



University of the  
Highlands and Islands  
Oilthigh na Gàidhealtachd  
agus nan Eilean

# *Gaelic Language Plan*

## 2019-2022

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005.



# Foreword

**A**s principal and vice-chancellor of the University of the Highlands and Islands, I am delighted to introduce our third Gaelic Language Plan. This plan reiterates our commitment to the aspirations and objectives included in the National Gaelic Language Plan and the Gaelic Language (Scotland) Act 2005.

As the only university based in the Highlands and Islands of Scotland, we are intensely aware of our responsibilities to enhance the status of Gaelic.

Our first and second Gaelic Language Plans contained an extensive curriculum development section and we aim to strengthen the position of Gaelic across the university partnership by working on this and other tertiary sections.

We are, of course, keen to build on the achievements of previous plans and this new plan demonstrates the university's continuing commitment to the development and enhancement of Gaelic. During the lifetime of this plan a concerted effort will be made to maintain and enhance the profile of Gaelic within the University in order to ensure that a full contribution is made to fulfilment of the objectives of the National Gaelic Plan 2018-2023.



**Professor Clive Mulholland**  
Principal and Vice-Chancellor  
of the University of the Highlands and Islands

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# Summary

The University of the Highlands and Islands recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. The university 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 and prosperous future in Scotland.

The university's Gaelic Language Plan provides an outline of how it will use Gaelic in the operation of its functions and services, how it enables the use of Gaelic when communicating with the public and key partners, and how it will normalise, promote and develop Gaelic building on successful engagement and developments to date.

The university's plan contains a curriculum development section, which reflects the university's role in the provision of Gaelic education.

In drawing up the plan we have consulted widely, both internally with our staff and students and through an eight-week public consultation exercise. All contributions to the consultation have been taken into account and have helped to shape our plan.

The University of the Highlands and Islands' 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.

The University of the Highlands and Islands recognises that the position of Gaelic is extremely fragile and if Gaelic 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*

# Key components

## Introduction

This section provides the background to and context for the preparation of Gaelic Language Plans under the 2005 Act and the structure of the university's main areas of operation. It also provides a summary of the demography of the Gaelic language and Gaelic community activity within the university's area of operation.

## Core commitments

This section sets out how the university 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 websites. This section sets out the basic minimum level of Gaelic language provision which we are committed to providing in the lifetime of the plan.

## Curriculum and research

In particular, this section describes in detail how we will take forward Gaelic curriculum development across both the university's further and higher education provision. It will address such issues as degree opportunities, modular provision, online provision and other curriculum areas which can be developed through the medium of Gaelic or bilingually. It also considers the university's contribution to the development of research into Gaelic language and culture.

## Implementation and monitoring

This section sets out how the university will implement its Gaelic Language Plan and how implementation and outcomes will be monitored.

# 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 authorities 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 Language Plan: The 2005 Act requires public bodies to bring the preparation of Gaelic Language Plans to the attention of all interested parties. The University of the Highlands and Islands consulted publicly on the draft of its Gaelic Language Plan from 25 June 2018 to 20 August 2018.

Throughout the consultation period, the opportunity to comment on the draft plan was regularly promoted in staff newsletters, on the university's website and social media platforms, and by email to interested external stakeholders. The consultation was also featured on Aithrisean on Radio nan Gàidheal and BBC An Là. Full account was taken of all responses to the consultation and these were reflected in the final version of the plan which was formally endorsed by the university court.

### Approval of the University of the Highlands and Islands' Gaelic Language Plan:

The University of the Highlands and Islands Gaelic Language Plan 2019-2022 was approved by Bòrd na Gàidhlig on 20 February 2019.

#### Census 2011

			Scotland
<b>With any Gaelic skill (age 3+)</b>	<b>87,056</b>	<b>1.7%</b>	<b>of Scotland's population</b>
people who can speak Gaelic	57,602	66.2%	of Scotland's population
		67.1%	of those with a Gaelic skill
speakers who can read Gaelic	38,636	67.1%	of those who can speak Gaelic
Gaelic-literate speakers	32,418	56.3%	of those who can speak Gaelic

source: NRS table AT\_234\_2011

			Scotland
<b>Using Gaelic in the home</b>	<b>24,974</b>	<b>0.5%</b>	<b>of Scotland's population</b>
		43.4%	of Scotland's population

source: NRS table KS206SC

#### With any Gaelic skill (age 3+)

Age 3-15	9,686	11.1%	of those with a Gaelic skill
Age 16-24	9,653	11.1%	of those with a Gaelic skill
Age 25-34	10,875	12.5%	of those with a Gaelic skill
Age 35-49	19,155	22.0%	of those with a Gaelic skill
Age 50-64	18,999	21.8%	of those with a Gaelic skill
Age 65+	18,688	21.5%	of those with a Gaelic skill

source: NRS table AT\_001\_2001

#### Gaelic Medium Education 2017-18

		Scotland
Gaelic Provision Age 0-3	64	locations (as of January)
2017-18	1,242	children (approximate)
Nursery	54	nurseries
2017-18	1,078	children (anticipated by year end)
	156	staff
	94	FTE
Primary	58	primaries
2017-18	3,278	pupils
	219	teachers
	192	FTE
Secondary	31	secondaries
2017-18	1,251	pupils
	15	subjects
	103	teachers

# The University of the Highlands and Islands

The University of the Highlands and Islands is an integrated university encompassing both further and higher education.

The university's distinctive partnership of colleges and research institutions is locally based and rooted in communities, but with national and international reach, as part of a regional structure.

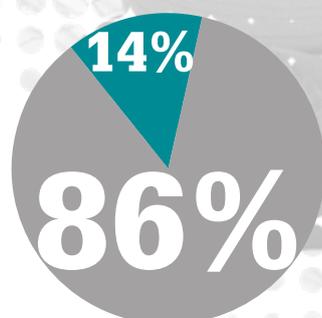
The university's reputation is built on its innovative approach to learning and its distinctive research and curriculum - enriched by the people, natural environment, economy, culture and heritage of the Highlands and Islands and its communities.

The university has over 40,000 students and our curriculum portfolio across both further and higher education is designed to meet current and future local and regional needs.



