Draft Gaelic Language Plan 2015–20

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on …

The final version of this document will be available in Gaelic and English

Foreword

SQA has an important role to play in ensuring the revitalisation of Gaelic in Scotland. We help people to realise their potential and to achieve their ambitions by providing a wide range of high quality, internationally recognised qualifications and associated services. Our support for Gaelic is long-term, ambitious, and deliverable. Working in partnership with other educational bodies has been and remains a fundamental element of our Gaelic Language Plan.

Our qualifications and services must be dynamic and relevant to the needs of business, industry and individuals. We need to ensure everyone in Scotland has the opportunity to reach their full potential. SQA continues to work together with the Scottish Government and other stakeholder organisations in driving forward and delivering our ambitions for Gaelic.

The Gaelic Language Act of 2005 and the National Plan for Gaelic are of fundamental importance in enabling SQA and its partner organisations to plan successfully for a sustainable future for the Gaelic language. Ten years have passed since the Gaelic Language Act, and in the five years since the publication of our previous Gaelic Language Plan there has been an increase in the number of children enrolling in Gaelic-medium primary education and more Gaelic Units opening, which is encouraging. It is important that this continues into secondary school, in particular into the Senior Phase, to enable progression and recognition.

SQA recognises the importance of supporting the aspirations and objectives included in the National Plan for Gaelic and the Gaelic Language (Scotland) Act 2005. Of particular importance, given SQA's educational remit, is the development of forthcoming *Guidance on Gaelic-Medium Education* following the Education (Scotland) Bill.

The 2005 Gaelic Language (Scotland) Act requires public bodies to bring the preparation of their Gaelic Language Plans to the attention of all interested parties. SQA will consult on this edition of its Gaelic Language Plan, and will also continue to work closely with all those who have a stake in its Gaelic and Gaelic-medium provision.

Dr Janet Brown
Chief Executive
SQA

Contents

Summary

SQA recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. By implementing our commitments to the objectives set out in the National Plan for Gaelic 2007–12 we put in place necessary structures and initiatives to ensure that Gaelic has a sustainable future in Scotland. This commitment to the growth of Gaelic continues in this revised plan, based on the Outcomes and Development areas set out in the National Gaelic Language Plan 2012–17: Growth & Improvement.

Despite ongoing efforts from various organisations to sustain and revitalise the language, SQA recognises that the position of Gaelic is still extremely fragile, and that 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

This document represents second iteration of SQA's Gaelic Language Plan, and was prepared within the framework of the Gaelic Language (Scotland) Act 2005. This Plan meets the Act's requirement for a revised Plan to be submitted five years after the first. SQA has carried out an extensive review of targets and outcomes — and the progress we have made — of the 2010–15 plan, which detailed how Gaelic is used in the organisation, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic as part of the National Education Strategy for the language.

SQA's 2015–20 Gaelic Language Plan has been prepared in accordance with:

♦ Statutory criteria set out in the 2005 Act, having regard to the Bòrd na Gàidhlig's second National Gaelic Language Plan 2012–17 *Growth & Improvement* and its *Guidance on the Development of Gaelic Language Plans.*

♦ Bòrd na Gàidhlig's evaluation of SQA's first Gaelic Language Plan, which provided feedback on our successes and identified any areas for improvement, which will be reflected in this new plan.

♦ High Level Commitments issued by Bòrd na Gàidhlig to SQA which identify commitments the organisation is expected to deliver in each of the development areas identified in the National Plan.

SQA gratefully acknowledges the assistance and support provided by Bòrd na Gàidhlig in the production of this Plan.

Structure of SQA's Gaelic Language Plan

The components of our Gaelic Language Plan are:

Chapter 1: Introduction

♦ Description of SQA's function
♦ Gaelic in SQA's area of operation
♦ Approval of SQA's Gaelic Language Plan

Chapter 2: SQA Corporate Commitments, Values and Targets

This chapter sets out how SQA 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 level of Gaelic language provision to which we are committed to providing in the lifetime of the Plan.

Chapter 3: Gaelic Education Policy and implementation of the National Gaelic Language Plan in SQA

This chapter sets out how SQA will help implement the National Gaelic Language Plan, showing how we intend promoting the use of Gaelic in education. This chapter also states that we will take account of Gaelic and our Gaelic Language Plan when drafting new policies and considering new strategies.

Chapter 4: 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.

1   Introduction

Function of SQA

SQA is the national body in Scotland for the development, accreditation, assessment and certification of qualifications (other than degrees and some professional qualifications). We are a non-departmental public body, sponsored by the Scottish Government's Learning Directorate.

SQA's functions are set out in the Education (Scotland) Act 1996 as amended by the Scottish Qualifications Act 2002. The organisation has two main roles: accreditation, and awarding qualifications.

As an awarding body, SQA:

♦ devises and develops qualifications
♦ validates qualifications (makes sure they are well written and meet the needs of learners and tutors)
♦ reviews qualifications to ensure they are up to date
♦ arranges for, assists in, and carries out, the assessment of people taking SQA qualifications
♦ quality-assures education and training establishments which offer SQA qualifications
♦ issues certificates to candidates

SQA Accreditation:

♦ accredits qualifications other than degrees
♦ approves, and quality assures awarding bodies that plan to enter people for these qualifications

How SQA operates

SQA develops, assesses and awards qualifications taken in workplaces, colleges and schools. We provide qualifications across Scotland, the UK and internationally.

