>
<tr>
<td>We will adopt a fully bilingual corporate identity which gives equal treatment of Gaelic and English. For all core commitments ‘equal treatment of Gaelic and English’ means equal prominence, size, legibility and font style. Either language may come either above or below, to the right or left.</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Corporate stationery including letterheads, compliments slips and business cards will be fully bilingual.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>An increased level of bilingual signage within high profile areas in Lews Castle College owned or leased premises.</td>
<td>✓</td>
<td></td>
</tr>
</tbody>
</table>
We will replace non-bilingual signage with signage that is fully bilingual, giving priority to high profile locations. ‘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).

**Temporary door signage**

Lews Castle College will increase the use of Gaelic in temporary door signage. A range of bespoke signage will be made available to departments to cover a range of eventualities eg Interview in Progress; Meeting in Progress; Please use other door; Training in progress etc.

| We will replace non-bilingual signage with signage that is fully bilingual, giving priority to high profile locations. ‘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). | All significant signage within high profile areas in Lews Castle College premises to be fully bilingual. |  |  | Business Development Coordinator |
| Website | Information relating to Gaelic courses are currently available bilingually. We will also identify static information, such as 'Principal’s Welcome', and various College policies and procedures to be available in Gaelic. We will increase signposting using a Gàidhlig button leading to translated hyperlinks. The amount of static content available in Gaelic will increase over the life of the Plan. | ☑ | ☑ | ☑ | ☑ | ☑ | Gaelic Officer |

| Identity cards | Newly issued Visitor identity cards will carry a bilingual description eg Guest/Aoigh. | ☑ | | | | | Student Records Manager |

**Relevant Strategic Objectives assisted:** 1
Rationale:
The use of Gaelic at the initial point of contact that members of the public have with Lews Castle College increases the visible and audible presence of the language, contributing to the sense that the use of Gaelic is both possible and welcome.

The use of Gaelic in interactions with Lews Castle College by mail, email and by telephone is important in creating practical opportunities for use of the language, and in contributing to the sense that its use is both possible and welcome. The presence of Gaelic in a range of bilingual forms and other College 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.

Lews Castle College 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.

Area for development: Reception

Current practice: At present, we have four members of front of house staff who can communicate through the medium of Gaelic.

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 encouraged to develop their Gaelic language skills accessing Gaelic learning.

Front of house staff at Lews Castle College to provide a bilingual greeting and to be able to re-direct visitors who wish to engage through the medium of Gaelic to a member of staff with Gaelic language skills.

Student Records Manager
opportunities, and by using the College’s newly developed online Gaelic toolkit.  

Increase the use of desk signage

| Gaelic desk signage will indicate to visitors Gaelic may be used. |  |

**Relevant Strategic Objectives assisted: 1, 2**

**Area for development: Telephone**

**Current practice:** No facility is provided for routine interaction through the medium of Gaelic.

| We will offer training to 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. | The use of spoken Gaelic will help to foster a Gaelic ethos for visitors, staff and students. |  |  |  |  |  | Student Records Manager |
|---|---|---|---|---|---|---|
| Front of house staff will be trained to answer the phone with a basic Gaelic greeting. | Callers to Lews Castle College switchboard to be provided with a bilingual greeting. |  |  |  |  |  | Student Records Manager |
| Front of house staff will be provided with an up to date list of members of staff from each Department to whom a telephone call in Gaelic can be transferred if necessary. | Callers to Lews Castle College may be transferred immediately to a member of Gaelic speaking staff in a department should that be requested. |  |  |  |  |  | Student Records Manager |
### Area for development: Social Media

**Current practice:** Matters relating directly to Gaelic are available bilingually.

| Bilingual provision on social media and on the Virtual Learning Environment. | Increase the volume of the College’s bilingual social media communications by 75%. Gaelic medium courses on the VLE will have 100% Gaelic content. | ✓ | ✓ | ✓ | ✓ | ✓ | All Staff & Gaelic Officer |
|---|---|---|---|---|---|---|
| Out-of-hours messages on the Lewis Castle College switchboard will include Gaelic. | Callers to Lewis Castle College switchboard who wish to leave a message in Gaelic aware that they are able to do so. | ✓ | | | | Student Records Manager |
| All Lewis Castle College employees to be encouraged and supported to undertake training to enable them to provide bilingual telephone greetings and personal voicemail messages. | A greater use of Gaelic by Lewis Castle College employees in telephone greetings and personal voicemail messages. | ✓ | | | | Staff Development Coordinator |

**Relevant Strategic Objectives assisted:** 1, 2

### Area for development: Mail and Email

**Current practice:** Gaelic emails and mail tend to be for the attention of staff in the Gaelic Language and Culture department who will always respond to these in Gaelic. Any such communications coming to the general office would be forwarded to the Gaelic Language and Culture department.

<table>
<thead>
<tr>
<th>We will make an initial response in Gaelic to mail and email correspondence</th>
<th>Initial response to correspondence in Gaelic to be made in the same</th>
<th>✓</th>
<th>✓</th>
<th>✓</th>
<th>✓</th>
<th>✓</th>
<th>Student Records Manager</th>
</tr>
</thead>
<tbody>
<tr>
<td>Written in Gaelic using a pro forma acknowledgment.</td>
<td>Timescale as for correspondence in English.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Principal</td>
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<tr>
<td>Administrative and support staff capacity for communicating in Gaelic to be developed through a combination of training existing staff, including a Gaelic toolkit which will be made available on the College website/VLE, and recruiting new staff with Gaelic.</td>
<td>Increased capacity for communication through the medium of Gaelic at administrative level.</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>Principal</td>
</tr>
<tr>
<td>A standard bilingual email out-of-office reply will be made available to all Lews Castle College employees.</td>
<td>Lews Castle College employees utilising a bilingual email out-of-office reply.</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>All Staff</td>
</tr>
<tr>
<td>We will provide a Gaelic version of the Lews Castle College student application form and we will accept applications for Gaelic language and Gaelic medium courses through the medium of Gaelic when requested.</td>
<td>Implementation.</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Student Records Manager &amp; Gaelic Officer</td>
</tr>
<tr>
<td>For the duration of this plan, we will identify other forms which may be completed in Gaelic and, where this is the case, further Gaelic forms available for completion in Gaelic.</td>
<td></td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>Principal</td>
</tr>
</tbody>
</table>
provide the bilingual forms on our website.

Relevant Strategic Objectives assisted: 1

Area for development: Internal Communications

Current practice: Internal communications are currently only available in English.

| We will encourage students to establish a Lews Castle College Gaelic Society. | Creation of a Lews Castle College Gaelic Society. | ✔ | | Gaelic Senior Lecturer & HISA |
| Establish an annual Lews Castle College Gaelic Lecture. | ✔ | | |

| We will increase the use of Gaelic in internal communications to staff and students. | Information related to major developments in Lews Castle College and to Gaelic learning and research communicated to staff and students in Gaelic and English. | ✔ | | Senior Management Team |

| We will assist the Lews Castle College Students’ Union (Lews Castle College SU) to prepare a Gaelic policy for adoption by Lews Castle College SU, to complement Lews Castle College’s Gaelic Language Plan. | A greater profile for Gaelic in communications and materials produced by Lews Castle College SU. | ✔ | | Gaelic Senior Lecturer & HISA |
Lews Castle College Library will continue to liaise with Gaelic staff in order to maintain and increase an up to date collection of Gaelic books and learning materials.