Full-time students **5468**    Part-time students **3921**

Total higher education students **9381**



Full-time students **4357**    Part-time students **27289**

Total further education students **31646**



# Structure

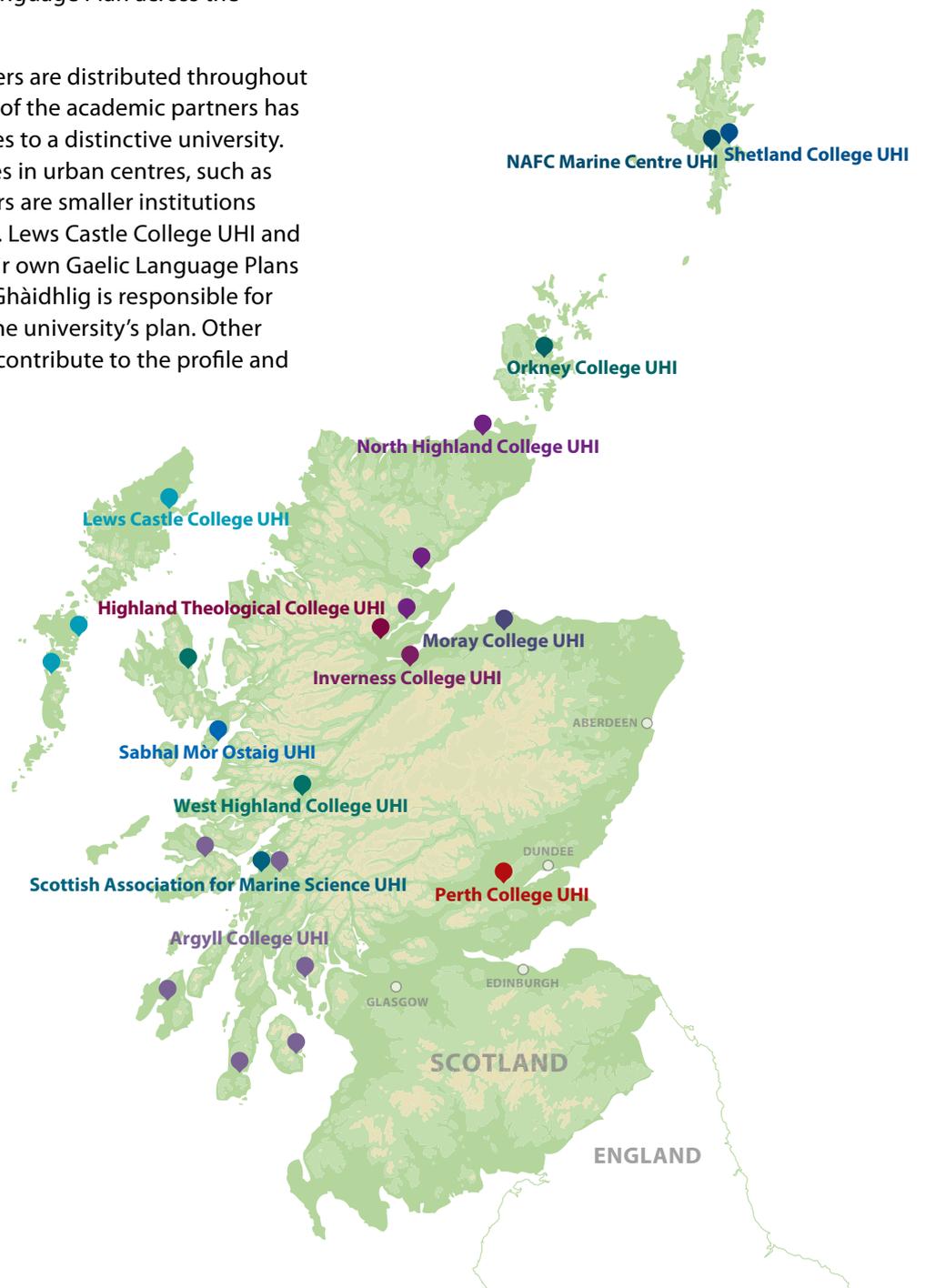
## At the core of the university is the corporate body

This comprises the university court and the staff employed directly by the court. These directly-employed staff include the principal and vice-chancellor and the senior management team, including the deputy principal, vice-principals and university secretary and chief operating officer.

Within this structure, a member of the university's senior management team has executive responsibility for oversight of the university's Gaelic Language Plan. This role includes responsibility for overseeing the development and implementation of the Gaelic Language Plan across the university partnership.

The university's academic partners are distributed throughout the Highlands and Islands. Each of the academic partners has its own character and contributes to a distinctive university. Some are relatively large colleges in urban centres, such as Perth, Elgin and Inverness. Others are smaller institutions whose primary focus is research. Lews Castle College UHI and Sabhal Mòr Ostaig UHI have their own Gaelic Language Plans and the university's comataidh Ghàidhlig is responsible for alignment between these and the university's plan. Other academic partners increasingly contribute to the profile and development of Gaelic.

The university has a Gaelic officer who is a core staff member and who is responsible for assisting with the development and implementation of the university's Gaelic Language Plan.



There are a number of Gaelic agencies in the university's area, including

- Bòrd na Gàidhlig
- An Comunn Gàidhealach
- Comunn na Gàidhlig
- Stòrlann
- Fèisean na Gàidheal
- BBC Alba
- MG Alba
- Ainm an Àite na h-Alba
- Comunn na Pàrant

# *Gaelic at the university*

The university first adopted a Gaelic policy in 1999. The university's first Gaelic Language Plan was approved by Bòrd na Gàidhlig on 24 August 2010 and covered the period 2010-2014. Since 2010, the university has made significant advances in terms of the visibility and audibility of Gaelic in its services to students, staff and the public. All Gaelic services and resources demonstrate equal respect for Gaelic and English.

Many of the commitments set out in the university's first plan have become part of the day-to-day work of the university.

## Gaelic Language Policy

The University of the Highlands and Islands recognises that Gaelic and its associated culture is an integral part of Scotland's heritage, national identity and cultural life.

