



DRAFT GAELIC LANGUAGE PLAN II

2018-23

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on [\[insert date\]](#)

N.B - The Bòrd na Gàidhlig logo should not appear on the cover document or any other part of a Gaelic Language Plan while it is in draft form.

Foreword

This should be from the Accountable Officer and / or the chair of your organisation with a clear statement of commitment from your organisation in support of the 2005 Act, stating the corporate nature of the plan within your organisation.

The foreword should be used to establish key over-arching principles of the plan, particularly:-

- Equal Respect
- Active Offer
- The long term vision for Gaelic within your public authority

Other general concepts that could be considered:

- Reasonable and proportionate commitments
- Incremental growth
- Normalisation
- Employment and recruitment
- Language planning (inc. Corpus development)

TABLE OF CONTENTS

Introduction	5
Description of our organisation’s function and location of offices	5
The Gaelic Language (Scotland) Act 2005 and the issuing of notice:	6
APPROVAL OF NHS Eileanan Siar's Gaelic Language Plan:	6
Consultation on our draft Gaelic Language Plan:	6
Summary of Gaelic in Scotland.....	7
Gaelic within NHS Eileanan Siar's area of operation.	7
Internal Gaelic Capacity Audit	9
The Gaelic Language Plan in the corporate structure	14
Planning and policy implications for Gaelic.....	16
Mainstreaming Gaelic	16
The National Gaelic Language Plan	16
Commitment to the Objectives of the National Gaelic Language Plan	17
Scottish Government National Priorities.....	19
Local Government Priorities.....	21
Plan Commitments	22
High-level Aims.....	22
Service Standard Commitments	22
Implementation and monitoring.....	27
Timetable	27
Publishing the Plan	27
Publicising the Plan	27
Resourcing the plan.....	27
Monitoring the Plan	28
Appendix 1 – Internal Gaelic Capacity Audit	29
Appendix 2 - Outcomes of Consultation.....	30

Appendix 3 – Copy of existing Gaelic
Policy/Plan.....31

Appendix 4 – Western Isles Gaelic Education Data Gaelic Nurseries.....32

Appendix 5 – Western Isles Gaelic Education Data Gaelic Medium Education Primary.....33

INTRODUCTION

DESCRIPTION OF YOUR ORGANISATION'S FUNCTION AND LOCATION OF OFFICES

NHS Eileanan Siar provides health services to the citizens of the Western Isles.

The Western Isles, or Outer Hebrides, is an archipelago of 11 populated islands located 40 miles off the north west coast of Scotland. There is a distance of 130 miles from the Butt of Lewis in the north to the Isle of Barra in the south of the chain.

The 2011 census recorded that the resident population of the Western Isles was 27,684, spread over 280 townships. Individual island populations are:

Isle of Lewis – 19,658, of which approximately 6,200 live in or around Stornoway.

Isle of Harris – 1,916

North Uist – 1,619

Benbecula – 1,330

South Uist – 1,897

Barra and Vatersay – 1,264

In June 2018 NHS Eileanan Siar had a headcount of 1,007 employees, of which 824 were whole-time equivalent. It will have a total budgeted allocation of £87,453 million over 2018-19 in order to meet its requirements.

The primary functions of the NHS Eileanan Siar Board are :

- To provide active leadership by agreeing strategy, establishing the values and standards of the organisation and ensuring the highest standards of the organisation and ensuring the highest standards of governance are complied with
- Establishing corporate mission, aims and objectives;
- Overseeing the development and review of performance targets; and
- Establishing and promoting the organisation's role in the community.

There are three hospitals run by NHS Western Isles. The largest is the Western Isles Hospital, a Rural General Hospital located in Stornoway. Western Isles Hospital was opened in 1992 with a range of hospital acute specialities, psychiatry, maternity and outpatient diagnostic services. Ospadal Uibhist agus Bharraigh (Uist and Barra Hospital) is located in Benbecula, and was opened in 2001. It provides a local service for the population of the Uists and Benbecula. The hospital has 16 beds, and provides GP Acute and Midwifery led maternity services. Many of the Consultants from the Western Isles Hospital, and some from mainland Health Boards, visit the Uist and Barra Hospital to provide outpatient services.

St Brendan's Hospital, with 5 beds, is located in Castlebay on the Isle of Barra and is in a shared building with a local authority care home facility. It is supported by the local GP Practice to provide urgent care and other services. Owing to its wholly inadequate condition, the Scottish Government approved in the spring of 2018 an Outline Business Case submitted by NHS Eileanan Siar for the £18.2 million construction of a new modern combined facility of the hospital, social care facility and GP surgery.

In addition, NHS Western Isles commissions services from other NHS Boards, for example Ear Nose & Throat (ENT) Surgery, Dermatology, Respiratory Medicine, Child Psychiatry, Rheumatology, specialised Paediatrics, Ophthalmology, Oral Surgery, Neurology, Oncology and Urology.

Following reorganisation, there are 9 GP Practices throughout the archipelago providing primary care services to the community. The GPs' and their staff work closely with a range of community health staff such as district nurses, community midwives, health visitors, Allied Health Professionals, community mental health and health promotion services.

At the current time, in addition to the Chief Executive there are Executive Directors for Nursing and the Allied Health Professions, Public Health and Medicine.

All activities and objectives within NHS Eileanan Siar aim to meet the parameters of NHS Scotland's 2020 Framework for Quality, Efficiency and Value, focused on the principles of Identify and Diagnose, Improve and Evaluate. Integral to this is adopting the tenets of the Person-Centred Health and Care Programme between people receiving care and treatment services and those delivering them. The five key areas in this are What Matters To You, Who Matters To You, What Information Do You Need, Nothing About Me Without Me and Personalised Contact. These values are embodied in NHS Eileanan Siar's bilingual strapline caption that appears on its official press and publicity releases, **"Sàr-mhath air na tha sinn a' coileanadh – The best at what we do."**

THE GAELIC LANGUAGE (SCOTLAND) ACT 2005 AND THE ISSUING OF NOTICE:

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language.

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require a public authority to prepare a Gaelic language plan. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use.

This document is NHS Eileanan Siar's Gaelic Language Plan prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic.

NHS Eileanan Siar's Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act, and having regard to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.

APPROVAL OF NHS EILEANAN SIAR'S GAELIC LANGUAGE PLAN:

NHS Eileanan Siar's Gaelic Language Plan will be submitted to Bòrd na Gàidhlig for approval on [XXXXXX](#).