Separately, as SQA Accreditation, we authorise all vocational qualifications (other than degrees) delivered in Scotland.

A Chair and Board are appointed by the Scottish Government to oversee and direct SQA. There is also an Advisory Council appointed by the Scottish Government to provide independent advice to Ministers and SQA.

A permanent staff, headed by the Chief Executive, manages and carries out the development and delivery of new and existing qualifications. Additional members of staff are appointed as required on a short-term contract or secondment basis to undertake duties relating to particular projects.

Our Management Team is responsible to the Chair and the Board for our day-to-day operations.

Our Management Statement and Financial Memorandum, drawn up by the Scottish Government Education Department in consultation with SQA, sets out the broad framework within which we operate. This includes:

♦ the rules and guidelines relevant to the exercise of our functions, duties and powers
♦ the conditions under which any public funds are paid to us
♦ how we are to be held to account for its performance

Gaelic in SQA's area of operation

SQA and its predecessor bodies have maintained a strong commitment to the Gaelic Language for many years. There are National Qualifications in Gaelic (Learners) and Gàidhlig from National 2 to Advanced Higher levels. SQA has also developed qualifications in the further and higher education sectors in Scotland to ensure that the needs of the Gaelic learning and working community are addressed across all levels of fluency in the language.

SQA currently makes a number of National 5 and Higher examinations available through the medium of Gaelic — Geography (Cruinn-eòlas); History (Eachdraidh); Mathematics (Matamataig), Lifeskills Mathematics (Matamataig Fad-bheatha); and Modern Studies (Nuadh-eòlas). New models of entry, certification, translation and marking for these Courses have been developed to ensure that Course titles and all Units attained through the medium of Gaelic are reported in Gaelic on candidates' Scottish Qualifications Certificate (SQC). Recognition statements are now reported on the Detailed Record of Attainment to indicate that the Course was assessed and attained through the medium of Gaelic.

SQA is committed to the Gaelic Medium Education (GME) sector, and in line with our Gaelic Language Plan, we aim to maintain and build on current provision by providing support materials and expanding our range of Gaelic Medium subjects available in secondary schools and colleges.

SQA has also been able to provide a strong level of support for the language with its widely-used publication Gaelic Orthographic Conventions (4.08 MB), and a continuing and high-level commitment to the language.

SQA received positive feedback following the audit of its 2010–15 Gaelic Language Plan. The following High Level Aims were identified by Bord na Gàidhlig, and the commitments detailed in this revised plan reflect these aims:

1   *All Gaelic services and resources will demonstrate equal respect for Gaelic and English. There will be a continuous active offer for all Gaelic services and facilities.*

2   *Inclusion of all commitments carried forward from previous iterations of SQAs Gaelic Language Plan.*

3   *In partnership with local authorities and other Gaelic education stakeholders, further develop Gaelic medium secondary qualifications.*

4   *Contribute to the delivery of the Gaelic Secondary Education Strategy.*

5   *Create and implement a continuous training plan that includes learning and improving Gaelic language skills and Gaelic awareness for staff and Board members of the authority.*

This plan shows how SQA's commitments relate to these High Level Aims.

Census data

Luchd-labhairt Gàidhlig 2011 Gaelic speakers

≤1.125% (cuibheas nàiseanta : national average)
<15%
<50%
50%+ le labhairt Ghàidhlig : with Gaelic speaking ability