<table>
<thead>
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<th>Relevant Strategic Objectives assisted: 1</th>
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**Area for development: Simultaneous Translation**

**Current practice:** Lews Castle College has no facilities for the provision of simultaneous translation.

We will seek opportunities to make simultaneous translation facilities available (Gaelic/English and/or English/Gaelic) where practicable.

| Simultaneous translation available at meetings concerning Gaelic matters and at high profile events, as practicable. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | Principal |

**Relevant Strategic Objectives assisted: 1**

**Area for development: Public Complaints Procedure**

**Current practice:** No facility is provided for routine interaction through the medium of Gaelic.

Public complaints procedures will be made available in Gaelic on the Lews Castle College website.

| Initial response to written complaints in Gaelic to be made in Gaelic in the same timescale as for complaints and appeals in English. Further interaction will be through the medium of | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | Principal |
### Relevant strategic objectives assisted: 1

### Area for development: Student Complaints and Appeals Procedure

**Current practice:** No facility is provided for routine interaction through the medium of Gaelic.

<table>
<thead>
<tr>
<th>Student complaints and appeals procedures will be made available in Gaelic on the Lews Castle College website.</th>
<th>Initial response to written complaints in Gaelic to be made in Gaelic in the same timescale as for complaints and appeals in English. Further interaction will be through the medium of Gaelic if desired and practicable.</th>
<th>✔</th>
<th></th>
<th></th>
<th>Head of Quality &amp; Regulation Services</th>
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</thead>
<tbody>
<tr>
<td>Students studying on Gaelic language or Gaelic medium courses may choose to conduct complaints and appeals relating to their course of study through the medium of Gaelic.</td>
<td>Complaints and appeals conducted within the same timescales as complaints and appeals in English. A process will be put in place which will ensure that any translation work required happens swiftly smoothly and within normal parameters of student confidentiality.</td>
<td>✔</td>
<td></td>
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<td>Head of Quality &amp; Regulation Services</td>
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</table>

**Relevant Strategic Objectives assisted: 1**
Rationale:
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 the status of Gaelic 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 an organisation’s commitment to the language, by making information available to users of Gaelic and by enhancing the status and visibility of Gaelic in the process. As more people access information about organisations through their websites, making provision for the use of Gaelic can significantly enhance the visibility and status of the language.

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

Area for development: Printed Material

Current practice: Corporate publications are not currently produced as bilingual, or in separate Gaelic and English versions.

<table>
<thead>
<tr>
<th>ACTION</th>
<th>TARGET OUTCOME</th>
<th>TARGET COMPLETION DATE</th>
<th>By whom</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strategic &amp; Operational Plan to be published in bilingual format.</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Promotional materials produced.</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>

We will start to produce corporate publications as either bilingual, as the preferred option, or as both Gaelic and English versions, giving equal treatment and prominence to both Gaelic and English.

We will continue to produce promotional materials for Gaelic medium courses in Gaelic-only or bilingual format.
We will start to produce promotional materials for English medium courses with reference to the importance and role of Gaelic within Lews Castle College.

| Promotional materials produced. | ✓ | ✓ | ✓ | ✓ | ✓ | Business Development Coordinator |

We shall increase Gaelic output by staff and students by developing our links with the UHI e-tips online publishing initiative.

| The College will produce a minimum of one Gaelic publication per year during the lifespan of the Plan. | ✓ | ✓ | ✓ | ✓ | ✓ | Professor of Research, Library & Gaelic teaching staff |

**Relevant Strategic Objectives assisted: 1**

**Area for development: Public Relations and Advertising**

**Current practice:** Selected materials are provided in Gaelic or in bilingual format.

<p>| We will provide media releases in both Gaelic and English. | All media releases will be produced in both Gaelic and English. | ✓ | ✓ | ✓ | ✓ | ✓ | Business Development Coordinator |
| We will continue to provide a spokesperson for Gaelic interviews. | Continue current practice. | Ongoing | Business Development Coordinator |
| We will compile a database of Lews Castle College managers with Gaelic skills who will act as spokespersons to respond to generic and | Increase the availability of Gaelic spokespersons within particular areas of specialty. | ✓ | Business Development Coordinator |</p>
<table>
<thead>
<tr>
<th>Relevant Strategic Objectives assisted: 1</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Area for development: Website</strong></td>
</tr>
<tr>
<td><strong>Current practice:</strong> Content relating to Gaelic medium provision and matters related to Gaelic available in bilingual format.</td>
</tr>
</tbody>
</table>

| Where new material is being generated for the Lews Castle College website, we will provide information on Gaelic learning, Gaelic medium provision and Gaelic | Increased profile for Gaelic within the Lews Castle College website by identifying static information, such as ‘Principal’s Welcome’, and various College policies | ✓ | ✓ | ✓ | ✓ | ✓ | Gaelic Officer |
related matters in Gaelic and English.

and procedures to be available in Gaelic.

We will increase signposting using a Gàidhlig button leading to translated hyperlinks. The amount of static content available in Gaelic will increase over the life of the Plan.

**Relevant Strategic Objectives assisted:** 1

**Area for development:** Display Materials

**Current practice:** Selected display materials are produced as bilingual or as both Gaelic and English versions.

<table>
<thead>
<tr>
<th>We will produce corporate display materials as either bilingual, as the preferred option, or in Gaelic and English versions.</th>
<th>Continue current practice.</th>
<th>Business Development Coordinator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Display materials for Gaelic medium courses will be produced in a Gaelic only or bilingual format.</td>
<td>Relevant display materials to be produced as Gaelic only or bilingual.</td>
<td>✔</td>
</tr>
<tr>
<td>Where English only display materials are produced, appropriate references to the importance and role of Gaelic within Lews Castle</td>
<td>Bilingual visual identity to be used in place of separate Gaelic and English visual identities. Otherwise continue current practice.</td>
<td>✔</td>
</tr>
</tbody>
</table>
College will be included. The bilingual visual identity will be used within display material.

**Relevant Strategic Objectives assisted:** 1
SECTION 4 – STAFFING

Rationale:  
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 Lews Castle College. Whatever the level of Gaelic skills required it is important that authorities ensure that Gaelic is a genuine occupational requirement. Lews Castle College 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.

Lews Castle College recognises the importance of seeing Gaelic as an important job skill and of identifying situations in which its use is essential or desirable. Lews Castle College also recognises the importance of enabling staff to develop their Gaelic skills.

Our long-term goal beyond the life of this current plan is that all of our workplaces that have contact with the public need access to sufficient and appropriately skilled Gaelic speaking staff to enable those workplaces to deliver a full service in Gaelic. As the first steps towards achieving this goal the following procedures will be implemented accordingly.