CONSULTATION ON OUR DRAFT GAELIC LANGUAGE PLAN:

The 2005 Act requires public authorities to bring the preparation of their Gaelic language plans to the attention of all interested parties. NHS Eileanan Siar has consulted publicly on the draft of our Gaelic language plan and has taken into account representations made to us during the consultation process.

[This section should contain a summary of how the consultation was conducted, including what methods of consultation your public authority used, who was consulted and the results of the consultation process. Appendix 2: Outcomes of Consultation should contain more detailed information on the consultation process.](#)

SUMMARY OF GAELIC IN SCOTLAND

NHS Eileanan Siar recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. NHS Eileanan Siar is committed to the objectives set out in the National Gaelic Language Plan and has put in place the necessary structures and initiatives to ensure that Gaelic has a sustainable future in Scotland.

NHS Eileanan Siar recognises that the position of Gaelic is extremely fragile and if Gaelic is to be revitalised as a living language in Scotland, a concerted effort on the part of government, the public and private sectors, community organisations and individual speakers is required to:

- enhance the status of Gaelic;
- promote the acquisition and learning of Gaelic;
- encourage the increased use of Gaelic.

GAELIC WITHIN NHS EILEANAN SIAR'S AREA OF OPERATION.

The Western Isles contains the highest percentages of Gaelic use among its population in Scotland by a significant margin, compared to any other local authority area. Gaelic permeates every aspect of life throughout the archipelago, is strengthened by widely diffused Gaelic Medium Education and has a highly visual presence in terms of road and other signage. Gaelic cultural activities give rich expression to traditions of music and poetry, in which Gaelic broadcasting fulfils a major role.

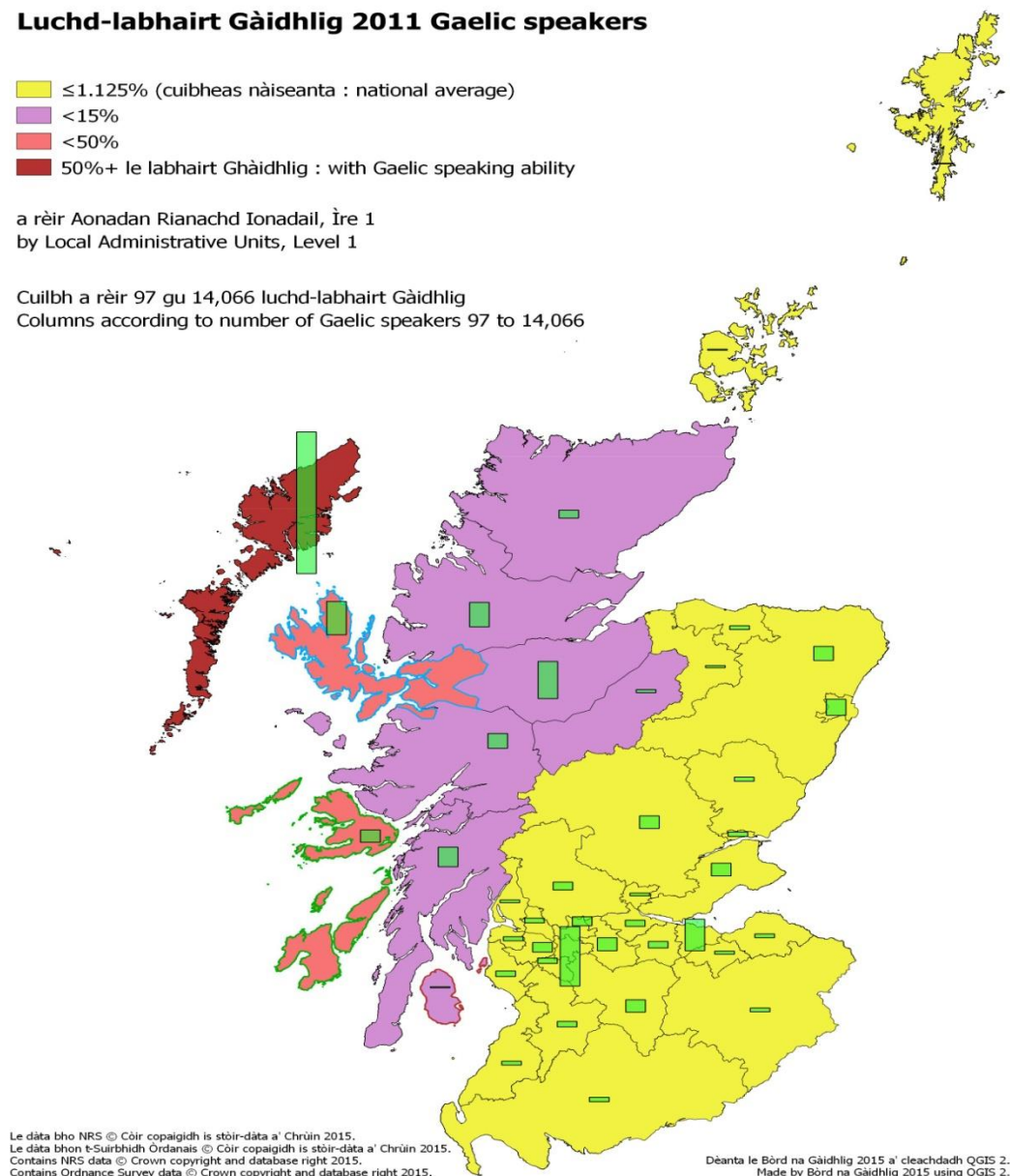
The 2011 Census showed that 61.2% of people aged three and over in the Western Isles had some sort of Gaelic language ability, representing 16,489 out of 26,929 people. This is a considerably larger percentage than the Scottish national average figure of 1.7% (87,056 people). This is illustrated in the map on the next page which shows the levels of Gaelic ability in Scotland extrapolated from the Census.

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



In addition:

The number of those aged three and over who could speak Gaelic in the Western Isles: 14,066, representing 52.3% of the population, compared to the figure of 1.1% nationally (57,375 people);

The number of those aged three and over who could speak, read and write Gaelic in the Western Isles: 8,171, (representing 30.3% of the population, compared to the figure of 0.6% nationally);

The Western Isles also has a significantly higher percentage of residents aged three and over with some sort of Gaelic language ability than any other traditionally Gaelic speaking area in Scotland, where the figure of 61.2% compares to 7.4% for the Highlands, and 5.9% for Argyll and Bute, for example;

In the Western Isles, 73.7% of Gaelic speakers use the language at home, compared to 41.5% in the Highlands and 33.4% in Argyll and Bute;

Although the Isles as a whole have lost 1,631 speakers since 2001, the *rate* of decline has decreased from 19.6 % in 2001, to 10.4 % in 2011.