a rèir Aonadan Rianachd Ionadail, Ìre 1
by Local Administrative Units, Level 1

Cuilbh a rèir 97 gu 14,066 luchd-labhairt Gàidhlig
Columns according to number of Gaelic speakers 97 to 14,066
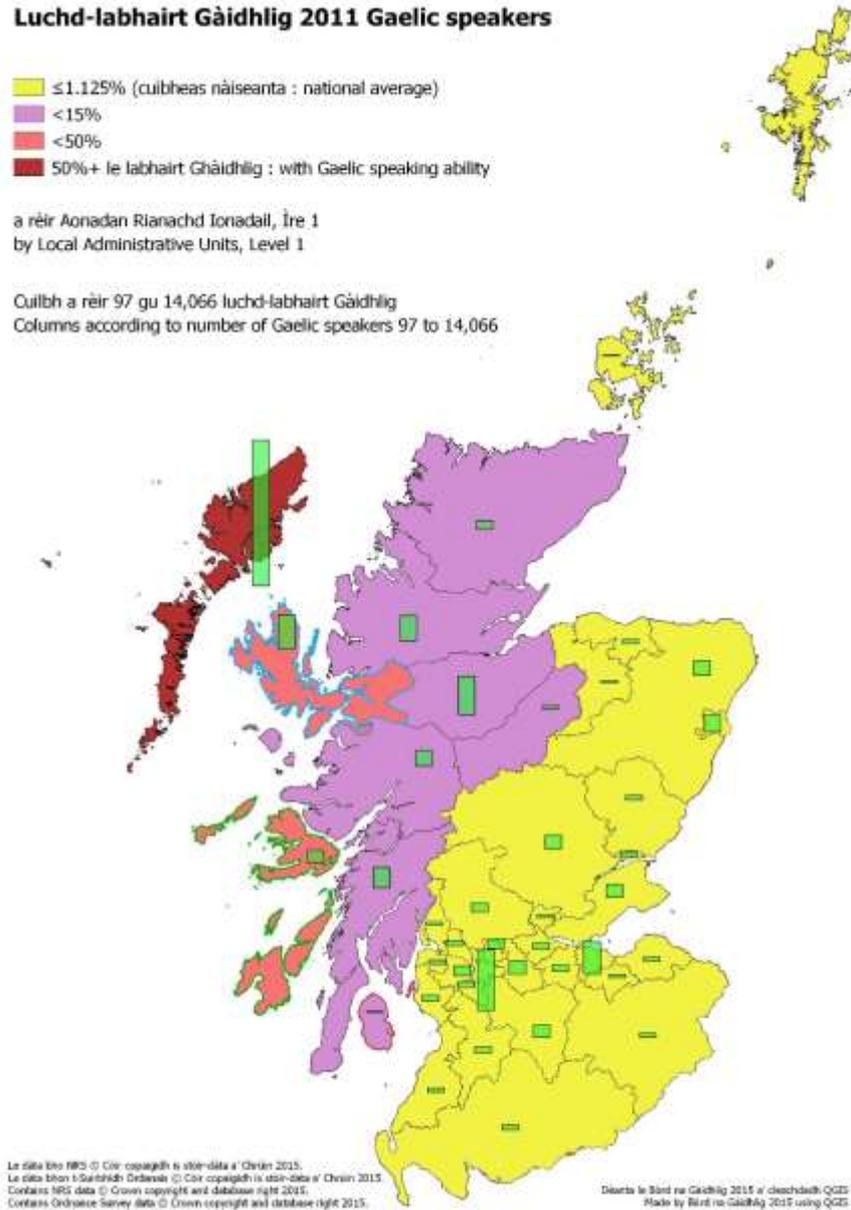
Le dàta bho NRS © Còir copaigidh is stòr-dàta a' Chrùin 2015.
Le dàta bhon t-Suirbhidh Òrdanais © Còir copaigidh is stòr-dàta a' Chrùin 2015.
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Dèanta le Bòrd na Gàidhlig 2015 a' cleachdadh QGIS 2.
Made by Bòrd na Gàidhlig 2015 using QGIS 2.

Gaelic-medium education data

Foghlam tron Ghàidhlig 2014-15 Gaelic Medium Education

🔵	Bun-sgoil le sruth FtG	Primary school with GME stream
🔴	Bun-sgoil Ghàidhlig	GME primary school
🟣	Bun-sgoil le sruth FtB	GME primary with English ME stream
•	Le sgoil-àraich FtG na cois	With associated GME nursery
☆	An cois àrd-sgoile le FtG	Associated with high school with GME
🟩	Ùghdarras ionadail le FtG	Local authority with GME provision

Le dàta bho NRS © Còir copaigidh is stòir-dàta a' Chrùin 2015.
Le dàta bhon t-Suirbhidh Òrdnais © Còir copaigidh is stòir-dàta a' Chrùin 2015.
Contains NRS data © Crown copyright and database right 2015.
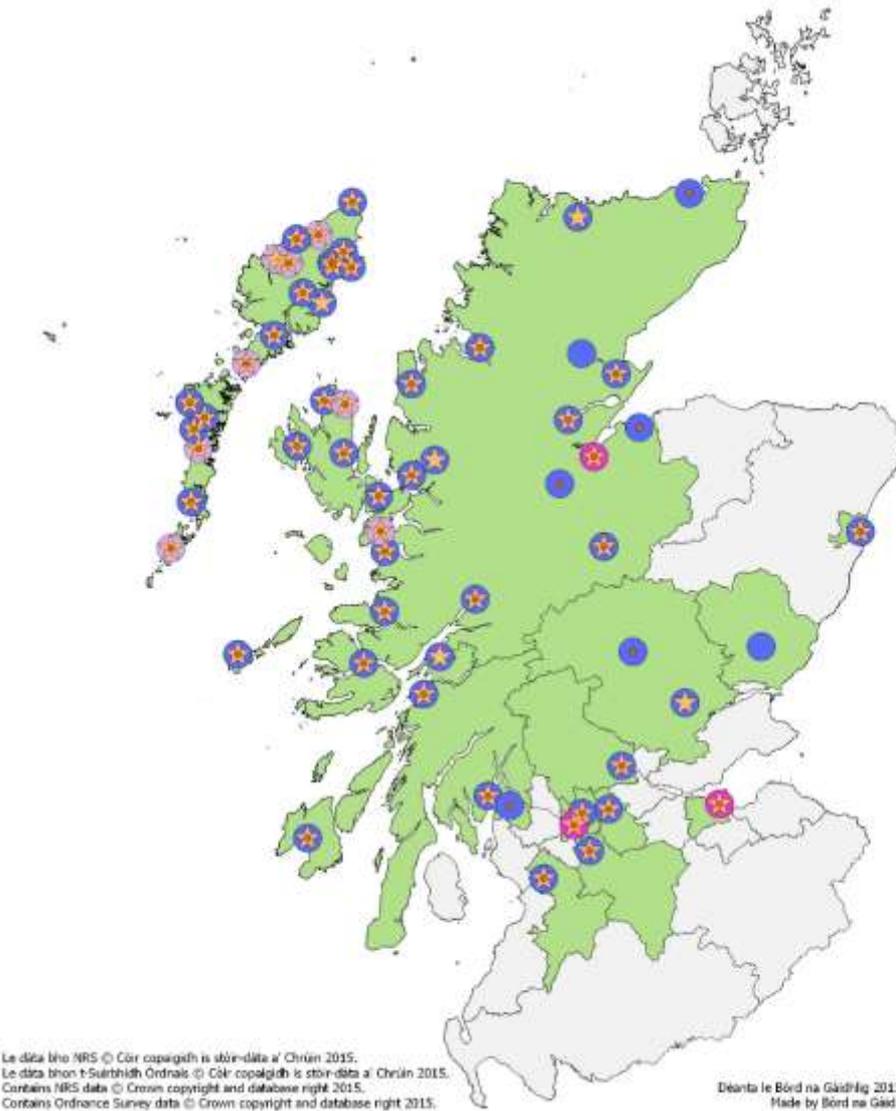Contains Ordnance Survey data © Crown copyright and database right 2015.