<table>
<thead>
<tr>
<th>Development Function</th>
<th>Actions</th>
<th>Targets</th>
<th>Performance Indicators</th>
<th>Lead Officer</th>
<th>Timescale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current practice</td>
<td>Lews Castle College has previously provided its staff with Gaelic awareness sessions and language learning opportunities but has no structured Gaelic language training programme in place.</td>
<td>All roles reviewed and requirement for/desirability of Gaelic language skills identified.</td>
<td>Roles reviewed.</td>
<td>Principal</td>
<td>September 2018</td>
</tr>
<tr>
<td>Key areas of development</td>
<td>The identification of roles and workplaces where a proficiency in the Gaelic language is either desirable or essential.</td>
<td>All roles reviewed and requirement for/desirability of Gaelic language skills identified.</td>
<td>Roles reviewed.</td>
<td>Principal</td>
<td>September 2018</td>
</tr>
<tr>
<td>Activity</td>
<td>Description</td>
<td>Completed By</td>
<td>Timetable</td>
<td></td>
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</tr>
<tr>
<td>We will identify the number of staff with some Gaelic language proficiency and ascertain what level their skills are at in each case.</td>
<td>Identification of fluency levels among staff will inform any future development and training events.</td>
<td>Principal</td>
<td>September 2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undertake a gap analysis between our Gaelic language requirement and current level of proficiency.</td>
<td>Identification of areas of activity that have a deficiency in Gaelic language skills. Review undertaken once survey completed and roles reviewed.</td>
<td>Principal</td>
<td>September 2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Source appropriate Gaelic language training for staff, taking into account proficiency, location and availability of staff.</td>
<td>Training is delivered to staff through a medium that is practicable and appropriate to their circumstances. Training delivered wholly or partly in staff working hours. Staff in Gaelic essential roles are undertaking training. Staff in Gaelic desirable roles are encouraged to undertake training.</td>
<td>Staff Development Coordinator</td>
<td>2018/19</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Promote opportunities for staff to learn and develop their Gaelic language skills through engagement with the wider Gaelic community – in co-operation with the Community Planning Partnership.</td>
<td>Increased engagement with the community. Lewis Castle College hosts events for Gaelic community. Staff attend/represent Lewis Castle College at external events.</td>
<td>Principal</td>
<td>2018-2020</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provide Gaelic Awareness training for staff and Board of Management.</td>
<td>Ensure all current staff and Board members receive Gaelic Awareness training. Lewis Castle College staff attend training. Board of Management receive structured training sessions.</td>
<td>Staff Development Coordinator</td>
<td>Annually</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ensure all new employees and Board members receive Gaelic Awareness training within 12 months of appointment.</td>
<td>Staff Development Coordinator</td>
<td>Annually</td>
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<tr>
<td>The development of guidance notes on the Lews Castle College Gaelic Language Plan and new policies/procedures as they are implemented.</td>
<td>Agreed guidance documents produced and made available to staff.</td>
<td>Documents are accessible to all staff (web-based).</td>
<td>Principal</td>
<td>2018/2019</td>
<td></td>
</tr>
<tr>
<td>In 2017 Lews Castle College produced an Evaluative Report and an Enhancement Plan in conjunction with HM Inspectorate.</td>
<td>Review the curriculum offer in order to meet local need and national policy.</td>
<td>Ensure the College remains responsive to relevant Government strategies as detailed in the National Gaelic Language Plan 2017-22.</td>
<td>Senior Management Team</td>
<td>2018-2022</td>
<td></td>
</tr>
</tbody>
</table>

**Relevant Strategic Objectives assisted:** 1, 2
<table>
<thead>
<tr>
<th>Development Function</th>
<th>Actions</th>
<th>Targets</th>
<th>Performance Indicators</th>
<th>Lead Officer</th>
<th>Timescale</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LANGUAGE LEARNING</strong></td>
<td></td>
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<tr>
<td><strong>Current practice</strong></td>
<td>Lews Castle College has offered its staff access to Gaelic language short courses and classes.</td>
<td></td>
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</tr>
<tr>
<td><strong>Key areas of development</strong></td>
<td>Each programme of staff development will include a minimum of one Gaelic training event.</td>
<td>Gaelic learning opportunities made available to staff at a time when they are free from other commitments.</td>
<td>Staff regularly informed of learning opportunities and potential benefits.</td>
<td>Staff Development Coordinator</td>
<td>2018-2020</td>
</tr>
<tr>
<td></td>
<td>Prioritise training (classes or short courses as appropriate) for those staff who have extensive and regular contact with the public, or who regularly deal with Gaelic speakers as part of their work. Training will be offered wholly or in part in staff working hours.</td>
<td>Annually at least one member of staff from each Department is offered the opportunity of training to develop their language skills.</td>
<td>Identification of these roles. Provision of and attendance at training.</td>
<td>Staff Development Coordinator</td>
<td>2018-2020</td>
</tr>
<tr>
<td></td>
<td>All staff will be supported to set up and take part in a Gaelic conversation group.</td>
<td>Information provided to staff.</td>
<td>Staff attendance of conversation groups.</td>
<td>Staff Development Coordinator</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Staff will be encouraged to consider the development of their Gaelic language skills as part of their regular professional review.</td>
<td>Include Gaelic training question in the Professional Review pro forma.</td>
<td>Regular feedback from staff with regard to Gaelic language learning needs.</td>
<td>Staff Development Coordinator</td>
<td>August 2018</td>
</tr>
<tr>
<td><strong>Relevant Strategic Objectives assisted:</strong></td>
<td>1, 2</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Development Function</td>
<td>Actions</td>
<td>Targets</td>
<td>Performance Indicators</td>
<td>Lead Officer</td>
<td>Timescale</td>
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<tr>
<td><strong>RECRUITMENT</strong></td>
<td></td>
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<tr>
<td><strong>Current practice</strong></td>
<td>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.</td>
<td>All roles identified as either Gaelic essential or desirable before recruitment commences.</td>
<td>All recruitment documents indicate whether role is Gaelic essential or desirable.</td>
<td>Principal</td>
<td>2018/19</td>
</tr>
<tr>
<td><strong>Key areas of development</strong></td>
<td>Future recruitment of staff will take due account of the information gathered under Training above.</td>
<td>Revised documentation produced and implemented. At least one Gaelic speaker represented on interview panels for Gaelic essential posts.</td>
<td>All recruitment documentation revised. Information on the Gaelic Language Plan will be included in all recruitment documentation. Person specifications will clearly identify the level of proficiency required in Gaelic and whether this is essential or desirable. Selection panels aware of their role.</td>
<td>Principal</td>
<td>2018/19</td>
</tr>
<tr>
<td><strong>Person specifications/job descriptions, for roles for which a proficiency in Gaelic is identified</strong></td>
<td>All person specifications/job descriptions provided in</td>
<td>All documentation provided to same timescale.</td>
<td>Principal</td>
<td>2018/19</td>
<td></td>
</tr>
</tbody>
</table>
as essential, will be provided in Gaelic and English. | Gaelic medium or bilingually as appropriate. |  |  |  |  
---|---|---|---|---|---
The person specification/job description, for roles for which a proficiency in Gaelic is identified as desirable, will be available in both Gaelic and English. | All person specifications/job descriptions for roles for which a proficiency in Gaelic is identified as desirable provided bilingually. | Gaelic medium documents provided within three working days. | Principal & Executive Assistant | 2018/19 |  
Engage with the wider Gaelic community to promote employment opportunities within Lews Castle College. | Increased engagement with the community. | Host events for Gaelic community. Staff attend/represent Lews Castle College at external events. | Principal & Gaelic Senior Lecturer | 2018-2020 |  
Relevant Strategic Objectives assisted: | 1 |  |  |  |  


