

An aerial photograph of a coastal town, likely in Scotland, featuring a harbor filled with numerous sailboats. The town is situated on a peninsula or headland, with buildings and a parking area visible. The sea is a deep blue, and the sky is a lighter blue with some clouds. The overall scene is peaceful and scenic.

UHI

Gaelic Language Plan

2023-2026

| **Our core commitments**





1. Teaching, learning, research and knowledge exchange

Enhancing the place, visibility and usage of Gaelic within UHI's core business of teaching, learning, research and knowledge exchange, including a commitment to proactively engaging with the traditional Gaelic-speaking communities.

Area for development: teaching, learning and curriculum development

Overall outcome: An increase in the number of Gaelic learners at all levels within UHI

Key targets:

- + A year-on-year increase in the number of Gaelic learners at all levels.
- + A year-on-year increase in the number of students studying for qualifications in Gaelic medium initial teacher education.
- + A year-on-year increase in the number of students studying for CPD qualifications in Gaelic medium education.

Links to the high-level aims as approved by Bòrd na Gàidhlig:

- + Assist with increasing the use of Gaelic within UHI and across our partnership in both formal and informal situations.
- + Encourage increased uptake in the UHI operating area of Gaelic courses that are available across the UHI partnership.
- + Increase the uptake, range and availability of modules and courses offered through the medium of Gaelic, aiming to increase the number of Gaelic learners at all levels in the academic partnership.
- + Inform and encourage existing students studying a wide range of non-Gaelic courses to enrol for these and existing modules/courses.
- + Increase opportunities across the UHI partnership for community-based evening face-to-face teaching at beginners level in support of Gaelic skills and growing usage in different communities.
- + Monitor levels of promotion and uptake of Gaelic modules and courses across the UHI partnership. Resolve any obstacles that may arise.
- + Continue to work with partners to promote the benefits of studying Gaelic across the UHI operating area.

1. Teaching, learning, research and knowledge exchange

	Commitment	2023	2024	2025	2026	Lead
1	We will enhance opportunities for Gaelic learners from across our operating area to progress from school to further education and thence to higher education, through using a range of teaching methods, including online and face-to-face approaches.	✓	✓	✓	✓	Sabhal Mòr Ostaig; UHI North, West and Hebrides; dean of arts, humanities and business
2	We will proactively support the use of Gaelic in informal community settings, especially in island and rural communities, through the provision of a range of community learning opportunities and initiatives. In the Western Isles, and the west Highlands, we will work to facilitate a Gaelic mentoring scheme and informal community online conversational classes. We will also ensure progression opportunities from these courses to our existing portfolio of more substantive online and in person courses.	✓	✓	✓	✓	UHI North, West and Hebrides; Sabhal Mòr Ostaig
3	We will offer short online and face-to-face Gaelic language courses to parents of children in Gaelic medium education across our region ranging from beginner to advanced learner and including Gaelic literacy skills for fluent speakers. We will also work to ensure progression opportunities from these courses to our portfolio of more substantive online and in person courses run through Sabhal Mòr Ostaig and UHI North, West and Hebrides. In particular, working in partnership with Comhairle nan Eilean Siar, we will support the local authority Gaelic first programme.	✓	✓	✓	✓	UHI North, West and Hebrides; Sabhal Mòr Ostaig; UHI Inverness
4	We will establish a programme of community-based Gaelic learning opportunities in Inverness and surrounding areas. We will also ensure progression opportunities to our existing portfolio of more substantive online and in person courses run by Sabhal Mòr Ostaig and UHI North, West and Hebrides.	✓	✓	✓	✓	UHI Inverness
5	We will work with UHI Inverness in developing a Gaelic Cultural Plan with a view to UHI Inverness being as a venue for Gaelic cultural events in the Inverness area to stimulate engagement in the language and its related cultural aspects. This will align with existing community-based Gaelic learning opportunities in the Inverness area and will lead to progression to opportunities to our existing portfolio of more substantive online and in person courses run by Sabhal Mòr Ostaig and UHI North, West and Hebrides.	✓	✓	✓	✓	UHI Inverness