The proportion of people aged 3 and over who said they used Gaelic at home was highest in the island group of Scalpay (61 per cent). However, the scale of the challenge we are facing can be seen with regard to Great Bernera, where 41 per cent of the population of this island group had no knowledge of Gaelic in 2011 compared with 25 per cent in 2001.

In August 2017, 47% of P1 pupils in the Western Isles were receiving their education through the medium of Gaelic. This is a 10% increase since 2013. GME provision is available now in 20 of Comhairle nan Eilean Siar's 22 primary establishments. Overall, primary figures for GME stand at 38%. Gaelic Nursery & Gaelic Medium Education in Primary data is shown in comparison with the rest of Scotland in Appendixes 4 and 5.

Regarding Gaelic provision in further education, Lewis Castle College UHI offers among others the BA (Hons) courses Gaelic Scotland, the groundbreaking Gaelic and Development & Gaelic and Education, which is a four year Gaelic medium teacher undergraduate programme. Lewis Castle College UHI has campuses in both Stornoway and Benbecula.

INTERNAL GAELIC CAPACITY AUDIT

NHS Eileanan Siar conducted a holistic audit of existing internal Gaelic capacity in June 2018 as part of the preparation of this Gaelic language plan. The results of this audit were taken in to consideration when developing commitments in the plan, and have assisted NHS Eileanan Siar in ascertaining how to establish, maintain or improve practices in order to develop the use of the Gaelic language.

It was completed and returned by 84 staff employed by NHS Eileanan Siar (representing 8.34% of the total headcount of 1007). A sample of the questions follows, with the results given in percentage terms and the actual numbers of staff in brackets. For ease of comparison with NHS Eileanan Siar's Gaelic Language Plan first iteration, the results for each question are presented side by side with the 2010 survey results.

How well do you understand Gaelic?

I understand Gaelic fully - 20.24% (17)

I understand a lot of Gaelic – 30.95% (26)

I understand some Gaelic – 15.48% (13)

I understand only a very little Gaelic – 27.38% (23)

I understand no Gaelic at all – 5.95% (5)

2010 Survey

I understand Gaelic fully – 33.1% (78)

I understand a lot of Gaelic – 15.1% (35)

I understand some Gaelic – 12.1% (29)

I understand only a very little Gaelic – 23.0% (53)

I understand no Gaelic at all – 16.7% (39)

How would you describe your spoken Gaelic skills?

I am totally fluent – 11.9% (10)

I am fairly fluent – 11.9% (10)

I have limited conversational skills – 25% (21)

I only have some words & phrases – 30.95% (26)

I have no Gaelic at all – 7.14% (6)

2010 Survey

I am totally fluent – 25.5% (60)

I am fairly fluent – 10.5% (24)

I have limited conversational skills – 17.2% (40)

I only have some words and phrases – 27.2% (64)

I have no Gaelic at all – 19.7% (46)

How would you describe your Gaelic reading & writing skills?

I have excellent reading & writing skills – 1.19% (1)

I have good reading & writing skills – 17.86% (15)

I have limited reading & writing skills – 32.14% (27)

I have poor reading & writing skills – 19.05% (16)

I have no reading & writing skills – 29.76% (25)

2010 Survey

I have excellent reading and writing skills – 7.6% (18)

I have good reading and writing skills – 18.1% (42)

I have limited reading and writing skills – 21.0% (49)

I have poor reading and writing skills – 15.1% (35)

I have no reading and writing skills – 38.2% (89)

What, if any, Gaelic qualifications have you got?

University degree (or as part of a degree) – 2.38% (2)

FE qualifications – 1.19% (1)

School qualifications – 35.71% (30)

No qualifications, but have attended Gaelic classes – 4.76 (4)

No qualifications or learning experience – 55.95% (47)

2010 Survey

University degree (or as part of a degree) – 1.3% (3)

FE qualifications (eg DipHE, CertHE, SVQ, NC, etc) – 3.0% (7)

School qualifications (eg Advanced Higher, Higher, Standard Grade, O-Grade, etc) – 29.1% (68)

No formal qualifications, but have attended Gaelic classes (eg Ulpan classes, night classes etc) – 5.9% (14)

No qualifications – 62.4% (146)

If you are not currently attending a Gaelic course, do you wish an opportunity to attend one in future?

Yes – 29.76% (25)

No – 55.95% (47)

Don't know – 14.29% (12)

2010 Survey

Yes – 33.3% (77)

No – 48.4% (113)

Don't know – 18.2% (42)

If you wish to use, acquire or improve Gaelic skills, which of the following would you be interested in attending?

Spoken Gaelic classes – 34.52% (29)

Gaelic literary classes – 17.86% (15)

Gaelic conversation classes for those who have a lot of Gaelic already – 23.81% (20)

Informal Gaelic social activities – 22.62% (19)

2010 Survey

Spoken Gaelic classes – 63.5% (148)

Gaelic literacy classes – 31.0% (73)

Gaelic conversation classes for those with a lot of Gaelic already – 20.6% (48)

Informal Gaelic social activities – 29.4% (69)

How often do you use Gaelic in the course of your working day?

Most of the time – 14.29% (12)

Sometimes – 54.76% (46)

Very rarely – 21.43% (18)

Never – 9.52% (8)

2010 Survey

Most of the Time – 12.8% (30)

Sometimes – 30.3% (71)

Very Rarely – 23.1% (41)

Never – 31.2% (73)

How often do you think it is possible for you to use Gaelic in the course of your working day?

Most of the time – 32.14% (27)

Sometimes – 53.57% (45)

Very rarely – 8.33% (7)

Never – 4.76% (4)

Don't know – 1.19% (1)

2010 Survey

Most of the Time – 24.0% (56)

Sometimes – 40.3% (94)

Very Rarely – 17.6% (41)

Never – 12.0% (28)

Don't know – 3.0% (7)

If you use Gaelic in the course of your working day, when do you use it?