Dèanta le Bòrd na Gàidhlig 2015 a' cleachdadh QGIS 2.
Made by Bòrd na Gàidhlig 2015 using QGIS 2.

Approval of SQA's Gaelic Language Plan

Engagement with all organisations and individuals who have a stake in SQA's Gaelic and Gaelic-medium provision is essential to the success of SQA's Gaelic Education Strategy. SQA is committed to maintaining contact and dialogue with these groups to provide a secure and realistic foundation for the commitments detailed in this plan, and will submit its Gaelic Language Plan to Bòrd na Gàidhlig in June 2015.

2 SQA's corporate commitments, values and targets

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

Identity: corporate identity

              signage

Communications: reception

              telephone

              mail and e-mail

              forms

              public meetings

              complaints procedures

Publications: public relations and media

              printed material

              websites

              exhibitions

Staffing: training

              language learning

              recruitment

              advertising

This section of the Plan will detail SQA's corporate commitments, values and targets in relation to the Bòrd's 'Guidance on Development of Gaelic Language Plans'.

2.1 Identity

Rationale

The presence of Gaelic in the corporate identity and signs of a public authority 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. A number of commitments relating to Identity were indicated in the first iteration of SQAs Gaelic Language Plan, and are now reflected in our current practice. SQA continue to recognise the importance of extending the visibility of Gaelic and increasing its status.

Area of Service Delivery	Function	Current Practice	Development Activity	Business Area Responsible	Timescale	High Level Aim
Identity	Letterheads and compliments slips	Bilingual letterheads & compliment slips used in all sites.	Maintain current practice	Facilities	ongoing	1, 2
	Business cards	Bilingual business cards are in use.	Raise awareness for new staff, highlighting that this is an option when requesting business cards	Facilities	ongoing	1, 2
	Corporate presentations	Generic slides developed for use across all business areas. These are in English — we do not have a bank of Gaelic slides for use.	Create presentation slides containing bi-lingual logo & general information on our commitments to Gaelic Language Plan	Marketing	Year 1	1
Signage	Signage	Bilingual signage in SQA receptions at all sites, buildings and car parks highlighting our Gaelic Policy and the availability of staff to deal with enquiries in Gaelic.	Maintain current practice. Carry out review to ensure all signage still fit for purpose and reflect staff capacity.	Facilities	ongoing Year 1-3	1, 2

11

2.2 Communications

Rationale

The use of Gaelic at the initial point of contact that members of the public have with a public authority increases the visible 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 in subsequent dealings with the public authority.

The use of Gaelic in interactions with the authority by mail, e-mail and by telephone is important in creating practical opportunities for the use of the language, and in contributing to the sense that its use is possible and welcome. The presence of Gaelic in a wide range of bilingual forms and Gaelic-only forms can also greatly enhance the visibility and prestige of the language. The preparation of Gaelic versions of forms, applications and similar 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.

SQA 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 of Service Delivery	Function	Current Practice	Development Activity	Business Area Responsible	Timescale	High Level Aim
Communication	Forms	Our most commonly used forms are available in bilingual format.	Carry out review of most commonly used forms and update/translate accordingly. Ensure 'Contact Us' section and 'General Feedback form' 'Candidate enquiry form' and 'Ideas capture form' are clearly shown on Gaelic web pages.	Publications Web Team	Year 1-2 Ongoing	2
	Reception	We provide bilingual information in reception highlighting the availability of bilingual services/staff.	Carry out new audit of staff Gaelic Language Skills and update information accordingly.	OD/Facilities	Year 1-2	2
	Call Centre	We use Interactive Voice Recognition options in our telephone system providing advice on availability of bilingual staff and resources to deal with enquiries.	Maintain Current practice.	BDCS	Ongoing	2
	Events	We can provide bilingual copies of event scripts where requested in advance.	Maintain current practice. Include reference to this on Events web pages	Events	Year 1	2

	Complaints	It is clearly stated in our Complaints Policy that complaints can be submitted in Gaelic.	Maintain current practice by ensuring complaints submitted in Gaelic are replied to in Gaelic.	BDCS	Ongoing	2
	Mail & e-mail	We will provide bilingual signature to all customer e-mails providing SQA's contact details.	Maintain current practice. Raise awareness and highlight to staff that this is an option for all e-mail signatures. Investigate use of bi-lingual logo.	BDCS		1, 2
		All bulk e-mails include a link to SQA website with bilingual information on how to get information in Gaelic/communicate with SQA in Gaelic.	Maintain current practice.	Web Team	Ongoing	2

14

2.3 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, and it can help develop new and enhance existing terminology. The use of Gaelic in the media helps demonstrate a public authority'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.