<table>
<thead>
<tr>
<th>Development Function</th>
<th>Actions</th>
<th>Targets</th>
<th>Performance Indicators</th>
<th>Lead Officer</th>
<th>Timescale</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ADVERTISING</strong></td>
<td></td>
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</tr>
<tr>
<td><strong>Current practice</strong></td>
<td>Where language proficiency is deemed an essential selection criteria, then roles are advertised either bilingually or solely in Gaelic</td>
<td>All relevant recruitment advertisements placed in Gaelic.</td>
<td>All advertisements provided to same timescale.</td>
<td>Executive Assistant</td>
<td>2018-2020</td>
</tr>
<tr>
<td><strong>Key areas of development</strong></td>
<td>We will continue to advertise those roles for which a proficiency in Gaelic is identified as essential, in line with the current practice.</td>
<td>All relevant recruitment advertisements placed in Gaelic.</td>
<td>All advertisements provided to same timescale.</td>
<td>Executive Assistant</td>
<td>2018-2020</td>
</tr>
<tr>
<td></td>
<td>Roles for which a proficiency in Gaelic is identified as desirable, will be advertised bilingually.</td>
<td>All relevant recruitment advertisements provided bilingually.</td>
<td>All advertisements provided to same timescale.</td>
<td>Executive Assistant</td>
<td>2018-2020</td>
</tr>
<tr>
<td></td>
<td>All job adverts will reflect the value of Gaelic language and culture to Lews Castle College.</td>
<td>All job adverts to include reference to Gaelic.</td>
<td>All advertisements provided to same timescale.</td>
<td>Executive Assistant</td>
<td>2018-2020</td>
</tr>
</tbody>
</table>

Relevant Strategic Objectives assisted: 1
<table>
<thead>
<tr>
<th>National Gaelic Education Strategy (NGES)</th>
<th>Level/activity</th>
<th>Existing provision and resources</th>
<th>Future provision and targets</th>
<th>Rationale</th>
<th>Timescale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strand 7</td>
<td>FE/HE levels</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Expansion of Gaelic in vocational education.</td>
<td>Language learning from ab-initio to advanced level, either face-to-face or through distance learning.</td>
<td>Gaelic SQA units available for students on courses in health, care, cosmetology, hairdressing and access programmes.</td>
<td>Extension of provision to other vocational areas as appropriate, based on intelligence relating to employer and client customer requirements.</td>
<td>Embed Gaelic through the vocational curriculum as fully as possible.</td>
<td></td>
</tr>
<tr>
<td>Gaelic Awareness</td>
<td>Language learning to be contextualised for students.</td>
<td>Gaelic units offered on Traditional Music and Gaelic courses at Benbecula Campus (FE and HNC levels).</td>
<td>Continue this provision and seek progression route from HNC Music, with Gaelic units in Group Award.</td>
<td>Provide Gaelic units in all courses for Traditional Music.</td>
<td>2018/19</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Offer a new full-time FE course in Celtic Studies, offering SQA programme, supported by business for eligible students.</td>
<td>Remedy deficiency in College portfolio, so there is a fulltime progression route to the Gaelic</td>
<td>2018/19</td>
</tr>
</tbody>
</table>
degree scheme, and training for employment opportunities.

| Develop SQA Scottish Progression Award in Gaelic songwriting, etc, as a strand also programme for schools and Colleges, as an integral element of other courses. | Add value to offer to students interested in music, song and Gaelic. | Complete |
CHAPTER 3 – GAELIC DEVELOPMENT AREAS

1. Gaelic in the home

Rationale:
To promote acquisition, learning and use of Gaelic in the home.

<table>
<thead>
<tr>
<th>Development Areas</th>
<th>Targets</th>
<th>Responsible Department /Staff</th>
<th>Timescale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continue to promote language learning opportunities to parents with children in GME</td>
<td>Lews Castle College will continue to offer language learning opportunities, such as Ulpan, to parents who have children in GME.</td>
<td>Gaelic teaching staff</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Continue to promote the benefits of bilingualism in education</td>
<td>Lews Castle College will continue to raise awareness of the benefits of bilingualism in education by organising Gaelic open days at the College for schools, and by engaging in school visits.</td>
<td>Gaelic Senior Lecturer</td>
<td>Ongoing</td>
</tr>
</tbody>
</table>

2. Gaelic in Education and Learning

Rationale:
To promote the acquisition and learning of Gaelic language and Gaelic awareness

<table>
<thead>
<tr>
<th>Development Areas</th>
<th>Targets</th>
<th>Responsible Department /Staff</th>
<th>Timescale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Distance learning provision</td>
<td>Lews Castle College will seek to increase its supported distance language learning provision.</td>
<td>Gaelic Senior Lecturer</td>
<td>January 2019</td>
</tr>
<tr>
<td>Short-course/Summer Schools</td>
<td>Lews Castle College will continue to deliver Summer School provision to students following a Higher Education programme in Scottish universities.</td>
<td>Gaelic Senior Lecturer</td>
<td>Ongoing</td>
</tr>
<tr>
<td><strong>Lews Castle College</strong> will continue to deliver Summer School provision to students following a Further Education programme in Scottish Colleges.</td>
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<tr>
<td><strong>Gaelic teaching staff</strong></td>
<td><strong>Ongoing</strong></td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>SQA Gaelic language Group Awards</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Lews Castle College</strong> will continue to offer Higher Gaelic (Learnners), available in blended learning format. The College will also continue to offer Higher Gàidhlig to fluent speakers/advanced learners.</td>
</tr>
<tr>
<td><strong>Lews Castle College</strong> will continue to embed SQA language units, and/or informal Gaelic language learning provision, in appropriate Further Education and Higher Education course curricula. This is particularly relevant to Health and Childcare courses.</td>
</tr>
<tr>
<td><strong>Gaelic teaching staff</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>SQA Gaelic language units, and/or informal Gaelic language input</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Lews Castle College</strong> will continue to embed SQA language units, and/or informal Gaelic language learning provision, in appropriate Further Education and Higher Education course curricula.</td>
</tr>
<tr>
<td><strong>Gaelic teaching staff</strong></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Gaelic awareness staff</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Lews Castle College</strong> will develop a SCQF 6 level module, which may be used for delivery in schools, and may also be offered as CPD to College staff.</td>
</tr>
<tr>
<td><strong>Gaelic Senior Lecturer</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Gaelic awareness students</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Gaelic awareness session for FE/HE students who are required to undertake Gaelic language learning as part of their course, in order to contextualise their learning.</strong></td>
</tr>
<tr>
<td><strong>Gaelic teaching staff</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Higher Education programmes</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Lews Castle College</strong> will continue to promote recruitment to delivery of the Gaelic medium degree programmes; BAH Gaelic Language &amp; Culture and BAH Gaelic and Development.</td>
</tr>
<tr>
<td><strong>Lews Castle College</strong> will continue to deliver its Gaelic culture degree programme. Pending validation in 2018, this course will be offered internationally.</td>
</tr>
<tr>
<td><strong>Gaelic teaching staff</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>BAH Gaelic Scotland</strong></th>
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<tbody>
<tr>
<td><strong>Lews Castle College</strong> will continue to deliver its Gaelic culture degree programme. Pending validation in 2018, this course will be offered internationally.</td>
</tr>
<tr>
<td><strong>Gaelic teaching staff</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Teacher training</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>In collaboration with CnES, we will continue to increase the number of Gaelic teachers by</strong></td>
</tr>
<tr>
<td><strong>PDGE Lecturer</strong></td>
</tr>
</tbody>
</table>
continuing to deliver both MA Gaelic and Education and Post-graduate Diploma of Education (Gaelic Medium).