1. Teaching, learning, research and knowledge exchange

	Commitment	2023	2024	2025	2026	Lead
6	Sabhal Mòr Ostaig and UHI North, West and Hebrides will continue to review and develop new digital courses in Gaelic, for example an online version of Ùlpan, and work connected with the 'Speak Gaelic' initiative.	✓	✓	✓	✓	Sabhal Mòr Ostaig UHI North, West and Hebrides
7	In the Western Isles, we will strengthen our partnership with Ceòlas.	✓	✓	✓	✓	UHI North, West and Hebrides
8	We will redesign the undergraduate degrees within the Gaelic and related studies scheme with a view to increasing student numbers at Sabhal Mòr Ostaig and UHI North, West and Hebrides.	✓				Chair, Gaelic and related studies scheme; Gaelic subject network leader
9	In order to increase the number of Gaelic medium teachers teaching in Gaelic medium education, we will update and refocus the marketing for our professional graduate diploma in education (Gaelic medium) programme, utilising social media such as Facebook and Twitter, with contact made with Bòrd na Gàidhlig and Education Scotland to share and retweet information. The programme will also be advertised through GLAN (Gaelic Local Authority Network) to reach possible applicants working in other roles in education.	✓	✓	✓	✓	Sabhal Mòr Ostaig head of teacher education; head of teacher education; Gaelic subject network leader
10	We will work in partnership with Bòrd na Gàidhlig, Highland Council, Comhairle nan Eilean Siar, and Argyll and Bute Council to develop and implement a joint initiative leading to an increase in applications to our Gaelic Medium teacher education provision. We will create a plan to strengthen the existing opportunities for Gaelic Medium ITE provision (PGDE) beyond UHI North, West and Hebrides and Sabhal Mòr Ostaig, including UHI Argyll, UHI Inverness and UHI Perth.		✓	✓	✓	Sabhal Mòr Ostaig head of teacher education; head of teacher education; Gaelic subject network leader
11	We will increase the emphasis on the role of Gaelic in national language policy in the English-medium PGDE primary programme from 2021- 22, offering additional input to Gaelic learners.	✓	✓	✓	✓	Sabhal Mòr Ostaig head of teacher education; head of teacher education; Gaelic subject network leader

1. Teaching, learning, research and knowledge exchange

	Commitment	2023	2024	2025	2026	Lead
12	We will work towards a new part-time Gaelic medium PGDE, which will widen access to candidates who wish to teach in Gaelic medium education.	✓	✓			Sabhal Mòr Ostaig head of teacher education; head of teacher education; Gaelic subject network leader
13	We will introduce a new four-year undergraduate route for primary and secondary teaching in 2023 in order to provide a direct route into Gaelic medium education for school leavers and career changers.	✓				Sabhal Mòr Ostaig head of teacher education; head of teacher education; Gaelic subject network leader
14	We will introduce a new MEd in Gaelic Education in 2023. This programme will be taught and assessed in Gaelic offering all Gaelic medium teachers a national structure to participate in career-long professional learning.	✓				Sabhal Mòr Ostaig head of teacher education; head of teacher education; Gaelic subject network leader
15	We will work with Sabhal Mòr Ostaig, UHI North, West and Hebrides in expanding the range of Gaelic accredited programmes designed for a wide range of workplace environments, with a particular emphasis on island and rural communities, including developing a range of foundation apprenticeships and modern apprenticeships within Gaelic. This will be achieved with support from Skills Development Scotland.	✓	✓	✓	✓	UHI North, West and Hebrides Sabhal Mòr Ostaig
16	We will support Sabhal Mòr Ostaig to enhance its Gaelic medium provision for health, early years and childcare professionals, including SVQ provision and other accredited early years/childcare qualifications. We will develop a programme of short courses for care workers/health workers/early years workers, with a particular focus on provision in the Western Isles.	✓				Sabhal Mòr Ostaig director of education; subject network leaders UHI North, West and Hebrides

1. Teaching, learning, research and knowledge exchange

	Commitment	2023	2024	2025	2026	Lead
17	<p>We will enhance our degree-level provision to strengthen Gaelic across the higher education curriculum by:</p> <ul style="list-style-type: none"> i. Expanding the range of programmes offering 'Gaelic for Learners' as an option where there is evidence of student demand, as assessed through the number of previous student registrations for specific programmes ii. Embedding awareness of Gaelic in a wider range of programmes, especially within our creative industries higher education provision. 		✓			Programme leaders; subject network leaders; dean of arts, humanities and business
18	<p>Within our tertiary education provision in tourism and heritage, and building on a successful pilot, we will run short courses in Gaelic and tourism and heritage which will add to our curriculum profile and strengthen the visibility of Gaelic.</p>		✓			Programme leaders subject network leaders dean of arts; humanities and business
19	<p>Within Gaelic degree-level programmes, we will ensure the use of Gaelic in programme and module self-evaluation documents and within the exam board process for Gaelic.</p>	✓	✓	✓	✓	Gaelic and related studies scheme leader academic registrar
20	<p>A summary of evaluative data related to further and higher education student numbers and student performance on Gaelic courses will be reported to relevant committees on an annual basis for review and action</p>	✓	✓	✓	✓	Gaelic and related studies scheme leader and relevant programme leaders with the subject network

1. Teaching, learning, research and knowledge exchange (continued)

Enhancing the place, visibility and usage of Gaelic within UHI's core business teaching, learning, research and knowledge exchange, including a commitment to proactively engaging with the traditional Gaelic speaking communities.