The university is committed to the objectives set out in the National Gaelic Language Plan, including the National Gaelic Education Strategy, and to playing an important part in ensuring that Gaelic has a sustainable future as a living language.

The University of the Highlands and Islands will be pro-active in:

1. Contributing to the visibility and usage of Gaelic through its own materials and activities.
2. Promoting Gaelic culture through the university's curriculum, publications and events.
3. Recruiting staff with appropriate Gaelic language skills, relevant to their roles in the university.
4. Encouraging and supporting all staff, regardless of their role, to acquire and develop Gaelic language skills.
5. Promoting opportunities within the university's curriculum for Gaelic learning, including Gaelic-medium learning, Gaelic language learning and learning about Gaelic culture. Gaelic learning opportunities will be available through intensive immersion models as well as being made available throughout the university and beyond.
6. Undertaking research through Gaelic and research into Gaelic language and culture, including the pedagogy of Gaelic-medium education.

The commitments set out in this plan recognise that there is linguistic diversity across the Highlands and Islands and in no way diminishes the importance of other languages and dialects.

# Core commitments

## Curriculum and Research

Curriculum and research activity is at the core of the university's purpose. The university is committed to providing a wide range of curriculum opportunities both through the medium of Gaelic and about Gaelic language and culture. Its research activities will make a strong and purposeful contribution to the national knowledge base about Gaelic and its place in Scottish society.

## Implementation of the Scottish Government's strategic objectives

The University of the Highlands and Islands is committed to achieving the Scottish Government's strategic objectives. In the following core commitments section we indicate which strategic objectives will be assisted by the actions in our plan. These are indicated by the relevant number from the list below at the end of each section.

1. *Wealthier and fairer*
2. *Smarter*
3. *Healthier*
4. *Safer and stronger*
5. *Greener*

## Student experience

Rationale:

Students at the University of the Highlands and Islands have a unique opportunity to learn Gaelic and study through the medium of Gaelic in areas where the language is a real and vibrant part of the local community. Alongside this expanding curriculum provision (detailed above) the university recognises the importance of delivering student services in Gaelic.

## Identity

Rationale:

The university believes that an increased visual presence of Gaelic in its corporate identity and signage will greatly increase the status of Gaelic and general awareness of the language not only amongst members of local communities, the general public and other visitors who visit or pass our campuses. The university's visual identity will raise public awareness of the language and contribute to its development.

# Marketing and Communications

## Rationale:

The use of Gaelic, in appropriate locations across the university partnership, increases the visibility and audible presence of the language, and contributes to the sense that the use of Gaelic is possible and welcome. In addition to raising the profile of the language, it also creates opportunities for its practical use and encourages members of the public to use Gaelic when they speak to university staff and students.

The university believes that an increased visual presence of Gaelic in marketing and communication activity will greatly increase the status of Gaelic and general awareness of the language.

# Publications

## 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 Gaelic's status by being used in high profile publications. The use of Gaelic in the media helps demonstrate the university's commitment to making important information available through the medium of Gaelic, as well as enhancing the visibility and status of the language. As more people access information about public authorities through their websites, making provision for the use of Gaelic can significantly enhance the status and visibility of the language.

# 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.



# *Curriculum and Research*

The University of the Highlands and Islands has a unique and important role to play in supporting the objectives of the National Gaelic Language Plan 2018-2023 and particularly those sections relating to education. This section sets out how the university will take forward these objectives in the period up to 2022.

The university has a wide range of curriculum provision that is of direct relevance to its Gaelic Language Plan and which has expanded in recent years. This includes provision for Gaelic language learners at all levels, as well as for fluent and native speakers, provision in Gaelic medium teacher education, and provision for students who wish to understand more about Gaelic and language and culture, who aren't themselves learners of the language. The university's curriculum in Gaelic encompasses both further and higher education activity. In short the university commits to making a strong contribution to the promotion, support and growth of Gaelic education in Scotland.

Research and knowledge exchange activity are a core aspect of the university's work. In relation to research focused on Gaelic language and culture, the university makes a significant contribution to research output in this area, and will continue to do so. Major foci are Soillse, the national multi-university project into Gaelic language, and support of a new Language Sciences Institute.

# Widening access and participation

Widening access and participation activities are fundamental to the university's mission, particularly in terms of addressing geographical exclusion.

The commitments in this plan set out how we will seek to extend access to Gaelic across the partnership and particularly to increase provision for students on courses related to childcare, the arts and media, heritage and tourism. We seek to increase participation in all Gaelic courses through our targeted recruitment activities.

## Curriculum provision

Between 2013 and 2018, student numbers in the higher education Gaelic curriculum were broadly stable, with some evidence of increasing numbers as the curriculum offer has expanded. Within further education, numbers accessing Sabhal Mòr Ostaig UHI's An Cùrsa Inntrigidh and the college's short courses (cùrsaichean goirid) have increased. There was also strong provision in Gaelic language classes for community groups, especially in Lews Castle College UHI and Sabhal Mòr Ostaig UHI.

The total numbers on the university's programmes, primarily delivered through Sabhal Mòr Ostaig UHI and Lews Castle College UHI, are set out in the table below:

HE	2014-15	2015-16	2016-17	2017-18
FT	109	109	86	98
PT	153	176	182	166
<b>Total</b>	<b>262</b>	<b>285</b>	<b>268</b>	<b>264</b>
FE				
PT	172	197	206	238
<b>HE + FE Total</b>	<b>434</b>	<b>482</b>	<b>474</b>	<b>502</b>
Short courses				
Sabhal Mòr Ostaig UHI	878	853	901	904
Lews Castle College UHI	106	115	98	52
<b>Short Course Total</b>	<b>984</b>	<b>968</b>	<b>999</b>	<b>956</b>
<b>HE/FE + Short Courses Total</b>	<b>1418</b>	<b>1450</b>	<b>1473</b>	<b>1458</b>

