

INSPIRING WORLD-CLASS
TEACHING PROFESSIONALISM



Comhairle Choitcheann Teagaisg na h-Alba

Ùrachadh air a' Phlana Chànain Ghàidhlig 2018 - 2023

A' dearbhadh inbhean àrda ann an ionnsachadh is teagasg na Gàidhlig

The General Teaching Council for Scotland

Gaelic Language Plan Update 2018 - 2023

Ensuring high standards of learning and teaching in Gaelic

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1 Chief Executive's Foreword

Gaelic language and culture are important parts of Scotland's DNA and, as such, they should be supported to grow. They are also a part of what makes Scotland a vibrant, interesting, and diverse country; they are part of our shared heritage.

GTC Scotland is committed to supporting the Gaelic language and those who teach it and aspire to teach it. As the professional body that registers and regulates teachers, we are also committed to ensuring a high quality of teaching and learning for children and young people in Gaelic schools. This is our duty to the parents, children, young people, and others who are working to grow the language.

Although GTC Scotland is not required by law to produce a Gaelic Language Plan, we have decided to set an example as a leading education body in Scotland.

As a small organisation, we may experience some limitations by way of what we can provide in terms of Gaelic language skills support but this plan outlines the areas in which we think we can offer practical support and useful services to existing and aspiring Gaelic speakers.

I hope you will find this Gaelic Language Plan clear, useful and an appropriate tool to support the development of the language. We will use it to play our part in this important work.



Kenneth Muir
Chief Executive and Registrar

2 The Gaelic Language (Scotland) Act 2005

- 2.1 The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament to secure the status of the Gaelic language as an official language of Scotland commanding respect equal to that of English language. One of the key features of the Gaelic Language (Scotland) Act 2005 is the provision enabling Bòrd na Gàidhlig (the Scottish Government’s principal Gaelic development body) 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.
- 2.2 GTC Scotland is not a public body and is not currently required under the Act to prepare a Gaelic Language Plan. However, GTC Scotland is strongly committed to Gaelic and has decided that the best way to do this is to create and further enhance its Gaelic Language Plan appropriate to its organisational activities and objectives and. In doing so, it aims to support the increasing number of schools that offer Gaelic throughout Scotland with 56 Nursery, 60 Primary and 34 Secondary schools throughout Scotland (source: Bòrd na Gàidhlig 2018/2019).
- 2.3 The Gaelic Language (Scotland) Act 2005 sets out several specific criteria which must be considered by bodies preparing Gaelic Language Plans. These are undernoted and are designed to ensure that Gaelic Language Plans which are prepared are comprehensive, consistent, and appropriate to the circumstances of the body preparing it. We have written our Gaelic Language Plan with these points in mind.

Criteria	Rationale
(i) the extent to which the persons in relation to whom the authority’s functions are exercisable use the Gaelic language, and the potential for developing the use of the Gaelic language in connection with the exercise of those functions	This consideration is designed to ensure that the Gaelic Language Plans prepared by public bodies take account both existing number of speakers within their area of operation, and their potential to develop the use of the language. Broadly, the expectation is that public bodies with significant numbers of Gaelic speakers within their area of operation will develop stronger Gaelic Language Plans.
(ii) statutory guidance on the preparation of Gaelic Language Plans published by Bòrd na Gàidhlig under section 8 of the 2005 Act	Bòrd na Gàidhlig has published statutory guidance under section 8 of the 2005 Act, which provides advice on how Gaelic Language Plans should be structured, and on the content which public authorities should consider including in their plans.
(iii) the National Gaelic Language Plan	The third National Gaelic Language Plan covers the period 2018 – 2023 and sets out the ways in which all bodies in Scottish society can help to make progress with the aims set out in the National Gaelic Language Plan to increase the use of Gaelic; increase the learning of Gaelic; and promote a positive image of Gaelic. The National Gaelic Language Plan cites GTC Scotland specifically as one of the bodies that makes ‘an essential contribution to the promotion, support and growth of Gaelic education in Scotland’ (page 31). It also refers to the need to explore new routes to promote, recruit, educate and retain the Gaelic education workforce and review existing routes for any gaps that need to be filled. This paper sets out GTC Scotland’s contribution to

	supporting the implementation of the National Gaelic Language Plan.
(iv) any representations made to the public body preparing its plan about how it uses Gaelic	This provision is designed to ensure that public bodies take into account the views of interested parties in the preparation of their Gaelic Language Plans. The principal means used by GTC Scotland of obtaining these views was by public consultation during 2018.
(v) the principle of equal respect	Bòrd na Gàidhlig's guidance states that giving Gaelic equal respect does not automatically mean identical treatment for Gaelic and English, or that a particular level of Gaelic provision must be made available in all circumstances. Instead, it encourages public authorities to endeavour, whatever the particular linguistic landscape they face, to be supportive and generous to Gaelic development and to prepare their Gaelic Language Plans with a view to facilitating the use of Gaelic to the greatest extent that is appropriate to their individual circumstances.