Talking to colleagues – 27.38% (23)

Talking to patients – 79.76% (67)

Talking to members of the public in reception areas, or to hospital visitors – 33.33% (28)

Talking to members of the public on the telephone – 11.9% (10)

Talking to someone from another organisation – 4.76% (4)

Translating written material from English into Gaelic – 1.19% (1)

2010 Survey

Talking to colleagues – 69.9% (163)

Talking to patients – 79.7% (184)

Talking to members of the public in reception areas, or to hospital visitors – 59.5% (139)

Talking to members of the public on the telephone – 47.1% (110)

Talking to someone from another organisation – 24.8% (58)

Translating written materials from English into Gaelic – 3.9% (9)

If you do not use Gaelic regularly in the course of your working day, would you like more opportunities to use it?

Yes – 25% (21)

No – 28.57% (24)

Don't know – 38.1% (32)

I don't speak Gaelic – 8.33% (7)

2010 Survey

Yes – 36.3% (85)

No – 24.2% (57)

Don't know – 19.5% (46)

I don't speak Gaelic – 20.0% (47)

In interpretation of these responses, it is important to mention that 80 NHS Eileanan Siar members of staff have undertaken Gaelic language classes since 2012 when our inaugural Gaelic Language Plan was established. A significant inducement here has been that their class fees are paid for them, with NHS Eileanan Siar's receipt of the Gaelic Language Act Implementation Fund (GLAIF) dedicated annual funding stream for Bòrd na Gàidhlig's Gaelic Language Plan public body partners.

Most of these staff members have subscribed to Lewis Castle College UHI's Ùlpan course in Stornoway but, conscious of the need to support infrastructure the length and breadth of the Western Isles, it is good that a number in the Southern Isles area of the archipelago have signed up at the LCC satellite campus in Benbecula. In addition, over the last year 8 members of staff have subscribed to the Gaelic language classes running at Ceòlas, the respected Gaelic cultural centre in South Uist. We would like to pay tribute to our partners at Lewis Castle College UHI's Gaelic Department and at Ceòlas for their assiduous work & support to our staff in these endeavours.

Overall if we look at the survey data, the level of those who understand Gaelic fully is lower than in 2010, which is to be expected given the significant number of native speakers who have retired from the organisation over the last eight years. This explains as well the fall since 2010 of those who describe themselves as totally fluent in the language.

However, these are offset in a not inconsequential manner by the increase of those staff members from 2010 who state that they understand some Gaelic. The rise in those staff members from 2010 who have limited conversational, reading and writing skills is even larger. This is a cause of encouragement. It would not be unreasonable to attribute this development to the skills acquired at the Gaelic language classes for staff since 2012.

THE GAELIC LANGUAGE PLAN IN THE CORPORATE STRUCTURE

This plan is the policy of NHS Eileanan Siar and has been endorsed both by our senior management team and NHS Eileanan Siar Area Partnership Forum.

POSITION WITH OPERATIONAL RESPONSIBILITY OVER THE PLAN

The senior officer with operational responsibility for overseeing preparation, delivery and monitoring of NHS Eileanan Siar's Gaelic Language Plan is:

Mr Gordon Jamieson
Chief Executive
Western Isles NHS Board
37 South Beach Street
Stornoway
Isle of Lewis
Western Isles
HS1 2BB

Tel: 01851 708044
gordon.jamieson@nhs.net

POSITION WITH DAY-TO-DAY RESPONSIBILITY OVER THE PLAN

The officer with operational responsibility for the day-to-day operation of NHS Eileanan Siar's Gaelic Language Plan is Mr Murdo Macleod. Questions about the day-to-day operation of the plan should be addressed to:

Mr Murdo Macleod
Operational Diversity Lead
Spiritual Care and Diversity
Western Isles Hospital
Macaulay Road
Stornoway
Isle of Lewis
Western Isles
HS1 2AF

GROUP OVERSEEING DEVELOPMENT, IMPLEMENTATION AND MONITORING OF THE PLAN

The group designated to regularly monitor the implementation of the plan within NHS Eileanan Siar consists of:

[Mrs Chris Anne Campbell](#) Director of Nursing and Allied Health Professions
chrisanne.campbell@nhs.net

[Rev TK Shadakshari](#) Lead Chaplain and Strategic Diversity Lead
tk.shadakshari@nhs.net

[Mr Murdo Macleod](#) Operational Diversity Lead

Board Meeting 24.10.18

Agenda Item: 7.1

Purpose: For Approval

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Mrs Catherine Morrison Retired University of Stirling Teaching Fellow

catherine_3jd@hotmail.com

Mrs Catherine Gillies Midwifery Team Leader

catherinegillies@nhs.net

Mrs Mary Munro Health Visitor

marymunro@nhs.net

INDIVIDUAL STAFF MEMBERS:

The renewed Plan will be prominently placed on the NHS Eileanan Siar Staff Intranet for viewing, and its commitments highlighted in the Staff Team Brief that is disseminated on NHS Mail every month. Our Departmental Managers will also inform staff of the opportunities available to them & of the benefit of Gaelic and bilingualism awareness. As certain staff groups have significantly lower access to email, verbal updates of this nature are important.

SERVICES DELIVERED BY THIRD PARTIES AND ARMS LENGTH ORGANISATIONS:

NHS Eileanan Siar will ensure that all those who deliver services and goods on our behalf, such as contractors, arms length organisations and other third parties, will be aware of the importance of the renewed Gaelic Plan for our public benefit. This can be done as part of any Service Level Agreement discussion, or with something as simple as a 'Our organisation is proud to have a Gaelic Language Plan' logo being pasted on to documents and emails.

PLANNING AND POLICY IMPLICATIONS FOR GAELIC

MAINSTREAMING GAELIC

NHS Eileanan Siar recognises that the various priority areas identified in the **National Gaelic Language Plan 2018-23** will be primarily implemented through our Gaelic language plan but that opportunities will arise to promote and develop the language through existing policy measures. NHS Eileanan Siar will examine current policy commitments to identify areas where Gaelic can be pro-actively incorporated and the priorities of the National Gaelic Language Plan initiated through additional methods. We see this development as corresponding to the normalisation principle which aims to include Gaelic as an everyday part of life in Scotland.

In the formation, renewal and monitoring of policies, NHS Eileanan Siar will consider the commitments made in this Gaelic language plan, and ensure that the impacts on Gaelic will be in line with the National Gaelic Language Plan.

THE NATIONAL GAELIC LANGUAGE PLAN

The National Gaelic Language Plan focuses on six key development areas, all of which have a vital contribution to make in increasing the numbers of people learning, speaking and using Gaelic in Scotland, and identifies key development outcomes within each:

Development Area	Key Outcomes
Home & 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.