Programme	2014-15			2015-16			2016-17			2017-18		
	Heads	FT	PT									
<b>SCQF level 7</b>												
CertHE An Cursa Adhartais	75		75	78		78	77		77	80		80
CertHE An Cursa Comais	19	18	1	16	14	2	18	15	3	16	14	2
CertHE Gaelic and Communication	13	13		7	7		8	7	1	10	9	1
<b>Total</b>	<b>107</b>	<b>31</b>	<b>76</b>	<b>101</b>	<b>21</b>	<b>80</b>	<b>103</b>	<b>22</b>	<b>81</b>	<b>106</b>	<b>23</b>	<b>83</b>
<b>SCQF level 8</b>												
DipHE Gaelic and Related Studies	32	6	26	38	3	35	45	3	42	33	4	29
PDA Gaelic Media	15	15		13	11	2	10	10		11	11	
<b>Total</b>	<b>47</b>	<b>21</b>	<b>26</b>	<b>51</b>	<b>14</b>	<b>37</b>	<b>55</b>	<b>13</b>	<b>42</b>	<b>44</b>	<b>15</b>	<b>29</b>
<b>SCQF level 7-10</b>												
BA (Hons) Culture and Heritage with Gaelic Studies	1	1		4	2	2	3	1	2	4	2	2
BA (Hons) Gaelic and Development	19	9	10	17	10	7	14	8	6	16	11	5
BA (Hons) Gaelic and Education										7	7	
BA (Hons) Gaelic and Media Studies	9	9		11	10	1	9	9		9	7	2
BA (Hons) Gaelic and Traditional Music	15	13	2	12	9	3	8	7	1	6	6	
BA (Hons) Gaelic Language and Culture	36	18	18	43	23	20	38	20	18	34	15	19
BA (Hons) Gaelic Scotland	8	2	6	16	8	8	15	4	11	16	7	9
BA (Hons) Scottish History with Gaelic Studies				1		1	1		1	1	1	
PGDE (Primary) [Gaelic Medium]	5	5		7	7		2	2		4	4	
PGDE (Secondary) [Gaelic Medium]				5	5		1		1			
MA (Hons) Gaelic and Education	7		7	9		9	13		13	7		7
<b>Total</b>	<b>100</b>	<b>57</b>	<b>43</b>	<b>125</b>	<b>74</b>	<b>51</b>	<b>104</b>	<b>51</b>	<b>53</b>	<b>104</b>	<b>60</b>	<b>44</b>

Programme	2014-15			2015-16			2016-17			2017-18		
	Heads	FT	PT	Heads	FT	PT	Heads	FT	PT	Heads	FT	PT
<b>SCQF level 11</b>												
MSc Material Culture and Gaidhealtachd History	6		6	7		7	6		6	10		10
PgCert Editing and Publishing	2		2	1		1						
<b>Total</b>	<b>8</b>		<b>8</b>	<b>8</b>		<b>8</b>	<b>6</b>		<b>6</b>	<b>10</b>		<b>10</b>
<b>Total</b>	<b>262</b>	<b>109</b>	<b>153</b>	<b>285</b>	<b>109</b>	<b>176</b>	<b>268</b>	<b>86</b>	<b>182</b>	<b>264</b>	<b>98</b>	<b>166</b>

Data extracted from the Bridge (report ENR006) 07 March 2019.

<sup>1</sup> Prior to Sep 17 the programme was called BA (Hons) Scottish Cultural Studies with Gaelic Studies.

An important feature of the curriculum is the emphasis on the acquisition of fluency, with level 7 designed as a language foundation year. There are three pathways into the curriculum at level 7 depending on differing linguistic abilities on entry. Students can take An Cùrsa Comais, Gàidhlig is Conaltradh or An Cùrsa Adhartais which is a distance learning equivalent of the first of the courses listed, though it is offered part time.

The university has now become actively involved in Gaelic medium teacher education and offers a PGDE in Gaelic medium initial teacher education, as well as a new BA (Hons) in this subject. In addition, there is a growing continuing professional development dimension to the curriculum, currently delivered in partnership with the University of Aberdeen. Streap (post graduate certificate in Gaelic medium education) is designed to enable teachers, fluent in Gaelic, to teach their specialist subject through the medium of Gaelic and is available for Gaelic medium primary teachers too.

Current curriculum developments include a face to face version of An Cùrsa Inntrigidh through Sabhal Mòr Ostaig UHI and new provision in Gaelic medium childcare.



## Area for Development: Post-school education

**Outcome: An increase in the number of adults acquiring Gaelic and enhanced language skills among fluent Gaelic speakers.**

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
1	The university will carry out a mapping exercise to establish the different routes students take from further to higher education across the network. Curriculum opportunities at further education level designed to encourage progression to higher education Gaelic courses will be developed, subject to mapping outcomes and market research.		✓				Comataidh Ghàidhlig Humanities, and Gaelic tertiary curriculum working group
2	The university will offer further Gaelic short courses and other language provision at different levels through more academic partners.			✓			Comataidh Ghàidhlig
3	The subject network committee will work with Sabhal Mòr Ostaig UHI and Lews Castle College UHI to identify the extension of the existing higher education curriculum, and also to review curriculum opportunities for fluent speakers.			✓			Sabhal Mòr Ostaig UHI, Lews Castle College UHI and subject network leader
4	The subject network committee will facilitate a review of opportunities to offer Gaelic in other subject areas and will progress the development of a 10 credit Gaelic awareness module. This will increase the awareness of provision to a wider range of student groups.			✓			Subject network leader with Sabhal Mòr Ostaig UHI and Lews Castle College UHI
5	A summary of evaluative data related to further education and higher education student numbers and student performance will be reported to relevant committees in September each year, for review and action where necessary.	✓					Gaelic and related studies scheme leader and relevant programme leaders with the subject network leader
6	The university will design appropriate bridging courses where gaps are identified to enhance progression opportunities from school to further education and higher education Gaelic courses, and from further education to higher education Gaelic courses.		✓				Sabhal Mòr Ostaig UHI and Lews Castle College UHI
7	Within degree level programmes, the university will continue to promote the use of Gaelic in programme and module self-evaluation documents and within the university exam board process for Gaelic.		✓				Academic registrar

## Area for Development: Education: schools and teachers

**Outcome: An increase in the number of Gaelic/ Gaelic medium teachers and a year on year increase in the number of pupils engaged in Gaelic learner education in both primary and secondary schools.**