<table>
<thead>
<tr>
<th>Ulpan Conversation class</th>
<th>Lews Castle College will continue to deliver Gaelic learning opportunities through the delivery of Ulpan and Gaelic conversational classes.</th>
<th>Gaelic teaching staff</th>
<th>Ongoing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Short course CPD</td>
<td>Lews Castle College will continue to offer an online Gaelic literacy short course as CPD for fluent speakers/advanced learners.</td>
<td>Gaelic teaching staff</td>
<td>Ongoing</td>
</tr>
<tr>
<td>CnES Apprenticeships (including Modern Apprentices)</td>
<td>Lews Castle College will continue to work with CnES in order to provide Gaelic language learning opportunities for Apprentices.</td>
<td>Gaelic teaching staff</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Gaelic Mentoring scheme</td>
<td>Following on from the successful Mentoring scheme in 2016/17, Lews Castle College will seek funding to continue with this in 2018/19. This scheme allows learners of Gaelic to use the language in informal, social situations.</td>
<td>Gaelic Senior Lecturer</td>
<td>2018-19</td>
</tr>
</tbody>
</table>

### 3. Gaelic and Communities

<table>
<thead>
<tr>
<th>Development Areas</th>
<th>Targets</th>
<th>Responsible Department/Staff</th>
<th>Timescale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ulpan</td>
<td>Continue to deliver Ulpan classes in the community, where student demand and tutor availability allows.</td>
<td>Ulpan Administrator</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Summer schools</td>
<td>Lews Castle College will work with community organisations, such as Ravenspoint and Comuinn Eachdraidh, to deliver Gaelic language and heritage input.</td>
<td>Gaelic Senior Lecturer</td>
<td>Ongoing</td>
</tr>
</tbody>
</table>
4. Gaelic in the Workplace

Rationale:
To promote the acquisition of Gaelic, to promote Gaelic awareness and to facilitate implementation of the Gaelic Language Plan

<table>
<thead>
<tr>
<th>Development Areas</th>
<th>Targets</th>
<th>Responsible Department/Staff</th>
<th>Timescale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gaelic online toolkit</td>
<td>Encourage staff to make use of UHI Gaelic Toolkit</td>
<td>Staff Development Coordinator</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Ulpan Conversation classes</td>
<td>Lewis Castle College will continue to provide opportunities for learners of Gaelic to acquire and use the language.</td>
<td>Gaelic teaching staff</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Language learning opportunities for fluent speaker/advanced learners</td>
<td>Lewis Castle College will continue to provide the opportunity for fluent-speakers/advanced learners to improve their Gaelic literacy skills.</td>
<td>Gaelic teaching staff</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Gaelic awareness training</td>
<td>Lewis Castle College will create an online unit, which all staff will be encouraged to undertake.</td>
<td>Gaelic Senior Lecturer</td>
<td>Ongoing</td>
</tr>
<tr>
<td>College Gaelic Advisory Group</td>
<td>This group will oversee the implementation of the language plan during the life span of the plan.</td>
<td>Assistant Principal Health &amp; Humanities</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Gaelic Officer remit</td>
<td>A Gaelic Officer remit will be created to fulfil some of the duties necessary to implement the language plan, such as in-house translation.</td>
<td>Assistant Principal Health &amp; Humanities</td>
<td>2018-21</td>
</tr>
<tr>
<td>Promote language learning opportunities to staff of non-public bodies.</td>
<td>Lewis Castle College will offer Gaelic classes to staff of non-public bodies, such as private care homes and the arts centre An Lanntair.</td>
<td>Gaelic Officer</td>
<td>2018-20</td>
</tr>
</tbody>
</table>
5. Gaelic in the Arts and Heritage

<table>
<thead>
<tr>
<th>Development Areas</th>
<th>Targets</th>
<th>Responsible Department/Staff</th>
<th>Timescale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer Schools</td>
<td>Lews Castle College will build on links with Comuinn Eachdraidh and other community enterprises, such as Comunn Dulchas nan Innse Gall (Western Isles Heritage Network).</td>
<td>Gaelic Officer</td>
<td>2018-20</td>
</tr>
<tr>
<td>Cnoc Soilleir</td>
<td>Lews Castle College will continue to work with Cnoc Soilleir in order to expand course delivery.</td>
<td>Principal</td>
<td>2018-20</td>
</tr>
<tr>
<td>Colaisde Bheinn na Faoghla</td>
<td>Lews Castle College will seek to increase Gaelic language content in our music activities, and will pursue funding avenues in order to secure the additional staffing required.</td>
<td>Principal</td>
<td>2018-20</td>
</tr>
<tr>
<td>Creative Scotland Comhairle nan Eilean Siar</td>
<td>Lews Castle College will seek to establish links with Creative Scotland Gaelic Arts and Culture Officer and CnES Heritage Officer, in order to grow the College’s commitment to Gaelic cultural development.</td>
<td>Gaelic Officer</td>
<td>2018-20</td>
</tr>
</tbody>
</table>

6. Language Corpus

<table>
<thead>
<tr>
<th>Development Areas</th>
<th>Targets</th>
<th>Responsible Department/Staff</th>
<th>Timescale</th>
</tr>
</thead>
</table>
| Continue to contribute to Gaelic language corpus | Continue to ensure consistancy in spelling and grammar in terms of the Gaelic Orthographical Conventions (GOC) in language course delivery at all levels.  
  Continue to ensure consistancy in translation work in terms of GOC. | Gaelic Officer | Ongoing |
|                                   |                                                                                                                                       | Gaelic teaching staff        | Ongoing  |
Chapter 4 – POLICY IMPLICATIONS FOR GAELIC: Implementation of the National Gaelic Language Plan

Policy implications for Gaelic
Lews Castle College recognises that the various priority areas identified in the National Gaelic Language Plan for will be implemented primarily through our Gaelic Language Plan but that opportunities will arise to promote and develop the language through existing policy measures. Lews Castle College will examine current policy commitments to identify areas where Gaelic can be incorporated and the priorities of the National Gaelic Language Plan initiated through additional methods. We see this development as central to our aim of normalising Gaelic as a medium of communication in all aspects of College life.