Development Area	Key Outcomes
Education	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. 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; Heritage & Tourism	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. 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.
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.

COMMITMENT TO THE OBJECTIVES OF THE NATIONAL GAELIC LANGUAGE PLAN

NHS Eileanan Siar is committed to ensuring that the National Gaelic Language Plan is implemented, and in this section we set out how we will achieve that aim.

HOME AND EARLY YEARS

Rationale:

NHS Eileanan Siar recognises that a sustainable future for Gaelic requires more people to learn the language and that attention requires to be focused on the home and early years as the key means of achieving this. We will take the following steps to help create a supportive environment for growing the number of Gaelic speakers in the home and early years in Scotland.

- Raising awareness of the importance of the home for acquiring Gaelic and encouraging more parents to choose Gaelic education for their children
- Ensuring practical support, resources and advice from our Health Visiting and School Nursing Team team are available for passing Gaelic on to children in the home and in Gaelic early years education
- Ensuring the links are strengthened between the use of Gaelic in the home and Gaelic early years provision.
- Highlighting the globally attested research benefits of bilingualism/multilingualism for childrens' development.

EDUCATION

Rationale:

NHS Eileanan Siar recognises that creating a sustainable future for Gaelic requires increasing the number of people able to speak the language. We recognise the importance of education, training and life-long learning to achieve this goal. We will take the following steps to help create a supportive environment for growing the number of Gaelic speakers in Scotland:

- Extending access to, and participation in, a wide range of Gaelic learning opportunities for adults and increasing the numbers progressing to fluency
- Ensuring opportunities for the continuity and progression of literacy and other language skills for adults learning Gaelic and for fluent speakers

- Ensuring good resources are available to support adults learning Gaelic
- Providing opportunities for young people in both Gaelic Medium Education and Gaelic Learner Education that might come into NHS Eileanan Siar for work experience or volunteering to engage in activities that enhance their Gaelic skills through greater use.

COMMUNITY

Rationale:

NHS Eileanan Siar recognises that the status of a language is affected by its use in the daily environment and the extent to which it is valued, and perceived to be valued, by those institutions which play an important role in our daily lives. NHS Eileanan Siar also recognises that creating a sustainable future for Gaelic requires not only increasing the number of people able to speak the language, but the increase of actual usage. We recognise the importance of enabling more people to use Gaelic as their preferred and normal mode of communication in an increasingly wide range of daily activities. We will take the following steps to help create a supportive environment for increasing Gaelic usage in communities across Scotland:

- Increasing the profile and use of Gaelic through the availability of a range of Gaelic medium services particularly in areas such as the Western Isles where 52.3% of the population speak Gaelic
- Supporting initiatives that make use of the skills and abilities of Gaelic speakers in community activities
- Increasing opportunities for the informal use of Gaelic by older native speakers, young people and adult learners together, promoting the aspirations of Generations Working Together Western Isles Network. The weekly Erisort Ward Conversation Café, run on a therapeutic reminiscence philosophy for dementia patients, is already making a positive impact in this area since its launch in 2017.

*Based on civil parishes (NRS data).

MEDIA AND ARTS; HERITAGE AND TOURISM

Rationale:

NHS Eileanan Siar recognises the central role played by the media, arts, heritage and tourism industries in sustaining and growing engagement and increased use of Gaelic across Scotland. Also, we recognise the significant contribution that these areas make to the Scottish economy. We will take the following steps to help create a supportive environment for the growth of Gaelic media, arts, heritage and tourism in the Western Isles:

- Supporting opportunities for the arts and media to showcase the Gaelic language, such as the continuation of music céilidhs comprised of local artists in the wards, notwithstanding developments in clinical settings and care provision
- Extending participation in the arts and media that supports Gaelic language learning and use as well as positive association with the language. We will identify and support Gaelic speaking members of staff to engage with the local Gaelic media, when there is a need to communicate NHS messages from time to time
- Promoting the visibility and audibility of Gaelic as a unique part of Scotland's heritage

THE WORKPLACE

Rationale:

NHS Eileanan Siar recognises that Gaelic is an important skill adding value to our workforce and that formal and open recognition of Gaelic skills will have a positive impact on the Gaelic labour market more widely. We will take the following steps to increase our Gaelic capacity and the use of Gaelic as a workplace language in Scotland:

- Creating a positive attitude to Gaelic in the workplace through awareness-raising and signage
- Increasing opportunities for staff to learn Gaelic and for speakers to develop their language skills
- Sustaining and enhancing language vitality in workplaces, particularly in the Western Isles locality where Gaelic is spoken by over 50% of the community
- Promoting recruitment of Gaelic speakers to ensure the language is increasingly visible and used in the workplace and in providing services to the public.

This is consistent with the **2017/18 National Health and Social Care Workforce Plan for NHS Scotland**. It states that every NHS Board must take account of a range of factors, including clinical need or geographical location, *in determining the right blend of skills, knowledge and expertise to provide high quality services suitable to the people it serves*.

*Based on civil parishes (NRS data).

CORPUS

NHS Eileanan Siar recognises the need to strengthen the relevance and consistency of Gaelic, the importance of facilitating quality translation services and to promote research into the language. We will take the following steps to strengthen Gaelic corpus in Scotland:

- Building on extensive work already done from 2012-17, we will continue to produce and adapt information and resource materials that increase the Gaelic lexicon and register in the domain of healthcare
- Ensuring support is available for initiatives that strengthen the relevance and consistency of Gaelic for our health and social care setting
- Ensuring appropriate support for initiatives in the areas of translation and interpretation

SCOTTISH GOVERNMENT NATIONAL PRIORITIES

Bòrd na Gàidhlig is committed to achieving the Strategic Objectives as established by The Scottish Government, and has identified the ways in which the National Gaelic Language Plan aims to address Scotland's National Outcomes. These are listed on the next page.

Development Area	#	National Outcome Statement
Home & Early Years Education Corpus	5	Our children have the best chance in life and are ready to succeed.
	4	Our young people are successful learners, confident individuals, effective contributors and responsible citizens.
	3	We are better educated, more skilled and more successful, renowned for our research and innovation.
Communities Workplace	11	We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others.
	2	We realise our full economic potential with more and better employment opportunities for our people.
	6	We live longer, healthier lives
Arts & Media Heritage & Tourism	13	We take pride in a strong, fair and inclusive national identity
The whole plan	16	Our public services are high quality, continually improving, efficient and responsive to local people's needs
	7	We have tackled the significant inequalities in Scotland's society

In preparation of Gaelic language plans, public authorities should indicate how they will assist in the implementation of the Strategic Objectives and identify ways in which the Strategic Objectives will be assisted by the actions in their plans. Scotland's Strategic Objectives are:

1. Wealthier and Fairer
2. Smarter
3. Healthier
4. Safer and Stronger; and
5. Greener

For more information on Scotland's Strategic Objectives, visit:
<http://www.scotland.gov.uk/About/Performance/scotPerforms/objectives>

Scotland's sixteen National Outcomes articulate how the Government aims to achieve its strategic objectives, and describe what the Government strives to achieve in the future.