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
8	We will widen access and participation by supporting the extension of provision for schools in academic partner areas around the network through the development of short courses and certificated provision for primary and secondary pupils. Certificated provision may include National Progression Award and Foundation Apprenticeships (e.g. in childcare).	✓					University of the Highlands and Islands academic partners, particularly Sabhal Mòr Ostaig UHI and Lews Castle College UHI
9	The university will consolidate and enhance the Professional Graduate Diploma in Education (Gaelic Medium) programme, including increasing student numbers on the Gaelic medium pathway year on year, and ensuring that at all times the requirement for applicants to be fluent in Gaelic is upheld.	✓					Subject network committee Teacher education management group PGDE programme leader
10	The university will expand the student numbers on the BA (Hons) Gaelic and education programme ensuring that at all times standards of fluency in Gaelic are maintained. It will instigate an ongoing process of review and development of this provision.	✓					Subject network committee Teacher education management group BA (Hons) programme leader
11	The university will continue to play an important part in the development of a national strategy to develop the number of Gaelic teacher education and Gaelic medium teachers.	✓					Sabhal Mòr Ostaig UHI principal Lews Castle College UHI principal Gaelic and related studies scheme leader
12	We will develop and deliver career-long professional learning for teachers and fully qualified educationalists in line with market place needs.			✓			Teacher education management group Sabhal Mòr Ostaig UHI principal Lews Castle College UHI principal

## Area for Development: Home and early years

**Outcome: An increase in the acquisition and use of Gaelic by young people in the home and increased numbers of children entering Gaelic medium early years education. Increase provision for early years Gaelic training.**

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
13	The university will develop Gaelic medium provision for early years (learning) and childcare based on needs and market research, including SVQ provision and other accredited early years/childcare qualifications.		✓				Subject network leader and Gaelic and related studies scheme leader
14	The university will work with early years education colleagues and Bòrd na Gàidhlig to explore options for expanding provision in Gaelic medium childcare education.			✓			Subject network leader and Gaelic and related studies scheme leader



## Area for Development: **Communities**

**Outcome: More opportunities and networks of Gaelic speakers of all kinds to use Gaelic and increased use of the language in community activities and services and in particular parents and children at home.**

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
15	The university will continue to provide a wide range of community Gaelic courses, including making available modules as self-standing language development opportunities.	✓					Sabhal Mòr Ostaig UHI principal Lews Castle College UHI principal Gaelic and related studies scheme leader



## Area for Development: **Workplace**

Outcome: **Expansion of the use of Gaelic in places of work and an increase in employment opportunities where Gaelic skills are required in order to enable service delivery in the language.**

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
16	The university will expand the range of short non-accredited programmes designed for particular workplace environments and for increasing skills and employability, e.g. skills and work related to Gaelic translation, provision for staff working in care environments, provision for staff working in Gaelic media and Gaelic development.			✓			Academic partner principals, especially Lews Castle College UHI and Sabhal Mòr Ostaig UHI
17	The university will expand the range of accredited programmes designed for particular workplace environments, thus enhancing career-long professional learning e.g. Gaelic translation.			✓			Academic partner principals, especially Lews Castle College UHI and Sabhal Mòr Ostaig UHI
18	The university will support partnership colleges in their improvement, use and development of Gaelic.			✓			Academic partners



## Area for Development: Arts and Media

Outcome: **Development of Gaelic arts and media as a means of promoting the language, attracting people to it and enhancing their commitment through opportunities to learn, use and develop Gaelic.**

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
19	The university will identify opportunities to secure the use of Gaelic in future emerging programmes within its creative industries provision at all levels.				✓		Relevant subject network leaders



## Area for Development: **Heritage and Tourism**

**Outcome: An increased profile for Gaelic in the heritage and tourism sectors and increased use of Gaelic in the interpretation of Scotland's history and culture.**

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
20	The university will audit its current higher education provision in tourism and heritage using the Gaelic tourism strategy as a benchmark and will identify specific course enhancements to strengthen the visibility of Gaelic within the curriculum. There is opportunity to establish linkages to agencies such as Scottish Natural Heritage and Visit Scotland in order to establish collaboration on appropriate projects.		✓				Relevant subject network leaders

## Area for Development: Research

Outcome: **Full contribution to the body of knowledge pertaining to all elements of Gaelic language and culture.**

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
21	The university will seek to increase research degree studentships at Sabhal Mòr Ostaig UHI, Lews Castle College UHI and elsewhere.	✓					Dean of research Partnership principals
22	The university will prepare effectively for a high quality submission in Gaelic in the national research assessment exercise (REF 2021).			✓			Professor of Gaelic research/ research director at Sabhal Mòr Ostaig UHI Academic partner principals
23	The university will lead Soillse 2 and ensure that agreed targets for research output are delivered, and will ensure that agreed targets for research outputs, impact and knowledge exchange are delivered.	✓					Professor of Gaelic research Partnership principals
24	The university will establish a sustainable Language Sciences Institute with a core focus on Gaelic.				✓		Professor of Gaelic research
25	The university will strengthen its Gaelic research and knowledge exchange community, securing a wide range of impactful outputs.	✓					Vice-principal (research) Professor of Gaelic research Sabhal Mòr Ostaig UHI principal

The University of the Highlands and Islands recognises the importance of increasing the visibility and audibility of Gaelic in its services to students.

## Student Experience Activities

### Area for Development: **Student support**

**Outcome: There is increased visibility of Gaelic in the university's interface with the public and stakeholders.**

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
26	Pan-university student communications and, where appropriate, local communications are produced bilingually.	✓					Dean of students
27	Student support web pages are increasingly available in Gaelic.	✓					Dean of students
28	Student support materials are increasingly available in Gaelic.	✓					Dean of students
29	Careers and employability information and advice resources are available in Gaelic.	✓					Dean of students
30	The Highlands and Islands Students' Association is supported in its use of Gaelic and in particular in its development of its Gaelic Language Plan.		✓				Dean of students
31	The red button feedback mechanism can be used through the medium of Gaelic.	✓					Dean of students
32	The university's complaints procedure can be used through the medium of Gaelic.	✓					Dean of students
33	The university will provide Gaelic awareness training for student support staff.		✓				Dean of students

The University of the Highlands and Islands recognises the importance of extending the visibility of Gaelic and increasing its status.