In the formation, renewal and monitoring of policies, Lews Castle College will ensure that the impacts on Gaelic will be consistent with, and contribute to, the National Gaelic Language Plan.

Overview of the National Gaelic Language Plan
The National Gaelic Language Plan identifies four interlinking aspects of language development which need to be addressed, and within them sets out a number of priority action areas:

1. **Language Acquisition**
   Increasing the number of Gaelic speakers by ensuring the language is transferred within families and by securing effective opportunities for learning Gaelic, through:
   - increasing the use and transmission of Gaelic in the home
   - increasing the number of children acquiring Gaelic in the school
   - increasing the uptake and availability of Gaelic-medium education
   - increasing the number of adult Gaelic learners progressing to fluency

2. **Language Usage**
   Encouraging greater use of Gaelic, providing opportunities to use the language, and promoting access to Gaelic forms of expression, through:
   - increasing the use of Gaelic in communities
   - increasing the use of Gaelic in tertiary education and places of work
   - increasing the presence of Gaelic in the media
   - increasing the promotion of Gaelic in the arts
   - increasing the profile of Gaelic in the tourism, heritage and recreation sectors

3. **Language Status**
   Increasing the visibility and audibility of Gaelic, enhancing its recognition and creating a positive image for Gaelic in Scottish public life, through:
   - increasing the number of bodies preparing Gaelic Language Plans
   - increasing the profile and prestige of Gaelic
   - increasing the visibility and recognition of Gaelic
4. Language Corpus
   Strengthening the relevance and consistency of Gaelic and promoting research into
   the language, through:
   
   - increasing the relevance and consistency of the Gaelic language
   - increasing the quality and accessibility of Gaelic translations
   - increasing the availability of accurate research information

Commitment to the Objectives of the National Gaelic Language Plan
Lews Castle College is committed to ensuring that the National Plan is implemented, and
in this section we set out how we will achieve that aim. Inevitably, we are better placed to
implement some changes than others and only those which are relevant to our business
as a College are cited below.

1. Language Acquisition
   Rationale: Lews Castle College is fortunate to be situated within one of the strongest
   Gaelic communities in Scotland. As such, we recognise that we are well-
   placed to build upon this foundation and increase the numbers of people engaged in learning
   the language. We will implement the following measures as a means to achieving this:
   
   - Gaelic in Education – continue our commitment to the delivery of Gaelic medium
     HE courses;
   - Grow the number of FE Gaelic courses, and the number of students on those
     courses, to targets agreed prior to the start of each academic year;
   - Explore opportunities for the delivery of Gaelic modules within other FE and HE
     courses;
   - Increase our delivery of Úlpan courses to Community Planning Partners, staff and
     to the wider community.
   - Gaelic in Adult Learning – provide opportunities for College staff to improve their
     Gaelic skills as part of our commitment to continuing professional development;
   - Ensure that Gaelic learning opportunities are available in a wide variety of formats
     and to meet a breadth of learning needs and styles.

2. Language Usage
   Rationale: Lews Castle College acknowledges that growing the number of Gaelic
   speakers will, on its own, make a limited contribution to the survival of the language.
   We propose, therefore, to provide staff and students with an increased opportunity to
   use Gaelic as their default language of communication in a wide range of daily
   activities.

   Gaelic in the Workplace
   - Provision of bilingual signage throughout the College, with Gaelic being the
     predominant language.
   - Provision of bilingual College publications, where practicable.
   - A bilingual reception service.
   - Gaelic learning opportunities for staff and students.
3. Language Status
Rationale: Lews Castle College is aware of its responsibility to provide an environment and ethos which will reflect its locus within a strongly Gaelic community. The College takes this role very seriously and acknowledges that it has the potential to positively influence community perception of the language and its status.

- Preparation of Gaelic Language Plan – The College has engaged in a comprehensive programme of staff consultation during production of the plan. Further consultation will be carried out with community partners prior to publication of the final draft. It is anticipated that the plan will provide evidence of a strong and growing commitment to place Gaelic at the heart of our operation.
- Creating a Positive Image for Gaelic – The College has undertaken an audit of Gaelic skills among staff and this has indicated that there is already a relatively high level of fluency. The same survey has also indicated a reasonably high level of interest among staff in further Gaelic learning opportunities. Lews Castle College is committed to providing such opportunities in a variety of formats and to providing ample opportunity for staff to access these.
- It is hoped that staff and students alike will see Gaelic as being an inherent part of Lews Castle College’s identity and a unifying factor across the campus.
- Increase Visibility of Gaelic – In preparing the plan, a great deal of attention has been paid to the use of Gaelic in signage, in telephony and in the College’s interface with the public. In this way, we hope to send a positive message that Gaelic is at the heart of our day to day operation and a key component of our identity within the local community.
- Once the plan is implemented, staff and students alike should notice a marked growth in our use of Gaelic in communications with them. This will include signage, but extend to student information on notice boards and information screens and some Gaelic content within College newsletters wherever possible.
- The College website, and social media platforms, will also incorporate greater use of Gaelic than it does at present, ensuring that one of our main areas of interface with the public adequately represents our strong commitment to Gaelic.

4. Language Corpus
Rationale: Lews Castle College recognises the need to strengthen the relevance and consistency of Gaelic, the importance of facilitating translation services and to promote research into the language.

- Gaelic Orthographic and Terminological Development – The College’s Gaelic Language and Culture Section is on hand to provide advice on all such matters. Advice and training will be made available in-house to staff members requiring to be kept abreast of any developments in this area. The College is also committed to facilitating training opportunities for Gaelic staff to ensure that they have access to the latest information on Gaelic orthography and terminology.
- Gaelic Translation – Although the College no longer provides a commercial translation service, the Gaelic Language & Culture section continues to provide this service on an ad hoc basis within Lews Castle College. Should simultaneous translation facilities be required at a meeting or event, the College is committed to providing this, where practicable.
- Gaelic in Surveys and Research – As a campus of the University of the Highlands and Islands, located in a traditional Gaelic community, Lews Castle College is
wellplaced to be at the forefront of future developments in Gaelic research. It is anticipated that there will be greater scope to develop this function, both as a means to inform teaching and learning and as a valuable contribution to social action research. The College is committed to participation in the Soillse research programme, funded primarily by SFC and Bòrd na Gàidhlig, and a partnership of Scottish universities. Appointment of a research student and research fellow, focused on Gaelic in the community, will be a major contribution to research. Place-names will follow those recommended by Airmean-àite na h-Alba and Gaelic used will follow the rules of the latest edition of GOC.
CHAPTER 5 – IMPLEMENTATION AND MONITORING

Timetable
This Gaelic Language Plan will formally remain in force for a period of 5 years from this date or until a new plan has been put in place. In Chapter 2 – Core Commitments, Chapter 3 – Gaelic Development Areas and Chapter 4 - Policy Implications for Gaelic, we have set out the individual target dates for when we expect to implement specific commitments.