2.4 Furthermore in March 2015 the Scottish Government introduced an Education Bill to the Scottish Parliament. The purpose of the Education Bill (Scotland) Act 2016 was to create new education law and to change current education law. Part of the provisions contained in the Bill are intended to strengthen the position of Gaelic in terms of provision within local authorities and their support for and promotion of Gaelic Medium Education (GME) and Gaelic Learner Education (GLE).

3 GTC Scotland Gaelic Language Plan Update

Key Focus for Development	Support Implementation of the National Gaelic Language Plan 2018-2023
Link to drivers for improvement within NIF	School Leadership Teacher Professionalism School Improvement
Link to GTC Scotland Strategic Objectives 2020-23	Strategic Outcome 2: Inspiring and influencing the ongoing transformation in the leadership and professional learning of teaching professionals
Status and timescale	As at 31/03/2020
GTC Scotland Gaelic Project Team	Representation from Executive Team, Communications, Early Careers and Registration

Our commitment 2016-2018	Update 2016-18	Our commitment 2018-2023	Outcomes	Update 2018-2023	Lead Officer(s)	Status / Timescale	Resourcing
Commitment One: To raise awareness of Gaelic as a language and to support its use through integrated communications							
Print at least one news article or feature in Gaelic in each edition of the <i>Teaching Scotland</i> magazine	Completed	Continue to promote Gaelic language and developments in Gaelic education through: <ul style="list-style-type: none"> regular articles in <i>Teaching Scotland</i> magazine translation of key signage within GTC Scotland webpage 	<ul style="list-style-type: none"> increased awareness and understanding of Gaelic language-related issues increased awareness of opportunities for Gaelic language teachers improved access to Gaelic language information 	<ul style="list-style-type: none"> we will ensure there is a regular Gaelic language article in every edition of the <i>Teaching Scotland</i> magazine since 2018 we have translated 13 articles within <i>Teaching Scotland</i> 	Communications Manager; Communications Team	Ongoing on a regular basis	Time and financial implications of translation and production of magazine
Replicate the printing of at least one news article or feature in Gaelic every quarter on GTC Scotland website							
Display the masthead of the GTC Scotland webpage and <i>Teaching Scotland</i> online magazine, in Gaelic along with the English version	Ongoing	<ul style="list-style-type: none"> provide a Gaelic version of <i>Teaching Scotland</i> alongside the English version 	<ul style="list-style-type: none"> promote a user experience that supports Gaelic language speakers where possible 	Mastheads for GTC Scotland and In2teaching webpage are still to be completed	Communications Manager; Communications Team	Work already started	Time and financial implications of translation and production of magazine
Offer, on request, a Gaelic translation of any GTC Scotland publication	Completed	<ul style="list-style-type: none"> create the facility to obtain, on request, a Gaelic translation of any GTC Scotland publication, including website sections ensure that major GTC Scotland publications (such as the Annual 	Improved access to Gaelic language information and support materials via GTC Scotland communications platforms	Since 2018 we have translated 13 articles within <i>Teaching Scotland</i>	Communications Manager; Communications Team	Ongoing as and when required	Time and financial implications of translation and production of promotion materials
Publish an online Gaelic version of the GTC Scotland Annual Report	Completed			<ul style="list-style-type: none"> 2018-2019 Annual Report translated in Gaelic 			

		Report) are available in Gaelic		<ul style="list-style-type: none"> • 2020 GTC Scotland Strategic Plan translated in Gaelic • published on GTC Scotland webpages 			
Translate into Gaelic the home page of the main GTC Scotland website – www.gtcs.org.uk and the following key sections of the website: <ul style="list-style-type: none"> • Professional Update • Education in Scotland • Fitness to Teach 	Not completed	Translate into Gaelic the home page of the main GTC Scotland website – www.gtcs.org.uk and the following key sections of the website: <ul style="list-style-type: none"> • Professional Update • Education in Scotland • Fitness to Teach 	Promote a user experience that supports Gaelic language speakers where possible	Translation of main page and sections still to be completed	Communications Manager; Communications Team	Work not yet started	Time and financial implications of translation and production of promotion materials
Provide key organisational signage in Gaelic (such as at the main door and in reception)	Not completed	Provide key organisational signage in Gaelic (such as at the main door and in reception)	To enhance Gaelic language visually with staff and to show visitors our commitment to the promotion of the Gaelic language	In the process of seeking funding	Development Officer and Finance team	Work not yet started	Finances and accurate translation
Publish Election Notices in Gaelic throughout the entire end-to-end election process included in <i>Teaching Scotland</i> in the form of an article	Completed	Continue to publish where required Election Notices on all forms of media		Translation completed and papers ready of issues as appropriate. Article published in <i>Teaching Scotland</i>	Communications Manager; Communications Team	Ongoing as and when required	Time and financial implications of translation and production of promotion materials