### Area for Development: Corporate Identity

Outcome: **The university's visual presence will convey a sense of its Gaelic identity.**

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
34	The university's logo is fully bilingual.	✓					Head of marketing and planning
35	The university's corporate stationery, including letterheads, compliment slips and business cards, is fully bilingual.	✓					Head of marketing and planning
36	The university's academic partner logos are available in Gaelic-only, bilingual and English-only formats where appropriate. Many academic partners have adopted the bilingual format, particularly on signage and we will continue to support and encourage them to do so.	✓					Head of marketing and planning/ academic partner principals
37	The university will ensure the place and importance of Gaelic remains a key focus in planned developments around branding and positioning associated with the university's identity.	✓					Chief operating officer and secretary/ academic partner principals



## Area for Development: Signage

Outcome: **Gaelic is used increasingly in university signage across the academic partnership.**

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
38	On first installation or on renewal, the university installs fully bilingual signage at university-owned or leased premises. Some academic partners have adopted a bilingual signage policy and the university will continue to support and encourage this practice.	✓					Director of corporate resources
39	We will ensure that all temporary signage within university-owned or leased premises is fully bilingual.	✓					Director of corporate resources



The University of the Highlands and Islands 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: Oral Communications

Outcome: **There is an increased prevalence of the use of Gaelic when staff are using the telephone and in reception areas.**

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
40	All front of house staff will receive Gaelic language training and greet visitors in Gaelic. Visitors who wish to continue to communicate in Gaelic are directed to an appropriate staff member.			✓			Chief operating officer and secretary/ academic partner principals
41	Out-of-hours callers to the university's main switchboard hear a bilingual message.		✓				Chief operating officer and secretary/ academic partner principals
42	All employees across the university partnership are encouraged and supported to provide bilingual telephone greetings and personal voicemail.	✓					Chief operating officer and secretary/ academic partner principals



## Area for Development: **Written Communication**

**Outcome: There is increased visibility of Gaelic in day to day communications across the university.**

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
43	Mail and emails received in Gaelic receive a response in Gaelic.					✓	Chief operating officer and secretary/ academic partner principals
44	The university will encourage and assist across the partnership to use a bilingual email out-of-office reply and email signature.					✓	Chief operating officer and secretary/ academic partner principals
45	The university will provide a downloadable Gaelic version of the student application form and accept applications for Gaelic language and Gaelic medium courses in Gaelic. The Gaelic and English language forms will be revised and updated simultaneously.		✓				Chief operating officer and secretary/ academic partner principals
46	Other forms which may be completed in Gaelic are available bilingually on our website and staff intranet. For example, the general enquiries page and also the red button feature.					✓	Chief operating officer and secretary/ academic partner principals



## Area for Development: Internal Communications

Outcome: **There is increased visibility of Gaelic in day to day communications across the university.**

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
47	University-wide communication with staff and students will be bilingual wherever possible and appropriate.	✓					Chief operating officer and secretary/ dean of students
48	The university will work with the partnership to provide opportunities for Gaelic to become more visible in its marketing and communication activities, raising the profile of Gaelic further through a collective partnership effort.	✓					Chief operating officer and secretary/ dean of students
49	Comataidh Ghàidhlig papers are provided bilingually as standard practice.		✓				Comataidh Ghàidhlig chair



## Area for Development: **Complaints**

**Outcome: In line with the university's commitment to equality, students with Gaelic language skills have choice in submitting complaints and appeals using their preferred language.**

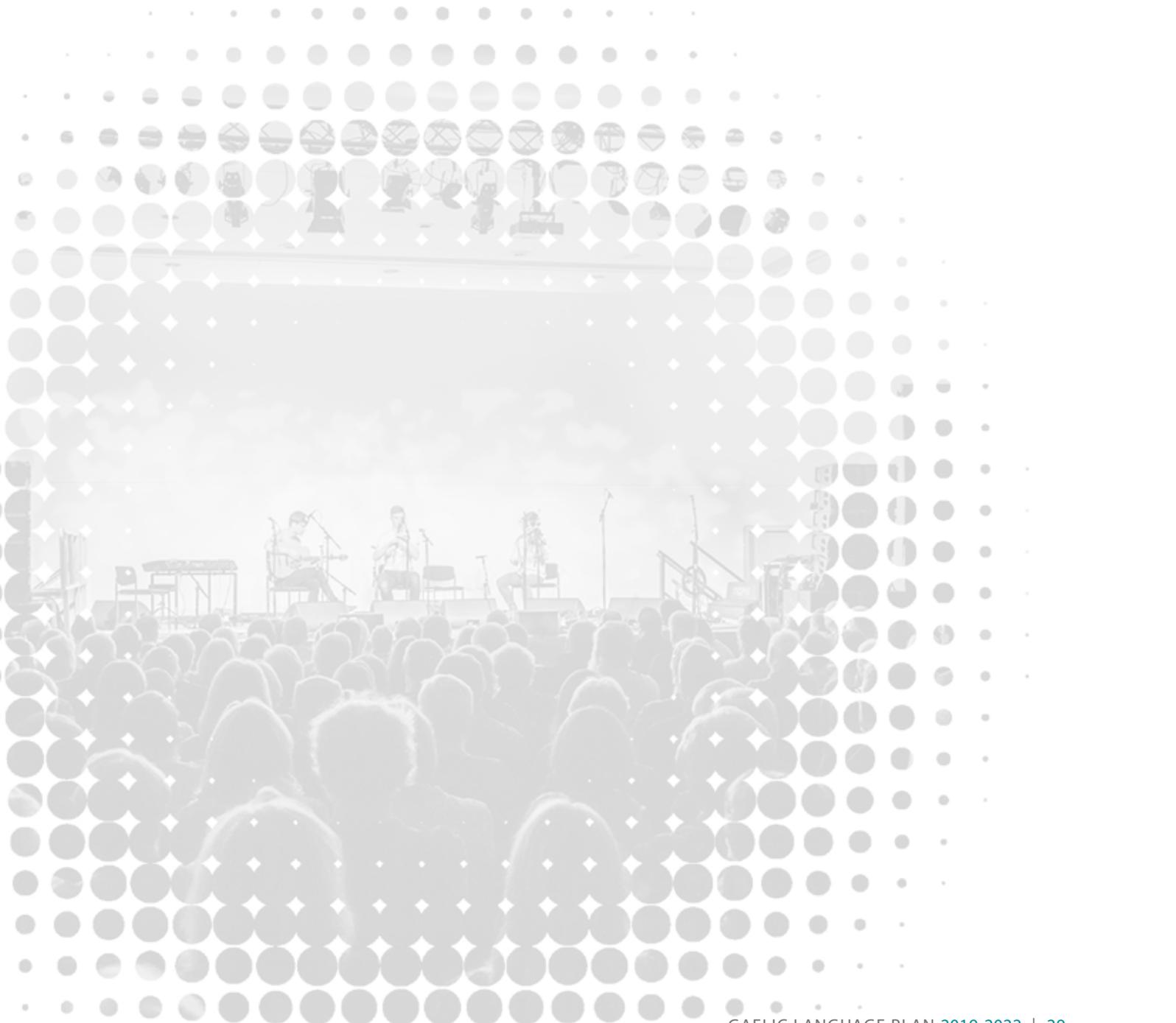
No.	Activity	Ongoing	2019	2020	2021	2022	Lead
50	Public and student complaints procedures are available in Gaelic on our website.		✓				Corporate governance officer and dean of students
51	Students studying on Gaelic language or Gaelic medium courses may choose to conduct complaints and appeals relating to their course in Gaelic.		✓				Dean of students
52	The university will ensure that all further and higher education students can choose to conduct complaints and appeals relating to their course in Gaelic.		✓				Dean of students