For more information on Scotland's National Outcomes, visit:
<http://www.scotland.gov.uk/About/Performance/scotPerforms/outcome>

LOCAL GOVERNMENT PRIORITIES

NHS Eileanan Siar's Gaelic Language Plan is a companion to Comhairle nan Eilean Siar's Gaelic Language Plan 2018-23 for the implementation of the Single Outcome Agreement 2013-23, as incumbent on the Outer Hebrides Community Planning Partnership for the delivery of better outcomes for the people of the Outer Hebrides. In our health and social care setting, the compact between NHS Eileanan Siar and the Integrated Joint Board, as dynamic members of the OHCPP, is integral to the role of Gaelic as a catalyst for the social capital and economic wellbeing of our communities.

PLAN COMMITMENTS

HIGH-LEVEL COMMITMENTS AND LANGUAGE PLANNING PRINCIPLES

The Bòrd has issued a set of High Level Aims for the shaping of NHS Eileanan Siar's Gaelic Plan Renewal. These high-level aims are agreed by Scottish Ministers before they are issued and outline the Bòrd's key priorities for that public authority, in support of the current National Gaelic Language Plan and National Outcomes. This second iteration of NHS Eileanan Siar's Gaelic Language Plan is our response to and measured consideration of these aims, building on the work of the 2012-17 Plan, in a manner that mobilises their operational success in all levels of the organisation via the Service Standard Commitments that follow.

Central to this is NHS Eilean Siar's adoption of the three interlinking and internationally recognised principles of language development and planning. These must be addressed in the preparation of any language plan. In terms of Gaelic, these are as follows:

1) Language Acquisition

Increasing the number of Gaelic speakers by ensuring that the language is transferred within families that speak Gaelic at home, and by securing effective opportunities for learning Gaelic.

2) Language Status

Increasing the visibility and audibility of Gaelic, and creating a positive image for Gaelic in Scottish public life.

3) Language Corpus

Strengthening the relevance and consistency of Gaelic, and promoting research into the language.

SERVICE STANDARD COMMITMENTS

VISIBILITY

Rationale:

The presence of Gaelic in the corporate identity and signs in 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 speakers' vocabulary, raise public awareness of the language and contribute to its development.

NHS Eileanan Siar recognises the importance of extending the visibility of Gaelic and enhancing its status.

Visibility	
Development Function	Public signage
Proposed Outcome	The modernisation of our bilingual signage throughout our NHSWI premises and precincts
Current Practice	Not complaint with NHS Scotland current requirements for orientation and sensory impairment adjustment.
Actions Required	We will create a programme of work for the refurbishment of our bilingual signage. Signage to be in quality assurance alignment with NHS Scotland accessibility standards.
Target Date	October 2020
Responsible Officer	Hospital Manager, Estates Manager and Nurse Director

STAFFING

Rationale:

In order to deliver services through the medium of Gaelic, it is necessary to develop the requisite job skills and language skills of staff. The provision of language training for staff helps promote adult Gaelic learning and promotes Gaelic as a useful skill in the workplace. The identification of jobs in which Gaelic is a designated skill will contribute greatly to the status of the language and to identifying it as a positive skill to acquire.

The use of Gaelic in advertising also helps recognise that Gaelic should be used in public life and that Gaelic users 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.

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

Staffing	
Development Function	Gaelic Language ability training
Proposed Outcome	Provision of Gaelic Language Classes for those NHSWI staff who wish to avail themselves of it
Current Practice	There has been a learning agreement in place with Lewis Castle College UHI for the Ùlpan classes since 2010. Another learning contract has recently been established with Ceòlas in Uist for the delivery of Gaelic language classes to U&B NHSWI staff in a distinct methodology from Ùlpan, in response to a clear demand
Actions Required	We will seek funding from external funding bodies to expedite this, in addition from our internal budgets where there is capacity for this
Target Date	Annually
Responsible Officer	Rev T K Shadakshari and M Macleod

Staffing	
Development Function	The promotion of Gaelic as a commendable job skill
Proposed Outcome	The designation of Gaelic accomplishment, or, at the very least, goodwill, in a <i>selected/discrete number</i> of NHSWI posts
Current Practice	Under the terms of the Gaelic Language (Scotland) Act 2005, it is important to state that such a step would be protected under primary legislation. BnG has also taken legal advice on the matter, and can give an unequivocal reassurance that such an objective is compliant with the 2010 Equality Act.
Actions Required	NHSWI Human Resources to work together with relevant clinicians/Departmental Heads to identify a number of posts which could be designated thus.
Target Date	November 2019
Responsible Officer	M Macleod, and will work with HR to identify a responsible officer.

DAY-TO-DAY OPERATIONS

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 an 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 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.

NHS Eileanan Siar 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.

Day-to-day Operations

Development Function	Telephone service
Proposed Outcome	Reception staff to give a simple Gaelic greeting on the telephone when answering calls
Current Practice	Would be good to follow this practice already established by CnES, given our co-operation with them in the Integrated Joint Board. This approach has been adapted from NHS Wales, as a language 'Active Offer'. This is the provision of information or service in the language, such as a short greeting, to everyone without the person having to ask for it.
Actions Required	Collaboration with the Medical Records Manager, who manages the hospitals receptionists. A simple answering the phone tutorial from BnG is available.
Target Date	<i>Sept 2019</i>
Responsible Officer	TK Shadakshari & M Macleod

COMMUNICATIONS

Rationale:

The use of Gaelic in the media and 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 public authorities are seeing an increase in people accessing information through their websites, including Gaelic will significantly enhance the status and visibility of the language.

NHS Eileanan Siar 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.