SQA 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 of Service Delivery	Function	Current Practice	Development Activity	Business Area Responsible	Timescale	High Level Aim
Publications	Advertising & Exhibitions	Review of existing promotional material for Gaelic sector underway. Bilingual and Gaelic corporate pop-up stands are used as appropriate.	Create new promotional material to showcase SQA's qualifications for Gaelic Create case study of candidates who have undertaken subjects in the medium of Gaelic	Publications	Year 1 Year 2-3	1,2
	Public Relations & Media	For specific Gaelic stories we issue press releases in Gaelic and arrange for Gaelic speaker to be available for interviews.	Create a Communications Strategy that incorporates Gaelic Communications and Social Media as mainstream part of activity	Communications	Year 1-2	1,2
	Printed Materials	We produced bilingual editions of: *Scottish Qualifications* booklet, *Customer Charter* leaflet, *Your Exams* booklet, *Gaelic Orthographic Conventions* booklet, the *Annual Review* and our top five general promotional leaflets.	For review as part of Communications strategy	Publications	ongoing	1,2
	Websites	Information on SQA provision for Gaelic held on subject webpages	Review, update and re-launch Gaelic webpages for Gaelic (Learners), Gàidhlig and Gaelic-medium provision	Web Team	Year 1	1
		Use of Gaelic and English web addresses to direct visitors to the site homepage	Update Gàidhlig text in light of revised web content	Web Team	ongoing	1
		Use of Gaelic and English explanatory text on main feedback forms on website.				1

2.4 Staffing

Rationale

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 appointment of a Qualifications Coordinator for Gaelic has been an important factor in the production of previous and subsequent Plans.

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 a public authority. Whatever the level of Gaelic skills required, it is important that authorities ensure that Gaelic is a genuine occupational requirement. Authorities 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.

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

Area of Service Delivery	Function	Current Practice	Development Activity	Business Area Responsible	Timescale	High Level Aim
Staffing	Awareness Training	We developed a guidance note for staff providing background information on Gaelic issues that are relevant to SQA and included in new staff inductions	A new Guidance note will be created for publication in staff newsletter and will also be included in staff inductions. Arrange for more Gaelic Awareness Sessions to be delivered to staff as part of SQA 'Staff Information Programme'	OD	Year 1-2	5
	Staff Audit	General staff skills audits have been carried out	Carry out a new staff audit to establish and maintain a skills database to identify staff with existing Gaelic Language skills, and to identify staff who are interested in learning Gaelic.	OD	Year 1-2	5
	Language Learning	We have previously provided language training to staff involved in the implementation of SQA's Gaelic Language Plan and in Gaelic development activities	Create and implement a continuous training plan that includes learning and improving Gaelic language skills for SQA staff and Board Members	OD/ Qualifications co-ordinator	Year 1-2	1,2,5
			Create internal staff resource library and signpost links to learning opportunities	OD/ Qualifications co-ordinator	Year 1-2	5

			Develop booklet containing basic phrases for distribution to staff	Qualifications co-ordinator	Year 1-2	
	Recruitment	We include reference to SQA's Gaelic Language Plan in our recruitment documentation.	Maintain current practice. Provide update on revision to existing plan for issue to all new staff at induction stage	HR	Ongoing	2,5
	Recruitment Advertising	We will include reference to SQA's Gaelic Language Plan in our recruitment advertising documentation.	Maintain current practice	HR	Ongoing	2,5

3   Gaelic education policy and implementation of the National Gaelic Language Plan in SQA

Introduction

SQA is committed to ensuring that the Development Areas contained in the National Plan for Gaelic are implemented. This section sets out how the organisation will achieve that aim. SQA recognises that the various development areas identified in the National Gaelic Language Plan will be implemented primarily through its Gaelic Language Plan but that opportunities will arise to promote and develop the language through existing policy measures.

SQA will examine current policy commitments to identify areas where Gaelic can be actively incorporated and the priorities of the National Gaelic Language Plan attained. SQA sees this development as corresponding to the normalisation principle which aims to include Gaelic as an everyday part of life in Scotland. The organisation will be required to take account of these priorities when drafting new policies and considering new strategies.

In addition to detailing the national priorities for Gaelic education, the National Gaelic Language Plan identifies four interlinking aspects of language development which need to be addressed: **Acquisition**, **Status**, **Usage** and **Corpus**. Within these, it sets out a number of Development Areas areas (see Appendix 2). SQA's educational remit has a bearing on all four key aspects.

The aim of this chapter is therefore to illustrate how, specifically, SQA's *educational* aims for Gaelic will be an essential factor in addressing these aspects of language development and ensuring the sustainability its own Gaelic Language Plan and the following Development Areas identified in the National Gaelic Plan: Education: Schools & Teachers, Post School Education and Workplace. This chapter will identify how our Development Activities link to these areas.

To ensure the needs of the Gaelic sector are represented in all areas of SQA's activity it will be necessary for SQA's Qualifications Co-ordinator for Gaelic to remain an active member on Bòrd na Gàidhlig's National Steering Group and Working Groups, in addition to representing SQA in other networks which hold with common aims.