Publicising the Plan
Lews Castle College’s Gaelic Language Plan will be published bilingually on the Lews Castle College website. In addition, we shall:

• issue a press release announcing the plan;
• make copies of the plan available in our library, student association office and reception areas;
• make the plan known to employees via Lews Castle College’s Shared Drive;
• make the plan known to students via the information screens, notice boards and internet (College website and Facebook page);
• distribute copies of the plan to Non-departmental Public Bodies and agencies, agents and contractors;
• distribute copies of the plan to Gaelic organisations;
• distribute copies of the plan to other interested bodies;
• make copies available on request.

Administrative Arrangements for Implementing the Gaelic Language Plan
This plan is the policy of Lews Castle College and has been endorsed by the Board of Management, which has charged the senior management team with implementation of the plan.

Overall Responsibility
The Principal will be responsible for ensuring that Lews Castle College delivers on the commitments set out in this plan.

Individual Staff members
The commitments contained within the plan will affect staff to varying degrees and, consequently, the College’s management team intends to tailor information sessions to those different groups. For example, administrative and front of house staff will be most immediately affected, with a requirement that reception telephone should be answered with a standard Gaelic greeting. This creates a need for training, which will have to be met as soon as possible in order to engender confidence in staff.

More generally, however, the College is confident that its employees are aware of the contents of the plan through the various meetings and feedback sessions held during the consultation phase.
Lews Castle College intends to take the following steps in order to ensure that all staff are aware of their responsibilities under the plan:

- Hold several all-staff meetings, where the general content of the plan is outlined and where its binding nature is also emphasised; signpost an intention to hold information sessions with smaller groups of staff – ie department by department.
- Meet with individual groups in order to outline their actual responsibilities. For example, meet with administrative/reception staff to discuss the requirements for them to answer the telephone with a standard Gaelic greeting. Encourage these groups to discuss the plan amongst themselves and feed back with any assistance they require in order to be able to meet the plan, such as training.
- Issue sections with targets and timescales extracted from the plan.
- Progress towards meeting targets will be monitored by Heads of Department, who will report back to the Senior Management Team.
- The targets of the plan will also be embedded within the College’s Strategic and Operational Plans for the coming years.

Services delivered by 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 Team and they will ensure that any materials created on behalf of Lewis Castle College fully adhere to the principles contained within Chapter 2.

Informing other organisations of the Plan
Lews Castle College is a member of the Outer Hebrides Community Planning Partnership (OHCPP) which represents the public, private and voluntary sectors throughout the Outer Hebrides. Our partners within this structure include Comhairle nan Eilean Siar, Police Scotland, Scottish Natural Heritage, NHS, Highlands & Islands Enterprise. Membership of the OHCPP ensures that there is a good level of information exchange and consequently, we have already engaged with a number of our community planning partners in the consultation on their Gaelic Language Plans. We anticipate that this will be a reciprocal process.

In addition to this, we intend to publicise the existence of the plan through a press release and an official launch. This will provide the public and external agencies with an introduction to our plans for placing Gaelic at the heart of our future operational activities.

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.

Monitoring the Implementation of the Plan
Lews Castle College will monitor the implementation of its Gaelic Plan as follows:
Internally

• Managers with responsibility for any aspect of implementation of the plan will report to the College Management Team at agreed points in the year, informing of their team’s progress towards targets.
• The Academic Board will review those elements of the plan that are concerned with the taught curriculum twice a year.
• 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.
• Lews Castle College’s Board of Management will publish details of the Gaelic Plan’s progress within its Annual Report.

Externally

• Lews Castle College 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 GLAIF funding received.

Contact Details

The Senior Officer with operational responsibility for overseeing preparation, delivery and monitoring of Lews Castle College’s Gaelic Language Plan is:

Iain Macmillan
Principal and Chief Executive
Lews Castle College
Stornoway
Isle of Lewis
HS2 0XR

01851 770 000
ian.macmillan@uhi.ac.uk

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

Sheila MacLennan
Assistant Principal Health & Humanities
Lews Castle College
Stornoway
Isle of Lewis
HS2 0XR

01851 770 000
sheila.maclennan@uhi.ac.uk
Appendix A

Scotland’s Census 2011 revealed that 1.7% of the population of Scotland had some Gaelic language skills.

In terms of the number of people aged 3 and over able to speak, read, write or understand Gaelic in the Outer Hebrides the Census findings were as detailed below:

<table>
<thead>
<tr>
<th>Speak, Read or Write Gaelic</th>
<th>Speak Gaelic</th>
<th>Have some Gaelic language ability</th>
</tr>
</thead>
<tbody>
<tr>
<td>8,171 (30%)</td>
<td>14,066 (52.3%)</td>
<td>16,489 (61.2%)</td>
</tr>
</tbody>
</table>

The figures in the grid above, reveal that the Western Isles had on Census day 2011, the greatest concentration of people aged 3 and over with Gaelic skills in Scotland, with 61.2% of respondents declaring some Gaelic language ability. Highland region was second with 7.4%, while Argyll was third with 5.9%.
Appendix B

Lews Castle College Gaelic Staff Survey
34 responses

1. How fluent are you in spoken Gaelic?
   34 responses

   - Very: 8
   - A little: 10
   - Not very: 5
   - Not at all: 10
   - Other - reasonably fluent, don't practice enough: 1

2. Are you competent at reading and writing in Gaelic? 34 responses
   Yes: 4
   A little: 10
   Not very: 3
   Not at all: 17

3. How well do you understand spoken Gaelic?
   33 responses

   - Very well: 8
   - Well: 10
   - Not very well: 9
   - Not at all: 6

4. If you would like to learn/develop your Gaelic what type of class would you prefer?
   34 responses

   - Accredited class: 4
   - Informal non-accredited class: 6
   - Úlpan: 2
   - Conversation class: 5
   - Not interested at the moment: 16
   - Other - Sessions on Gaelic music, poetry and storytelling: 1

5. What time would suit you best for a Gaelic class?
   33 responses

   - Lunchtime: 3
   - Wednesday afternoon CPD: 6
   - Twilight: 3
6. How often do you use Gaelic at home?
   34 responses

   Everyday 9
   Occasionally 4
   Rarely 7
   Never 5
   Other - I don't speak Gaelic 8
   As often as I can 1