## Area for Development: Events

Outcome: **There is increased visibility of Gaelic in the university's interface with the public and stakeholders.**

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
53	The university will run at least one event through the medium of Gaelic each year, providing simultaneous translation as appropriate.	✓					Chief operating officer and secretary/ academic partner principals.
54	All core university display materials are bilingual and this practice will be encouraged throughout the academic partnership.	✓					Chief operating officer and secretary/ academic partner principals.



The University of the Highlands and Islands is committed to increasing the use of Gaelic in these areas where the subject matter is of most interest to the general public or relates specifically to Gaelic issues.

## Area for Development: **Public Relations and Media**

**Outcome: There is increased visibility of Gaelic in the university's interface with the public and stakeholders.**

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
55	Media releases will be produced bilingually.	✓					Chief operating officer and secretary/ academic partner principals
56	A Gaelic spokesperson is provided for Gaelic interviews where possible and our expert database indicates whether colleagues have Gaelic language skills.	✓					Chief operating officer and secretary/ academic partner principals
57	Senior employees from across the university partnership are trained and available to participate in interviews for Gaelic media.	✓					Chief operating officer and secretary/ academic partner principals
58	University publications aimed at key stakeholders and the general public are produced bilingually. Other publications of this kind across the university's partnership will be produced bilingually as appropriate.	✓					Chief operating officer and secretary/ academic partner principals



## Area for Development: Alumni Communications

Outcome: **Gaelic has visibility in communications with the university's alumni.**

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
59	The university's alumni materials are produced bilingually.			✓			Head of development
60	The university will regularly and actively promote the Gaelic version of the alumni newsletter and seek to increase the number of subscribers.			✓			Head of development

## Area for Development: Student Recruitment

Outcome: **All prospective students are aware that the university is a bilingual institution.**

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
61	Promotional materials for Gaelic medium courses are produced in Gaelic only or bilingual format with partnership colleagues.	✓					Chief operating officer and secretary/ academic partner principals
62	The university will include appropriate references to the role of Gaelic at the university in promotional materials for English medium courses.	✓					Chief operating officer and secretary/ academic partner principals
63	The university will produce bilingual display materials for student recruitment activity where appropriate.	✓					Chief operating officer and secretary/ academic partner principals
64	The university will investigate and test social media opportunities using engaging Gaelic content to increase the visibility of the language and activities taking place across the partnership. This could include student generated content, posts, blogs and videos.			✓			Chief operating officer and secretary/ academic partner principals



## Area for Development: Website

Outcome: **Provide students and staff with information on Gaelic related matters.**

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
65	The university will provide high level content on its website in Gaelic and English, with a full Gaelic medium interface for the Gaelic version.		✓				Chief operating officer and secretary
66	The university will use web analytics to identify priority pages for translation on the university website, with priority given to information on Gaelic learning, Gaelic medium provision and Gaelic-related matters.			✓			Chief operating officer and secretary
67	The university will monitor the number of Gaelic page hits and track page progression in order to provide a clear indication as to which English-only pages should be prioritised for translation into Gaelic.			✓			Chief operating officer and secretary
68	The University will optimise the Gaelic version of the university website for Gaelic search strings to ensure that such searches are directed to the Gaelic version of the webpage.			✓			Chief operating officer and secretary
69	The university will identify how it deals with translated content when changes are made to web pages and document this process. Once correct changes have been made, content will be published.		✓				Chief operating officer and secretary



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

## Area for Development: Training

**Outcome: To secure an increased number of staff across the university partnership who are accessing Gaelic language training.**

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
70	The university actively promotes and provides training and Gaelic awareness opportunities to employees, court members and board members across the partnership.	✓					Chief operating officer and secretary/ academic partner principals
71	The university will facilitate any request by Highlands and Islands Students' Association representatives to attend Gaelic awareness training.	✓					Chief operating officer and secretary/ academic partner principals
72	Noticeboards are regularly updated with information about Gaelic learning opportunities.	✓					Chief operating officer and secretary/ academic partner principals
73	Employee newsletters regularly feature information about Gaelic learning opportunities.	✓					Chief operating officer and secretary/ academic partner principals
74	Staff across the university partnership are encouraged to consider the development of their Gaelic language skills as part of their regular development reviews as appropriate.			✓			Chief operating officer and secretary/ academic partner principals
75	The university provides an interactive Gaelic toolkit which is available to all staff on the internet. Staff are directed to the <a href="http://learngaelic.scot">learngaelic.scot</a> website for further learning opportunities.	✓					Chief operating officer and secretary