The Development Areas for Gaelic, as laid out in the National Gaelic Language Plan) which have greatest impact on SQA's function are:

♦ A year-on-year increase in the number of pupils engaged on Gaelic-learner education (GLE) in both primary and secondary schools
♦ An expansion in the availability of Gaelic-medium subjects in secondary schools

Gaelic-medium education (GME)

'Gaelic language learning at all levels is vital for the future of Gaelic in Scotland. Both GME and GLE have the potential to create new Gaelic Speakers. For those who have learned Gaelic from an early age Gaelic-medium education reinforces and expands their language skills and it is important that it continues for as long as possible'

National Gaelic Language Plan 2012–2017, Bòrd na Gàidhlig (2012, p22)

SQA endeavours to support GME candidates indirectly at Primary level by a variety of means. SQA currently makes a number of National 5 and Higher examinations available through the medium of Gaelic — Geography (Cruinn-eòlas); History (Eachdraidh); Mathematics (Matamataig), Lifeskills Mathematics (Matamataig Fad-bheatha); and Modern Studies (Nuadh-eòlas). New models of entry, certification, translation and marking for these Courses have been developed to ensure that Course titles and all Units attained through the medium of Gaelic are reported in Gaelic on candidates' Scottish Qualifications Certificate (SQC). Recognition statements reported on the Detailed Record of Attainment indicate that the Course was assessed and attained through the medium of Gaelic.

SQA is committed to extending the range of Gaelic-medium examinations within a clearly specified and practicable range of subjects. In consultation with Bòrd na Gàidhlig and other partners, strategic subject development beyond the current five core subject areas will be determined and delivered within the framework of any forthcoming Guidance on GME as a result of the current Education Bill going through Scottish Parliament.

SQA also provides a suite of qualifications for Gàidhlig as a subject in its own right, for fluent speakers of the language. It is very important to maintain and build on current provision for learners and fluent speakers of Gaelic, as well as expanding Gaelic-medium provision. In addition to the National Qualifications available in the medium of Gaelic, the Scottish Studies Award, at SCQF levels 2–6, provides opportunities for learners to develop their skills, knowledge and understanding of Scotland — in terms of its people, languages (for example Scots and Gaelic), society, culture, natural environment and heritage.

Current Practice	Development Activity	SQA Directorate responsible	Timescale	High Level Aim
SQA is committed to expanding the current range of National Courses available in the medium of Gaelic within a clearly specified, practicable range of subjects.	Continue dialogue and participate in BOFAS (Secondary Education) working group, ensuring any subject expansion is in line with BnG recommendations and national strategy. SQA will commit to what is agreed at a National level.	Qualifications Development	1–3 years	2,3,4
Candidates can be registered and certificated directly for Gaelic-Medium qualifications. At present, due to restrictions with system functionality we are unable to produce certain characters, such as grave accents.	Investigate system functionality to input Gaelic characters, allowing accents appear on candidate Certificates and on SQA internal APS system.	Operations	1–5 years	2, 3
	Review operational practice to support and increase numbers of translators, markers and other examining team members to ensure standardisation and quality assurance.	Qualifications Development Operations	1–5 years	
Gaelic-medium subjects have appropriate assessment support materials and resources available in Gaelic	Continue to work in partnership with Stòrlann (National Gaelic Resource Agency to provide translation of Assessment support materials.	Qualifications Co-ordinator	Ongoing	4

SQA actively promote fluent speakers (Gàidhlig) qualifications to candidates who have an existing level of fluency in the language.	Distribute revised guidance for allocation to Gaelic (Learners) or Gàidhlig qualifications to ensure candidates are entered for the appropriate subject and level.	Qualifications Development	Ongoing	4
Continue to investigate practice with examining authorities in Wales, Ireland and the rest of Europe. Remit of Qualifications Co-ordinator includes involvement in various language networks.	Maintain current practice. Qualifications co-ordinator to keep up to date with developments in minority languages in education.	Qualifications Development	Ongoing	2

Expansion of Gaelic Learner Education (GLE) in schools

'A year on year increase in the number of pupils engaged in Gaelic-learner education (GLE) in both primary and secondary schools'

National Gaelic Language Plan 2012–2017, Bòrd na Gàidhlig (2012, p8)

In recent years the number of pupils learning Gaelic as a subject in secondary schools has risen. A number of measures listed below are required in order to meet this outcome.

Please see Appendix 1 for more information on candidate numbers and statistics.