7. How often do you use Gaelic at work?
   34 responses

   Everyday 3
   Occasionally 11
   Rarely 8
   Never 3
   I don't speak Gaelic 8

8. Do you think the College does enough to promote its Gaelic identity?
   34 responses

   Yes 18
   No 9
   Don't know 7

9. If you answered No to the previous question please explain your answer
   8 responses

   Very good Gaelic department but I do not think it has a very big presence within the island.
   Gaelic is not yet integral at the Stornoway Campus
   There is a definite divide between the English and the Gaelic output from the College.
   Gaelic not embedded across the College.
   Do not hear enough colleagues speaking Gaelic in the workplace
   Gaidhlig used on web/marketing info
   There are many more opportunities to integrate Gaelic with other subjects which we do not currently do
   Staff have an opportunity to learn Gaelic but there is no follow through to encourage use of Gaelic in the work place.
10. What type of events/activities would you like to see the Gaelic society organise?
15 responses

readings/recitals, evening of songs where non Gaelic speakers could join in, history of the different dialects (talk/presentation), origins of the language (talk/presentation), more info about the meaning of Gaelic place names, surnames (talk/presentation), individual people who have influenced Gaelic culture and traditions (especially people from the islands). . . .
Social events, staff events, lunchtime sessions with Gaelic musicians, book reviews etc.
Maybe sessions in the grounds to identify plants, trees, birds etc in Gaelic.
Inclusive events where poor Gaelic speakers can come along and try their language out informally!
None, the language of the united kingdom is English, Scotland vosted to remain part of the union. Gaelic is part of the past not the future
Supportive conversation classes and social events aimed at encouraging and developing learners.
online courses supported by uhi, that would be paid for so we would not miss out on our already overloaded schedule
social events; book launches; lectures
Fun events such as ceilidhs, music, song events
Events that could be also social events
Music, workshops, films
something for mums of children going into gaelic medium e.g. basic commands to use at home, colours, etc
Guest speakers, Gaelic presenting/psalm singing, heritage historical accounts
An annual prestige lecture in Gaelic
We could make it fun with "i want to speak Gaelic" badges and coffee clubs for students and staff. + more bilingual signs and posters.

Number of daily responses
Jun 2605101520
Jun 22, 2017 18
Jun 23, 2017 9
Jun 24, 2017 0
Jun 25, 2017 0
Jun 26, 2017 3
Jun 27, 2017 2
Jun 28, 2017 1
Jun 29, 2017 1
Appendix C

Plana Gàidhlig: Foirm Bheachdan Cho-chomhairleachaidh
Gaelic Language Plan: Consultation Feedback form

Faodar ur beachdan air Dreac Plana Gàidhlig Cholaiste a’ Chaisteil 2018 – 22 a chur an cèill le bhith a' freagairt nan ceistean anns na bucais bheachdan seo shios. Mura h-eil sibh airson innse cò sibh, na lionaibh a-steach na bucais ag iarraidh ur n-aínm agus ur seòladh post-d. Thèid na beachdan agaibh a chleachdadh nar in-bhreithneachadh air freagairtean, agus ann an còmhraidhean a ghabhas àite eadar sinn agus Bòrd na Gàidhlig, ach cha tèid daoine fa leth an aithneachadh.

Please feel free to comment on the Lews Castle College Draft Gaelic Language Plan 2018 - 22 by answering the questions in the feedback boxes below. If you wish to remain anonymous, do not enter any details in the 'Full Name' or 'Your E-Mail Address' boxes. Your comments will be used in our internal review of responses, and in our subsequent discussions with Bòrd na Gàidhlig, but no identification of individuals will be made.

1. Please provide the following information (optional)
   Full Name

   Your E-Mail Address

2. Are you responding as a…….?  
   - [ ] Resident of the Western Isles  
   - [ ] Student studying Gaelic  
   - [ ] Member of a Gaelic organisation based in the Western Isles  
   - [ ] Parent of child in GME  
   - [ ] Member of a Gaelic organisation based outwith the Western Isles  
   - [ ] Teacher/lecturer in Gaelic  
   - [ ] Lews Castle College employee  
   - [ ] Adult learning Gaelic  

   If other, please specify
3. **Caibideil 1, Ro-ràdh.** A bheil seo a’ dèiligeadh ri dreuchd Cholaisde a’ Chaisteil a thaobh na Gàidhlig ann an dòigh iomchaidh?

**Chapter 1, Introduction.** Does this adequately deal with Lews Castle College’s role in relation to Gaelic?

4. **Caibideil 2, Prìomh Dhealasan** *(leughaibh 2.5, Teagasg agus a’ Churraicealam, còmhla ri duilleagan 25-29 de Phlana Gàidhlig UHI)* A bheil a’ chaibideil seo soilleir, miannach air adhartas, pragtaigeach?

**Chapter 2, Core Commitments** *(please read 2.5, Teaching and the Curriculum, alongside pages 25-29 of the UHI Gaelic Language Plan)* Is this chapter clear, ambitious, realistic?

5. **Caibideil 3, Roinnean Leasachaidh Ghàidhlig.** A bheil sibh ag aontachadh gu bheil na h-amasan sa chaibideil seo soilleir, miannach air adhartas agus pragtaigeach?

**Chapter 3, Gaelic Development Areas.** Do you agree that the aims set out in this chapter are clear, ambitious and realistic?

6. **Caibideil 4, Seaghan Poileasaidh airson na Gàidhlig.** A bheil sibh ag aontachadh ris an dòigh anns a bheil sinn a’ mineachadh ar n-amasan a rèir iomairtean nàiseanta airson na Gàidhlig anns a’ chaibideil seo?

**Chapter 4, Policy Implications for Gaelic.** Do you agree with the way in which we outline our intentions with regard to national initiatives for Gaelic, in this Chapter?
7. **Chapter 5, Implementing and Monitoring the Plan.** Do you have any comments to make about how we might improve our plans as described in this Chapter?

Beachdan sam bith eile. A bheil beachdan sam bith eile agaibh nach eil a’ tighinn a-steach do na freagairtean agaibh a thaobh nan cóig priomh chaibideilean seo shuas?

**Further Comments.** Do you wish to make any further comments not covered in your responses to the five main Chapters, above?

Tillibh am foirm gu/Please return form to lccgaelicplan@uhi.ac.uk
Appendix D

Public consultation response summary

Following a public consultation, which opened on 31 January 2018 and closed on 12 March 2018, a total of three responses were received. These were from; Education Scotland, Highlands and Islands Enterprise and Sabhal Mòr Ostaig.

Education Scotland response was in the form of a one page letter, in which the College was advised to take account of the following documentation which HM Inspectors in conjunction with the College had produced, namely Evaluative Report and Enhancement Plan. This has now been included in the plan on page 22.

Sabhal Mòr Ostaig completed the bilingual feedback pro forma created by the College (see Appendix C). SMO highlighted areas where the College is actively promoting Gaelic awareness and usage, such as Gaelic Awareness training for new staff, Gaelic classes for staff and increased use of Gaelic on the College website.

Highlands and Islands Enterprise responded by letter. This response was very positive and highlighted areas in which HIE would welcome further cooperation with the College, such as the opportunity to explore collaborative development through the Community Planning Partnership.