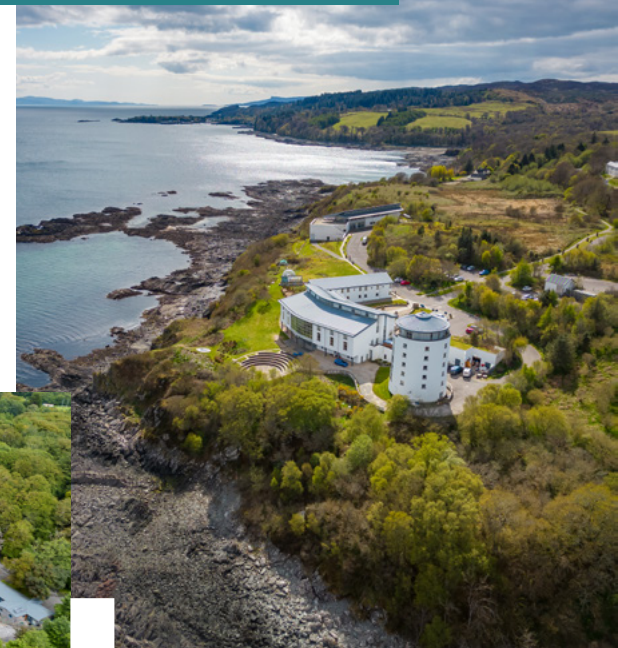
Area for development: research and knowledge exchange

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

Key target: Over the period of the plan an increase in the number of research students studying for research degrees in Gaelic

Links to the high level aims as approved by Bòrd na Gàidhlig:

- + Promote the Gaelic research outcomes emanating from Sabhal Mòr Ostaig and the Language Sciences Institute



1. Teaching, learning, research and knowledge exchange (continued)

	Commitment	2023	2024	2025	2026	Lead
21	Working with key partners and stakeholders, we will produce a wide range of impactful research and knowledge exchange outputs in many aspects of Gaelic language and culture, including sociolinguistic, socioeconomic, cultural and historical dimensions.	✓	✓	✓	✓	Sabhal Mòr Ostaig, director of research; director of language sciences institute
22	Working with key stakeholders, we will undertake a range of research which relates to Gaelic usage within traditional Gaelic speaking areas, for example exploring how the use of Gaelic can be strengthened in the transition between family, education, community and the workforce.	✓	✓	✓	✓	Sabhal Mòr Ostaig, director of research; director of language sciences institute
23	We will increase the number of Gaelic research degree students at Sabhal Mòr Ostaig, UHI North, West and Hebrides and in the language sciences institute over the duration of this plan.	✓	✓	✓	✓	Sabhal Mòr Ostaig director of research; director of language sciences institute; dean of research head of graduate school
24	We will complete initial preparations to underpin a high-quality Gaelic submission to the next national research assessment exercise, currently scheduled for 2027. These will include staff development opportunities, the roll out of a sabbatical scheme for staff to prepare world-leading research outputs and support for grant capture.	✓	✓	✓	✓	Vice-principal (research and impact) Sabhal Mòr Ostaig; director of language sciences institute
25	We will lead and support the language sciences institute and ensure that agreed targets for research output are delivered in partnership with the Scottish Funding Council.	✓	✓	✓	✓	Director of language sciences institute/director of Soillse

2. Teaching, learning, research and knowledge exchange (continued) - The student experience

Ensuring that the student experience affirms the principle of equal respect for Gaelic and English.

Area for development: student experience

Overall outcome: All UHI students and alumni have awareness of UHI as a bilingual institution

Key target: Over the period of the plan an increase in the number of students studying for work based and work relevant qualifications using Gaelic, including in foundation and modern apprenticeships

Links to the high-level aims as approved by Bòrd na Gàidhlig:

- + Equal respect: Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.
- + Corporate parenting: that UHI is aware of the duties of a corporate parent to ensure that looked-after children and young people and care leavers with Gaelic receive the same opportunities as those with other languages.
- + Assist with increasing the use of Gaelic within UHI and across the UHI partnership in both formal and informal situations.