Current Practice	Development Activity	SQA Directorate	Time-scale	High Level Aim
As part of Curriculum for Excellence, continue Gaelic course provision (including stand-alone units within the language stream) for both learners and fluent speakers. Liaise closely with Gaelic teaching profession in achieving this aim.	Maintain current practice	Qualifications Development	1–5 years	2,3,4
Mainstreaming of Gaelic subjects within other language development projects. Gaelic (Learners) part of modern languages portfolio.	Maintain current practice.	Qualifications Development	1–5 years	1,2,3,4,
Ongoing engagement with the teaching profession to encourage members to apply for appointee roles.	Develop succession planning strategy for Gaelic examination teams to take account of projected increase in candidate numbers and future retirement of appointees.	Qualifications Development, Operations, Appointee Management	1–5 years	2,4
SQA has links with national support networks for Gaelic teachers, such as CLAS. Qualifications Co-ordinator has ongoing engagement with group.	Maintain current practice, in particular focus on engagement with teaching profession via the An t-alltan conference and updates to CLAS.	Qualifications Development	Ongoing	2,3

Expansion of Gaelic education for adults in Post-school Education

'FE and HE sector offer unique expertise to enrich Gaelic in Scotland and provide continuity and diversity in Gaelic Language Learning.'
National Gaelic Language Plan 2012–2017, Bòrd na Gàidhlig (2012, p26)

The increasing number of children in Gaelic Medium Education (GME) has led to higher demand from adults with a desire to learn Gaelic, for example parents of children enrolled in in GME. To meet the needs of this sector, SQA is committed to reviewing existing provision and addressing any gaps in the existing adult learners sector.

Current Practice	Development Activity	SQA Directorate	Time-scale	High Level Aim
SQA reviewed Unit and group award provision across all SCQF (Scottish Credit and Qualifications Framework) levels to identify gaps in provision. After appropriate consultation, a targeted range of qualifications were developed to support adult language learning.	Analyse current and historical provision of Gaelic language Units & look for ways to promote further. Create promotional material and add information on Units to website. Look to re-establish college network links. In line with Bòrd na Gàidhlig Adult Learning Strategy, SQA will commit to what is agreed at a National level.	Qualifications Directorate	1–3 years	
Following engagement with Bòrd na Gàidhlig Working Group for Adult Learners, the need was highlighted for qualification for Gaelic Translators.	Develop a Professional Development Award (PDA) in Translation Skills with specific Assessment Support Packs (ASPs) for the Gaelic sector to contextualise delivery to suit many of the key issues facing the sector. Code the units separately for each language, allowing 'Gaelic' to appear in the certificate.	Qualifications Directorate	1–3 years	

The four language development aspects of acquisition, usage, status and corpus are intrinsic to the work in each of the three preceding sections but, for clarity, we are devoting a separate section to the development and support given to the Gaelic Language Corpus by SQA, embodied by the SQA Publication *Gaelic Orthographic Conventions*.

Gaelic Orthography

In 1976, the Scottish Certificate of Education Examination Board (SCEEB), at the request of its Gaelic Panel, set up a Sub-committee of the Panel to investigate issues related to Gaelic orthography. Inconsistencies in the standard of written Gaelic had been noted by SCEEB examiners and it was felt that guidelines should be created to ensure that an authoritative set of orthographic conventions was adopted by teachers and examination candidates. It was also important that examiners, setters and markers would use the document when dealing with Gaelic examination papers and scripts. The findings of the Sub-committee were published in 1981 in Gaelic Orthographic Conventions *(GOC). This document has proved to be a valuable foundation for many areas of Gaelic development since then as Gaelic usage has expanded into different domains of public life in Scotland.*

***Extract from introduction to** Gaelic Orthographic Conventions*

The actions and commitments detailed in this chapter indicate the depth and extent of SQA's developing projects and action plans, showing how each area impacts both on the national priorities of acquisition, usage, language and corpus and on the National Education Strategy for Gaelic.

As is the case with all languages, consistency of terminology and translation is very important, especially in Gaelic where new terminology and translation technology is emerging. SQA is committed to accessing developments in this sector and reviewing its internal translation processes. By working together with national partners such as Stòrlann and Education Scotland, we will endeavour to contribute to and develop an Educational database for Gaelic terminology.

SQA welcomes the opportunity to engage in national consultation, enabling the further development of these aims into realistic and achievable ambitions for the organisation's support for the Gaelic Language.

Current Practice	Development Activity	Business Area Responsible	Timescale	High Level Aim
Publish Gaelic Orthographic Conventions in bilingual format.	Maintain current practice. Raise awareness of importance of adherence to Gaelic Orthographic Conventions.	Publications	Ongoing	2
Continue to liaise with Bòrd na Gàidhlig in relation to Gaelic terminology issues.	Maintain current practice.	Qualifications Directorate	Ongoing	2
Internal translation projects across Business Areas are assigned to contracted translation agency or agreed translation partners.	Streamline translation process to ensure consistency throughout SQA. Create guidelines for staff involved in purchasing of translation and interpreting services.	Qualifications Directorate	Year 1-2	1
Adherence to SQA terminology list.	Work together with Stòrlann and Education Scotland to create database for Education terms. SQA to use TòMaS translation memory system developed by UHI.	Qualifications Directorate	Ongoing	1, 4

4   Implementation and monitoring

Timescales

This Gaelic Language Plan will formally remain in force for a period of five years from this date or until a new plan has been put in place. Target dates and notes of immediate action are monitored on a monthly basis by the lead officers on the Corporate Planning Team and on the Education Strategy Team.

Management

1   Overall Responsibility: Dr Janet Brown, Chief Executive

The Chief Executive will be responsible for ensuring that SQA delivers on the commitments set out in this Plan.

2   Administrative Arrangements for Implementing the Gaelic Language Plan

This Plan is the policy of SQA and has been endorsed both by our senior management team and Council members.