Communications	
Development Function	NHSWI public website bilingual information
Proposed Outcome	The incorporation of Gaelic key messages and information segments content on the NHSWI public website
Current Practice	There is now a dedicated Gaelic Links section on the NHSWI Staff Intranet, but no Gaelic content on the public website, apart from the Volunteering poster on the slideshow carousel on the homepage.
Actions Required	Consult with NHSWI Communications Manager & IT Dept to take this forward.
Target Date	March 2020
Responsible Officer	Eilidh Whiteford/Maggie Fraser & M Macleod

Communications	
Development Function	Bookbug Gaelic bags for infants and young children
Proposed Outcome	Greater awareness & distribution of the Bookbug literature with our staff and key partners such as Stornoway Library
Current Practice	The Bookbug Baby & Toddler Bags are given out by our Health Visitors in liaison with Maternity Services & within the requirements of the Universal Health Visiting Pathway
Actions Required	Collaboration with our Maternity, Health Visitor & School Nurse colleagues (attached to GME schools) to take this forward
Target Date	February 2020
Responsible Officer	Nurse Director & M Macleod

CORPUS

Rationale:

The development of Gaelic in this sector is vital to the future of Gaelic in Scotland. Attention to this will allow Gaelic to develop new terminology and registers leading to greater relevance and consistency. For those reasons steps will be taken to ensure the continued development of the Gaelic language.

NHS Eileanan Siar recognises the importance of developing the Gaelic language to ensure that it is fit for all appropriate purposes and for use in the growing range of contexts in which it features.

Corpus	
Development Function	Diffusion/dispersal of our Gaelic resources produced & archived
Proposed Outcome	The sharing of our Gaelic resources produced in recent years, such as the <i>I Am Sick</i> & searchable Gaelic healthcare signage database web resources, with the local authority and IJB social care staff
Current Practice	More recent multi-agency interest in, and patronage of, successful GLAIF funded projects
Actions Required	Liaise with WI inter-agency groups to ascertain interest, such as the Diversity & Equality Steering Group, the OHCPP & local Community Councils. Also, the very recently launched Gaelic in Speech & Language Therapy resource – presents us with a significant opportunity to show Gaelic in a dynamic, transformative register
Target Date	<i>Feb 2021</i>
Responsible Officer	TK Shadakshari & M Macleod

IMPLEMENTATION AND MONITORING

TIMETABLE

This Gaelic language plan will formally remain in force for a period of five years from the date it was approved by Bòrd na Gàidhlig. By no later than the end of this period we will review the plan, make such amendments as necessary and submit it to the Bòrd for approval.

In Section 7 *Plan Commitments* we have set out the individual target dates for when we expect to implement specific commitments.

PUBLISHING THE PLAN

Once your Gaelic language plan has been formally approved please ensure that the cover of the final published version contains information as outlined in the [Guidance on the Development of Gaelic Language Plans](#) and within the formal letter of approval from the Bòrd.

PUBLICISING THE PLAN

EXTERNAL

NHS Eileanan Siar's Gaelic Language Plan will be published on NHS Eileanan Siar's website. In addition, we shall:

- Issue a bilingual press release announcing the Plan
- Promote the Plan on NHS Eileanan Siar's Facebook page and on local media such as the BBC, Isles FM & Events newspaper
- Distribute copies of the Plan to Gaelic organisations
- Distribute copies of the Plan to other interested bodies; and
- Make copies available on request

The help of NHS Eileanan Siar's Communications Manager will be integral to a significant number of these steps.

INFORMING OTHER ORGANISATIONS OF THE PLAN

We will inform our public authority partners at Comhairle nan Eilean Siar of the Plan through the Integrated Corporate Management Team for the Western Isles Integrated Joint Board (IJB). This engagement can be extended with them and other partners further at the inter-agency Outer Hebrides Community Planning Partnership and the Western Isles Diversity and Equality Steering Group (DESG). We will inform third parties and arms-length organisations that we collaborate with of the Plan through our regular conversations with them.

INTERNAL

We will ensure that all NHS Eileanan Siar Departmental Managers, assisted by the electronic Team Brief, will inform their staff members of the priorities of the Renewed Plan and of the opportunities available to staff therewith.

RESOURCING THE PLAN

NHS Eileanan Siar will submit bids for funding for selected activities to external bodies, supplementing internal sources of funding when they are available, such as the Endowment Fund.

MONITORING THE PLAN

- Make the Plan available on the Public Consultations section of the NHS Eileanan Siar public website for a six-week consultation period
- Make the Plan known to employees via the NHS Eileanan Siar Staff Intranet and regular electronic Team Brief
- Bring the Plan before the NHS Eileanan Siar Area Partnership Forum (APF)
- We will hold at least one Public Meeting to discuss the Plan during the six-week consultation period, publicising this through the local media
- In order to comply with the requirement to submit an annual report to Bòrd na Gàidhlig for the duration of the renewed Plan, NHS Eileanan Siar's Corporate Management Team (CMT) will undertake an annual assessment on the Plan's progress
- To assist this, & also to ensure effective engagement with the Plan's commitments throughout the organisation, the Steering Group already established to oversee the construction of the renewed Plan will continue to meet periodically to mobilise strategic engagement and to deal with any roadblocks that might arise.

APPENDIX 1 – INTERNAL GAELIC CAPACITY AUDIT

Gaelic within NHS Western Isles
A survey of Gaelic usage, knowledge, and attitudes towards the language,
amongst all NHS Western Isles staff
June 2018

How well do you understand Gaelic?

- ☐ I understand Gaelic fully
☐ I understand a lot of Gaelic
☐ I understand some Gaelic
☒ I understand only a very little Gaelic
☐ I understand no Gaelic at all

How would you describe your spoken Gaelic skills?

- ☐ I am totally fluent
☐ I am fairly fluent
☐ I have limited conversational skills
☒ I only have some words and phrases
☐ I have no Gaelic at all

How would you describe your Gaelic reading and writing skills?

- ☐ I have excellent reading and writing skills
☐ I have good reading and writing skills
☐ I have limited reading and writing skills
☒ I have poor reading and writing skills
☐ I have no reading and writing skills

What, if any, Gaelic qualifications have you got? (Tick all that apply)

- ☒ University degree (or as part of a degree)
☐ FE qualifications (eg DipHE, CertHE, SVQ, NC, etc)
☐ School qualifications (eg Advanced Higher, Higher, Standard Grade, O-Grade, etc)
☐ formal qualifications, but have attended Gaelic classes (eg Ulpan classes, night classes etc)
☐ No qualifications

If you are not currently attending a Gaelic course, do you wish an opportunity to attend one in future?