2. Teaching, learning, research and knowledge exchange (continued) - The student experience

	Commitment	2023	2024	2025	2026	Lead
26	Building on previous commitments, we will expand the range of student support web pages and materials available in Gaelic.	✓	✓	✓	✓	Dean of student experience
27	Careers and employability information and advice resources will continue to be available in Gaelic.	✓	✓	✓	✓	Dean of student experience
28	We will proactively engage with the Highlands and Islands Students' Association (HISA) as it develops and implements its own Gaelic language plan and policies.	✓	✓	✓	✓	HISA chief executive HISA president Dean of student experience
29	We will ensure that all students are aware that the 'Red Button' feedback mechanism can be used through the medium of Gaelic.	✓	✓	✓	✓	Dean of student experience
30	We will proactively ensure that students are aware that the complaints and academic appeals procedures can be used through the medium of Gaelic.	✓	✓	✓	✓	Dean of student experience

2. Teaching, learning, research and knowledge exchange (continued) - The student experience

	Commitment	2023	2024	2025	2026	Lead
31	We will continue to provide a downloadable Gaelic version of the student application form and accept direct applications to the UHI written in Gaelic for all courses, including our Gaelic language courses.	✓	✓	✓	✓	Dean of student experience; director of student recruitment and admissions
32	We will seek donor support for Gaelic students and seek to open new prizes and awards to Gaelic submissions.	✓	✓	✓	✓	Director of development and alumni engagement
33	As a corporate parent, UHI will ensure that all looked-after children and young people, and care leavers with Gaelic have opportunities to use Gaelic in their interactions with UHI.	✓	✓	✓	✓	Dean of student experience



3. Corporate communications

Promoting the bilingual identity of UHI.

Area for development: corporate communications

Outcome: the corporate communications arrangements will convey a strong sense of its Gaelic identity

Links to the high-level aims as approved by Bòrd na Gàidhlig:

- + Equal respect: Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.
- + Active offering: practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic.
- + Third parties: ensure that arm's length executive organisations and other contractors help with the delivery of the Gaelic language plan.
- + Normalisation: Gaelic plan commitments are normalised within UHI structures over time, with opportunities to grow Gaelic within existing budgets constantly assessed.
- + Logo: aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.
- + Signage: prominent signage will include Gaelic and English as part of any renewal process.
- + Promotion: positive message that communication from the public in Gaelic is always welcome.
- + Written communication: written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.
- + Reception and phone: where Gaelic speaking staff are capable of providing this service, they are supported to do so, and the service is promoted to the public.
- + Public meetings: opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.
- + News releases: high-profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
- + Social media: Gaelic content distributed regularly through social media, guided by the level of actual and potential users.
- + Website: Gaelic content should be available on the UHI website, with emphasis given to the pages with the highest potential reach.
- + Corporate publications: produced in Gaelic and English, with priority given to those with the highest potential reach.
- + Exhibitions: opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.
- + The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced.
- + Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.
- + Assist with increasing the use of Gaelic across the UHI partnership in both formal and informal situations.

3. Corporate communications

	Commitment	2023	2024	2025	2026	Lead
34	We will ensure that our bilingual logo is used on our main website and that there is increased use of Gaelic in our corporate communications.	✓	✓	✓	✓	Director of corporate communications
35	Our corporate stationery, including letterheads, compliment slips and business cards, will continue to be fully bilingual.	✓	✓	✓	✓	Director of corporate communications
36	UHI logos are available in Gaelic-only, bilingual and English-only formats where appropriate. Many in the UHI partnership have adopted the bilingual format, particularly on signage, and we will continue to support and encourage them to do so.	✓	✓	✓	✓	Director of corporate communications; academic partner principals
37	On first installation or on renewal of signage, including digital signage and displays and temporary signage, we will install fully bilingual signage at UHI-owned or leased premises. Some academic partners have adopted a bilingual signage policy, and UHI will continue to support and encourage this practice. We will ensure that bilingual signage is installed at all academic partner campuses in the traditional Gaelic-speaking communities. <i>*with the exception of the Northern Isles</i>	✓	✓	✓	✓	Vice-principal operations; academic partner principals
38	We will ensure the place and importance of Gaelic remains a key focus in planned developments around branding and positioning associated with both the UHI identity, including individual partner identities*	✓	✓			Director of corporate communications