3   Publicising the Plan

SQA's Gaelic Language Plan will be published bilingually on its website. In addition, we shall:

♦ publicise the plan via social media and in our regular communications with our centres
♦ make copies of the Plan available in our public offices and reception areas
♦ make the Plan known to employees via SQA's Intranet
♦ distribute copies of the Plan to Gaelic organisations and other interested bodies
♦ make copies available on request

4   Individual staff members

SQA staff will be informed of their involvement in Gaelic Language Plan actions and activities through the work of the corporate and education planning teams, to ensure that the timescales are adhered to. Please see 'Contact details' section of the Plan on the final page of this document for details of lead officers.

5   Monitoring implementation of the Plan

SQA's Qualifications Co-ordinator for Gaelic and Corporate Planning Manager will monitor Education and Corporate actions of our Gaelic Language Plan. Links to Bòrd na Gàidhlig's Education Officer and the national working groups are essential to the ongoing success of Gaelic language planning in SQA, given the importance of SQA's national education remit.

Implementation of the Plan will be included in our Operational and Business Plans, and progress will be monitored through normal SQA governance channels.

Regular communication, either in the form of written updates or meetings with Bòrd na Gàidhlig, will facilitate this process.

6   Services delivered by third parties

SQA will ensure that those who deliver services/goods on our behalf adhere to the principles contained in our Gaelic Language Plan, and are given access to the Plan either on their appointment to SQA or via SQA's Gaelic web pages.

Contact details

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Appendix 1: Qualifications and Statistics

Gaelic (Learners)					
Qualification	2011	2012	2013	2014	2015
Standard Grade	362	308	309	N/A	N/A
Intermediate 1	10	10	14	3	0
Intermediate 2	33	42	38	22	1
National 3	N/A	N/A	N/A	18	8
National 4	N/A	N/A	N/A	85	35
National 5	N/A	N/A	N/A	163	109
Higher	127	110	119	103	56
Higher (New)	N/A	N/A	N/A	N/A	41
Advanced Higher	18	22	21	20	30

Gàidhlig					
Qualification	2011	2012	2013	2014	2015
Standard Grade	173	198	197	N/A	N/A
Intermediate 1	16	6	6	3	0
Intermediate 2	33	42	38	22	6
National 3	N/A	N/A	N/A	3	2
National 4	N/A	N/A	N/A	27	20
National 5	N/A	N/A	N/A	175	167
Higher	116	95	117	122	48
New Higher	N/A	N/A	N/A	N/A	87
Advanced Higher	18	34	19	26	38

Gaelic-medium				
Qualification	2012	2013	2014	2015
Cruinn-eòlas (Geography)				
Standard Grade	26	31	N/A	N/A
National 4	N/A	N/A	1	3
National 5	N/A	N/A	23	16
Higher	0	0	0	0
Eachdraidh (History)				
Standard Grade	28	35	N/A	N/A
National 4	N/A	N/A	8	0
National 5	N/A	N/A	30	26
Higher	0	0	0	0
Nuadh-eòlas (Modern Studies)				
Standard Grade	4	5	N/A	N/A
National 4	N/A	N/A	5	**0**
National 5	N/A	N/A	4	4
Higher	0	0	0	0
Matamataig (Mathematics)				
Standard Grade	40	42	N/A	N/A
National 4	N/A	N/A	12	8
National 5	N/A	N/A	18	18
Higher	12	21	27	21

It is important to note that the last table is not representative of the full number of Gaelic-Medium candidates in Scotland. Rather, it shows the candidates who have elected to undertake the subject *examination* in the medium of Gaelic. Increasing numbers of children in GME at primary level are not resulting in a commensurate increase in secondary school and in Senior Phase. This year has, in fact, shown a decrease in numbers being presented for SQA qualifications in the medium of Gaelic, although it is encouraging that in 2015 an FE college presented candidates for Nàiseanta 5 Eachdraidh.

Appendix 2: Development Areas

The Priority Action areas identified in the National Plan for Gaelic are still relevant and underpin our commitments to Gaelic listed below.

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 home
♦ 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

In addition, the following Development Areas and Outcomes are identified in the National Gaelic Language Plan.

Home and Early Years

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.

Education: Schools & Teachers

An increase in the number of children enrolling in Gaelic-medium education (GME), doubling the current annual intake to 800 by 2017.

A year on year increase in the number of pupils engaged in Gaelic-learner education (GLE) in both primary and secondary schools.

An expansion in the availability of Gaelic-medium subjects in secondary schools.

Corpus

Co-ordination of the initiatives of parties active in Gaelic language corpus development to achieve enhanced strength, relevance, consistency and visibility of the Gaelic language in Scotland.

Education: Post-school Education

An increase in the number of adults acquiring Gaelic from the current total of around 2,000 to 3,000 by 2017 and enhanced language skills among fluent Gaelic speakers.

Communities

More opportunities for communities and networks of Gaelic speakers of all kinds to use Gaelic and increased use of the language in community activities and services.

Workplace

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.

Arts & Media

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.

Heritage & Tourism

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.

Appendix 3: Scottish Credit and Qualifications Framework

SQA GAELIC LANGUAGE PLAN 2015-2020
PUBLIC CONSULTATION PAPER

CHAPTER	COMMENTS
1. Introduction	
2. SQA's Corporate Commitments	
3. SQA's Gaelic Education Commitments	
4. Implementation and Monitoring	

Name:	
Are you involved in Gaelic education and/or learning or working with the language in any capacity?	