- ☐ Yes
☒ No
☐ Don't know

If you wish to use, acquire or improve Gaelic skills, which of the following would you be interested in attending? (Tick all that apply)

- ☒ Spoken Gaelic classes
☐ Gaelic literacy classes
☐ Gaelic conversation classes for those with a lot of Gaelic already
☐ Informal Gaelic social activities

How often do you use Gaelic in the course of your working day?

- ☐ Most of the Time
☐ Sometimes
☒ Very Rarely
☐ Never

How often do you think it is possible for you to use Gaelic in the course of your working day?

- ☐ Most of the Time
☐ Sometimes
☒ Very Rarely
☐ Never
☐ Don't know

If you use Gaelic in the course of your working day, when do you use it? (Tick all that apply)

- ☐ Talking to colleagues
☐ Talking to more senior members of staff
☐ During formal meetings
☒ Talking to patients
☐ Talking to members of the public in reception areas, or to hospital visitors
☐ Talking to members of the public on the telephone
☐ Talking to someone from another organisation
☐ In e-mails to colleagues
☐ In e-mails to more senior members of staff
☐ In written correspondence with the public or other organizations
☐ Communicating with the media
☐ Translating written materials from English into Gaelic

If you do not use Gaelic regularly in the course of your working day, would you like more opportunities to use it?

- Yes
☒ No
Don't know
I don't speak Gaelic

Please Return to: T K Shadakshari, Lead Chaplain, Western Isles Hospital

APPENDIX 2 – OUTCOMES OF CONSULTATION

APPENDIX 3 – COPY OF EXISTING GAELIC POLICY

Gaelic Language Plan 2012-17



NHS WI
GLP_2014-17[1].docx

Appendix 4

Dàta Foghlam Gàidhlig
Gaelic Education Data

Clàr
2017-18

2

Air a thional airson Bòrd na Gàidhlig leis an Dr Iain M.K. Galloway
Collected for Bòrd na Gàidhlig by Dr John M.K. Galloway
Chan fhaodar fios nas mionaidiche a thoirt am follais gun aonta co-roinn dàta – tuilleadh fios bho BnG
More detailed figures are not released without a data sharing agreement – further information from BnG

Sgoiltean-àraich
Gaelic Nurseries

Luchd-obrach 156 Staff
FTE 94 FTE

Ann an Sgìre Comhairle		Within Council Area			
	Buidhnean	Clann (dùil ro dheireadh na bliadhna)			
	Groups	Children (expected by end of year)			
Dùn Èideann	1	91	Edinburgh	1.0%	
Earra-Ghàidheal & Bòd	5	61	Argyll & Bute	4.4%	
Eileanan Siar	19	332	Western Isles	66.3%	
Gàidhealtachd	18	368	Highland	9.1%	
Glaschu	3	90	Glasgow	0.9%	
Inbhir Chluaidh	1	16	Inverclyde	1.3%	
Obar Dheathain	1	16	Aberdeen City	0.5%	
Peairt & Ceann Rois	1	8	Perth & Kinross	0.3%	
Siorrachd Àir an Ear	1	12	East Ayrshire	0.5%	
Siorrachd Dhùn Breatann an Ear	1	25	East Dunbartonshire	1.3%	
Siorrachd Lannraig a Deas	1	20	South Lanarkshire	0.3%	
Siorrachd Lannraig a Tuath	2	39	North Lanarkshire	0.6%	
		<hr/>	<hr/>		
		54	1,078		

% de dh'aois 3–5 ann an ionadan
thràth-bhliadhnaichean
% of those aged 3–5 in early year centres

Alba gu lèir (clann FtG & FtB)	95,893	Scottish total (GME & EME pupils)
FtG mar % dhen iomlan	1.1%	GME as % of total
Sgìrean le FtG	12	Areas with GME

Clann gu lèir bho Gheàrr Staitistigs Sgoiltean ann an Alba, Clàr 5.1, Riaghaltas na h-Alba
Total children from Summary Statistics for Schools in Scotland, Table 5.1, Scottish Government

Appendix 5

Dàta Foghlam Gàidhlig

Clàr

2017-18

Gaelic Education Data

3

Air a thional airson Bòrd na Gàidhlig leis an Dr Iain M.K. Galloway

Collected for Bòrd na Gàidhlig by Dr John M.K. Galloway

Chan fhaodar fios nas mionaidiche a thoirt am follais gun aonta co-roinn dàta – tuilleadh fios bho BnG

More detailed figures are not released without a data sharing agreement – further information from BnG

Foghlam tron Ghàidhlig sa Bhun-sgoil

Gaelic Medium Education in Primary

Tidsearan 219 Teachers

FTE 192 FTE

Am Broinn Sgìre Comhairle			Within Council Area		
		Sgoiltean Schools		Sgoilearan Pupils	
2.0%	Aonghas	1	7	Angus	0.1%
1.1%	Dùn Èideann	1	348	Edinburgh	1.1%
7.4%	Earra-Ghàidheal & Bòd	6	187	Argyll & Bute	3.2%
90.9%	Eileanan Siar	20	708	Western Isles	37.1%
11.2%	Gàidhealtachd	19	923	Highland	5.3%
1.4%	Glaschu	2	634	Glasgow	1.5%
5.0%	Inbhir Chluaidh	1	26	Inverclyde	0.5%
2.1%	Obar Dheathain	1	36	Aberdeen City	0.3%
2.8%	Peairt & Ceann Rois	2	37	Perth & Kinross	0.4%
2.4%	Siorrachd Àir an Ear	1	27	East Ayrshire	0.3%
2.9%	Sd Dhùn Breatann an Ear	1	70	East Dunbartonshire	0.8%
0.8%	Siorrachd Lannraig a Deas	1	62	South Lanarkshire	0.2%
0.8%	Siorrachd Lannraig a Tuath	1	150	North Lanarkshire	0.5%
2.6%	Sruighlea	1	63	Stirling	1.0%
		58	3,278		
% de bhun-sgoiltean na comhairle			% de sgoilearan bun-sgoile na		
% of the council's primary schools			% of the council's primary		
			nùime		
Alba gu lèir (FtG & FtB)		2,018	399,850	Scottish total (GME & EME)	
FtG mar % dhen iomlan		2.9%	0.8%	GME as % of total	
Sgìrean le FtG		14		Areas with GME	

Sgoilearan is sgoiltean gu lèir bho Chunntas nan Sgoilearan (Dàta a Bharrachd, Clàr 5.3), Riaghaltas na h-Alba
 Total school populations and estate from the Pupil Census (Supplementary Data, Table 5.3), Scottish Government