Our commitment 2016-2018	Update 2016-18	Our commitment 2018-2023	Outcomes	Update 2018-2023	Lead Officer(s)	Status / Timescale	Resourcing
Commitment Two: To support the development of learning and teaching in Gaelic throughout Scotland							
Work with Bòrd na Gàidhlig and other key stakeholders to support individuals to become Gaelic language teachers by ensuring our registration processes and information are clear and helpful	Ongoing	Continued engagement with Bòrd na Gàidhlig and other key stakeholders to support individuals to become Gaelic language teachers	Clear and equitable registration process and information that support Gaelic language teaching where appropriate	<ul style="list-style-type: none"> • continued engagement with Bòrd na Gàidhlig and stakeholders • production of 'So you want to teach in Gaelic' magazine that promotes and details 	Development Officer and Communications Team	Continued development	Time, financial implications and funding sought from Bòrd na Gàidhlig for translation and production of booklet

				steps to get into Gaelic education			
		Continue to promote vacancies in Gaelic with suitably qualified registrants through direct emailing and by placing vacancies on GTC Scotland website	Maintaining and sustaining the growth of the teacher workforce in supporting GME	To promote facility and channels of communication, where required with local authorities	All Senior Managers	Ongoing as and when required	Communication methods
		GTC Scotland and Scottish Funding Council to lead Scottish Government Workstream 1 on Recruitment and Training of Gaelic Teachers as part of Scottish Government's initiative <i>Gaelic: Faster Rate of Progress</i>	Promotion of Gaelic language and increase in number of high-quality teachers of Gaelic through enhanced programmes	<ul style="list-style-type: none"> interim report to Scottish Government January 2019 further report during Summer 2019 interim report February 2020 	Chief Executive Officer and Registrar	Continued interim reports provided to Scottish Government	Time of Chief Executive Officer and Executive Office including associated costs
		As part Scottish Government Workstream 1 (above), explore and promote more varied ITE Professional Learning pathways into Gaelic Education	<ul style="list-style-type: none"> increasing numbers of Gaelic / GME probationers increased awareness of opportunities for teachers of Gaelic 	<ul style="list-style-type: none"> production completed of 'So you want to teach in Gaelic' magazine that promotes and details steps to get into Gaelic education planned distribution and promotion 	GTC Scotland Gaelic Project Team in liaison with the Education Manager, Bòrd na Gàidhlig	By December 2020	Time and other resources associated
Host an annual seminar focusing on Professional Recognition opportunities for Gaelic teachers	Not completed	<ul style="list-style-type: none"> host annual seminars focusing on Professional Recognition opportunities for Gaelic teachers include GME newly qualified teachers in annual National Probationer events 	Recognition of deep and accomplished teaching and learning in Gaelic and GME and the promotion of the Gaelic language	National Probationer Event 2019 featured a newly qualified GME teacher	Senior Strategic Manager, Education (Early Careers)	More work is still required for hosting annual seminars	Time and other resources associated with Senior Strategic Manager, Education (Early Careers)

Our commitment 2016-2018	Update 2016-18	Our commitment 2018-2023	Outcomes	Update 2018-2023	Lead Officer(s)	Status / Timescale	Resourcing
Commitment Three: To encourage growth of the Gaelic language both internally and externally							
Offer GTC Scotland staff access to beginner-level Gaelic language professional learning	Completed	For GTC Scotland staff, including reception staff, to promote improved Gaelic language fluency and competency through: <ul style="list-style-type: none"> • professional learning opportunities • Sabhal Mòr Ostaig immersion language programmes • online learning for beginner-level Gaelic language programmes 	<ul style="list-style-type: none"> • an engaged and informed staff offering a customer service experience that supports Gaelic language speakers where possible • continued increased awareness of the Gaelic language and its importance to Scotland's culture • regular use of media to raise awareness of a range of education and cultural Gaelic events: <ul style="list-style-type: none"> ○ GTC Scotland ○ In2teaching ○ <i>Teaching Scotland</i> ○ social media forms 	<ul style="list-style-type: none"> • in-house professional learning for Gaelic was started and several staff are engaged in online learning • attendance of residential programme at Sabhal Mòr Ostaig • use of social media to promote Gaelic language 	All Senior Managers and all staff	Ongoing on a regular basis	<ul style="list-style-type: none"> • Clerwood House staff • professional learning budget
Raise awareness of the Gaelic language and its importance to Scotland's culture	Completed						
Offer key organisational signage in Gaelic (such as at the main door, in reception)	Not completed	Offer key organisational signage in Gaelic (such as at the main door, in reception)	To enhance Gaelic language with staff and to show visitors our commitment to the promotion of the Gaelic language	In the process of seeking funding	Development Officer and Finance team	Work not yet started	Finances and accurate translation
		NEW insert into all job descriptions a knowledge of the Gaelic language as a desirable characteristic	<ul style="list-style-type: none"> • promotion of Gaelic language • continued increased awareness of the Gaelic language and its importance to Scotland's culture 	Completed	Director: Corporate Service and HR team	From March 2019	Human Resources