## Area for Development: Staff Recruitment

**Outcome: There is high visibility of Gaelic in posts where Gaelic is deemed to be either desirable or essential.**

No.	Activity	Ongoing	2019	2020	2021	2022	Lead
76	A skills audit will be taken to gauge the Gaelic language proficiency and usage amongst staff and inform future Gaelic language skills development.		✓				Chief operating officer and secretary/ academic partner principals
77	Recruitment material specifies "Knowledge of, or interest in, Gaelic language and culture" as a desirable selection criterion.	✓					Chief operating officer and secretary/ academic partner principals
78	Where proficiency in Gaelic is an essential requirement for the role, the interview will be conducted in Gaelic.	✓					Chief operating officer and secretary/ academic partner principals
79	Recruitment documentation for roles for which a proficiency in Gaelic is identified as essential are provided in Gaelic and English.	✓					Chief operating officer and secretary/ academic partner principals
80	Roles for which a proficiency in Gaelic is identified as essential are advertised bilingually.	✓					Chief operating officer and secretary/ academic partner principals

# Implementation and monitoring

## Timetable

This Gaelic Language Plan will formally remain in force for a period of four years from the date it was approved by Bòrd na Gàidhlig. By no later than the end of this period the university will review the plan, make such amendments as necessary and submit it to Bòrd na Gàidhlig for approval. The university has set out individual target dates for each numbered commitment in the plan.

## Publicising the plan

Our Gaelic Language Plan will be published bilingually in a prominent place on our website. In addition, we will:

- Issue a press release announcing the approval and publication of the plan
- Arrange for media interviews to be offered in Gaelic and English, as appropriate
- Tell staff, students and stakeholders about the new plan and how to access it

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

## Administrative arrangements for implementing the Gaelic Language Plan

This plan is the policy of the University of the Highlands and Islands and has been endorsed by comataidh Ghàidhlig, the partnership council, academic council, the finance and general purposes committee and the university court.

## Overall Responsibility

The principal and vice-chancellor will have overall responsibility for ensuring that the University of the Highlands and Islands fulfils the commitments set out in this plan.

## Staff members

The university consists of a number of separate employers and therefore the exact arrangements for implementation will vary across the university partnership. Staff will be informed of their responsibilities through a range of internal communication protocols, including the university's team briefing system. Line managers have a specific responsibility to ensure that they liaise with their staff to support the implementation of the commitments in the plan.

## Services delivered by third parties

When the university works with external organisations, it will make them aware of the Gaelic Language Plan and will seek to ensure that they engage with the principles of the plan, as appropriate.

## Resourcing the plan

The university will ensure adequate funding is in place each year to meet its commitments under the plan. Where there is a need for additional funding as a result of implementation of the plan, the university will identify the requisite costs in the budget process for each year and ensure actions are budgeted for appropriately. External funding may be sought for individual projects.

# Monitoring the implementation of the plan

The progress of the plan will be a standing item on the agenda of the comataidh Ghàidhlig, which will have overall responsibility, along with the university court, for monitoring and advising on the plan. Information about specific commitments will be gathered by the university's Gaelic officer who will liaise on regular basis with the designated leads for the various actions in the plan. The Gaelic officer will analyse the returns and comataidh Ghàidhlig will identify key actions to inform the ongoing planning process.

In addition there will be an annual report on progress made against the commitments which will be considered by the university's senior management team, partnership council and university court. The section of the annual report focusing on curriculum and research will be reviewed by the university's academic council. Following internal consideration, the annual report will be sent to Bòrd na Gàidhlig.

## Contact details

The senior officer with operational responsibility for overseeing the preparation, delivery and monitoring of the University of the Highlands and Islands' Gaelic Language Plan is:

**Professor Clive Mulholland**

*Principal and Vice-Chancellor*

University of the Highlands and Islands  
12B Ness Walk  
Inverness  
IV3 5SQ  
01463 279215  
clive.mulholland@uhi.ac.uk

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

**DJ MacIntyre**

*Gaelic Officer*

University of the Highlands and Islands  
12B Ness Walk  
Inverness  
IV3 5SQ  
01463 279350  
dj.macIntyre@uhi.ac.uk

# [ COURSE PROGRESSION ]

1

[SCQF<sup>1</sup> 4-6]

*Access provision  
(distance learning)*

*Short Courses and  
community classes*

*Highers and  
Apprenticeships*

2

[SCQF 7]

*Cert HE  
An Cùrsa Adhartais*

*Cert HE Gaelic and  
Communication*

*Cert HE  
An Cùrsa Comais*

*Cert HE  
Gaelic Scotland*

*HNC<sup>2</sup>  
Childhood Practice*

3

[SCQF 8]

*Dioplòma in  
Gaelic Media*

*Dip HE Gaelic and  
Related Studies*

*Dip HE  
Gaelic Scotland*

4

[SCQF 9 & 10]

*BA/BA (Hons)  
Gaelic  
Language  
and Culture*

*BA/ BA (Hons)  
Gaelic and  
Development*

*BA/ BA (Hons)  
Gaelic and  
Media*

*BA/BA (Hons)  
Gaelic Scotland*

*BA/ BA (Hons)  
Gaelic and  
Traditional  
Music*

*BA (Hons)  
Gaelic and  
Education*

5

[SCQF 10]

*PGDE (Gaelic Medium - Primary and Secondary)<sup>3</sup>*

6

[SCQF 11 & 12]

*PDA Gaelic  
Translation*

*MSc Material Culture  
and Gaidhealtachd History*

*Research degrees<sup>4</sup>  
(e.g. MRes, PhD)*

1 SCQF - Scottish Credit and Qualifications Framework

2 To be offered from September 2018, subject to approval

3 PGDE - Professional Graduate Diploma in Education. Some modules are at SCQF 11

4 Research degrees offered at SCQF 12