3. Corporate communications

	Commitment	2023	2024	2025	2026	Lead
39	All front of house staff have received Gaelic language training and greet visitors in Gaelic, and there is a bilingual message on the UHI main switchboard for out-of-hours callers. Visitors who wish to continue to communicate in Gaelic will continue to be directed to an appropriate staff member.	✓	✓	✓	✓	Vice-principal operations
40	We will continue to ensure that mail and emails received in Gaelic receive a response in Gaelic.	✓	✓	✓	✓	Director of corporate communications
41	UHI partnership-wide communications with staff, students and alumni will continue to be bilingual.	✓	✓	✓	✓	Director of corporate communications; dean of student experience Director of development and alumni engagement
42	Our events programme will feature at least one event through the medium of Gaelic each academic year.	✓	✓	✓	✓	Director of corporate communications
43	We will continue to ensure that all our display materials are bilingual and this practice will be encouraged throughout the academic partnership.	✓	✓	✓	✓	Director of corporate communications Director of development and alumni engagement
44	All high profile and Gaelic-related media releases will be produced bilingually.	✓	✓	✓	✓	Director of corporate communications
45	We will provide support to staff to ensure we can put forward a Gaelic spokesperson for media interviews and will promote these staff through our media experts' service.	✓	✓	✓	✓	Director of corporate communications

3. Corporate communications

	Commitment	2023	2024	2025	2026	Lead
46	Our corporate publications will be produced bilingually.	✓	✓	✓	✓	Director of corporate communications
47	UHI alumni and development office materials will be produced bilingually, including webpages, e-newsletters and any printed material.	✓	✓	✓	✓	Director of development and alumni engagement
48	We will continue to ensure that promotional materials for Gaelic-medium courses, including within the UHI prospectus, are produced in Gaelic only or bilingual format.	✓	✓	✓	✓	Director of student recruitment and admissions
49	We will expand our use of social media to increase the visibility of Gaelic and Gaelic related activities taking place across UHI. This will include student-generated content, posts, blogs and videos.	✓	✓			Director of corporate communications
50	We will use web analytics to identify priority pages for translation on our website, with priority given to information on Gaelic learning, Gaelic-medium provision and Gaelic-related matters.	✓	✓	✓	✓	Director of corporate communications
51	We will prioritise high profile and relevant content for bilingual presentation on the UHI website.	✓	✓	✓	✓	Director of corporate communications



4. Staffing

Encouraging and supporting all staff, regardless of their role, and wherever they are employed within the UHI partnership, to acquire and develop Gaelic language skills.

Area for development: staff development and staff recruitment

Overall outcome: There will be an increase in the number of staff learning and using Gaelic

Key targets: A year-on-year increase in the number of staff across our academic partnership who are studying Gaelic, including engaging with our Gaelic awareness provision

Links to the high-level aims as approved by Bòrd na Gàidhlig:

- + Internal audit: conduct an internal audit of Gaelic skills and training needs through the life of each plan.
- + Induction: knowledge of the Gaelic language plan included in new staff inductions.
- + Language training: Gaelic language skills training and development offered to staff, particularly in relation to implementing the Gaelic language plan.
- + Awareness training: Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and student-facing staff.
- + Recruitment: recognising and respecting Gaelic skills within the recruitment process. Gaelic named as an essential and/or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice. Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
- + Assist with increasing the use of Gaelic across the UHI partnership in both formal and informal situations.

4. Staffing

	Commitment	2023	2024	2025	2026	Lead
52	We will expand Gaelic learning and Gaelic awareness opportunities for employees, the university court and board members and Highlands and Islands Student Association staff. We will support this by developing an appropriate funding model for staff.	✓	✓	✓	✓	Chair, Comataidh Ghàidhlig
53	We will encourage our staff to consider the development of their Gaelic language skills as part of their yearly development reviews as appropriate.	✓	✓	✓	✓	Human resources practitioners group; director of strategic organisational and human resources
54	We will continue to provide and update an online interactive Gaelic resource (Gàidhlig dhutsa) which will be available to all staff and students. Staff are directed to the Speak Gaelic website for further learning opportunities.	✓	✓	✓	✓	Director of corporate communications
55	We will provide assistance to staff and students across the partnership to use Gaelic wherever possible, for example email signatures and out of office messages.	✓	✓	✓	✓	Director of corporate communications; academic partner principals
56	We will undertake a staff skills audit to gauge the Gaelic language proficiency and usage amongst staff and inform future Gaelic language skills development.			✓		Head of human resources; human resources practitioners' group
57	We will ensure that recruitment material for new UHI posts specifies Gaelic language proficiency as a desirable skill. We will ensure that at least one new post with Gaelic as an essential skill is designated or created within the lifetime of this edition of the plan.	✓	✓	✓	✓	Human resources practitioners group; director of strategic organisational and human resources
58	We will ensure that roles for which a proficiency in Gaelic is identified as essential are advertised bilingually and interviewed through the medium of Gaelic.	✓	✓	✓	✓	Human resources practitioners group; director of strategic organisational and human resources