Our commitment 2016-2018	Update 2016-18	Our commitment 2018-2023	Outcomes	Update 2018-2023	Lead Officer(s)	Status / Timescale	Resourcing
Commitment Four: To promote and support teacher professional development in the Gaelic language							
Work in partnership with Professional Learning providers	Ongoing	Continued engagement and working in partnership with ITE providers and the Education Manager, Bòrd na Gàidhlig, through the creation of the Gaelic ITE Partnership , to discuss and promote learning pathways into Gaelic Education	Active engagement in a range of Professional Learning opportunities for teachers of Gaelic on the GTC Scotland website, ITE providers and other partners	Increasing active engagement with ITE and other providers in terms of Gaelic language and GME professional learning availability	Development Officer and Early Careers Team Leader	Ongoing	Time for officers to meet to forward plan
Explore professional learning pathways into Gaelic Education	Ongoing			<ul style="list-style-type: none"> production completed of 'So you want to teach in Gaelic' magazine that promotes and details steps to get into Gaelic education planned distribution and promotion 	GTC Scotland Gaelic Project Team in liaison with the Education Manager, Bòrd na Gàidhlig	Completed and promoted through Gaelic ITE Partnership and stakeholders	Time and other resources associated
Support the Scottish Government Teacher Induction Scheme in relation to Gaelic Education	Ongoing	Continued support of the Scottish Government's Teacher Induction Scheme in relation to Gaelic education, through promotion and publications	<ul style="list-style-type: none"> publicise an article on current Gaelic Medium student teachers and probationers currently on Teacher Induction Scheme for <i>Teaching Scotland</i> magazine increase coverage of Gaelic language through social media and website platforms i.e. in2teaching 	To be completed: <ul style="list-style-type: none"> article featuring GME student teachers and probationers on Teacher Induction Scheme for <i>Teaching Scotland</i> magazine translation or inclusion of a tab within in2teaching web page about the Teacher Induction Scheme 	Communications Team; Senior Strategic Manager, Education (Early Careers); Early Careers Team Leader	Currently at planning stage	Time and other resources associated including translations
Promote the effective use of GTC Scotland Professional Standards	Ongoing Completed translation of the Standard for Full Registration into Gaelic	Revision of GTCS Professional Standards Ensure that a Gaelic translation of draft Standards are available as part of any consultation phase/s	Improved access to GTC Scotland communications and support materials in Gaelic language.	<ul style="list-style-type: none"> translation still to be completed of Career Long Professional Learning Standard and Leadership and Management Standard increased engagement with the Standards in the 	Director: Education Registration and Professional Learning	Enactment due August 2021	Time of team and financial implications of translation and production of marketing materials

				context of Professional Recognition and Development <ul style="list-style-type: none"> consultation closed December 2019 with further development through 2020 			
		NEW ensure that the Gaelic language and GME are appropriated reflected in the refreshed Professional Standards	Supporting teacher professionalism within the context of the continual growth of Gaelic medium education	<ul style="list-style-type: none"> Professional Standards are currently being reviewed with further development through 2020 	Director: Education Registration and Professional Learning	Enactment due August 2021	Time of team and financial implications of translation
Promote the use of Practitioner Enquiry in the context of Gaelic Education	Not completed	Promote the use of Practitioner Enquiry in the context of Gaelic Education	To share best practice and increased pedagogical awareness in the context of Gaelic Education	<ul style="list-style-type: none"> promotion of Practitioner Enquiry in the context of Gaelic education translation of the Practitioner Enquiry and Professional Recognition materials and web pages as and when required 	Director: Education Registration and Professional Learning	As and when required	Time of team and financial implications of translation

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GTC Scotland
Comhairle Choitcheann Teagaisg na h-Alba

The General Teaching Council for Scotland is the independent professional body which maintains and enhances teaching standards and promotes and regulates the teaching profession in Scotland. We strive to be a world leader in professional education issues.

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