Bòrd na Gàidhlig

A' Chomataidh Poileasaidh is Ghoireasan
Coinneamh air Dimàirt 09/11/2021 09.30 – 12.30
Tro Teams

Policy & Resources Committee
Meeting on Tuesday 09/11/2021 09.30 – 12.30
Via Teams

CLÀR-GNOTHAICH / AGENDA

	SEISEAN DÙINTE	**CLOSED SESSION**	09.30 - 10.05
	SEISEAN FOSGAILTE	**OPEN SESSION**	10.05 - 12.30
	Fàilte & Leisgeulan	**Welcome & Apologies**	
	A' nochdadh Chom-pàirtean	**Declarations of Interest**	
3.0	**RIAGHLADH**	**GOVERNANCE**	
3.1	**Ri Aontachadh** Poileasaidhean Daonna: PT1 - Poileasaidh mu mhi-chleachdadh stuthan PT2 - Poileasaidh air ùine dheth PT3 - Poileasaidh slàinte is sàbhailteachd PT4 - Poileasaidh airson deagh shunnd agus dèiligeadh ri trom-uallach san àite-obrach *Louise Nicilleathain, Manaidsear Gnìomhan*	**For Decision** Poileasaidhean Daonna: PT1 - Substance abuse policy PT2 - Managing absence policy PT3 - Health and safety policy PT4 - Stress management and wellbeing in the workplace policy *Louise Maclean, Operations Manager*	d. 58 d. 60 d. 64 d. 80 d. 86
4.0	**IONMHAS**	**FINANCE**	
4.1	**Airson Fiosrachadh** * Aithisg Ionmhais gu 30/09/2021 *Nicola Pearson, Ceann an Ionmhais is Chùisean Corporra*	**For Information*** Finance Report to 30/09/2021 *Nicola Pearson, Head of Finance and Corporate Affairs*	d. 94
4.2	**Airson Fiosrachadh** * Fios as ùr air Iarrtasan Buidhnean Com-pàirteach 2022/23 *Steven Kellow, Oifigear Maoineachaidh is Phròiseactan*	**For Information*** Update on Delivery Partner Applications 2022/23 *Steven Kellow, Funding & Projects Officer*	d. 97
4.3	**Ri Aontachadh** Prìomhachasan Sgeamaichean Taic-airgid Taic Freumhan Coimhearsnachd is Colmcille *Steven Kellow, Oifigear Maoineachaidh is Phròiseactan*	**For Decision** Priorities for Taic Freumhan Coimhearsnachd and Colmcille funding schemes *Steven Kellow, Funding & Projects Officer*	d. 100
5.0	**PLANA GNÌOMH 21-22**	**OPERATIONAL PLAN 21-22**	
5.1	**Airson Fiosrachadh*** Plana Gnìomh 2021/22 - Sgrùdadh PT1 –Coileanadh a' phlana gnìomh 21/22 *Shona NicIllinnein, Ceannard*	**For Information*** Operational Plan 2021/22 – Monitoring PT1 –Operational plan delivery 21/22 *Shona MacLennan, Ceannard*	d. 107
	Stad	**Break**	
6.0	**CLEACHDADH**	**USAGE**	
6.1	**Ri Aontachadh** Amasan Àrd Ìre PT1 Comhairle Baile Ghlaschu *Shona NicIllinnein, Ceannard* *Kyle Orr, Oifigear Phlanaichean Cànain*	**For Decision** High Level Aims PT1 Glasgow City Council *Shona MacLennan, Ceannard* *Kyle Orr, Language Plans Officer*	d. 118
7.0	**IONNSACHADH**	**LEARNING**	
7.1	**Ri Aontachadh** Stiùireadh airson Tràth Bhliadhnaichean *Seumas Whannel, Stiùiriche Foghlaim*	**For Decision** Guidance on Early Years *Jim Whannel, Director of Gaelic Education*	d. 127
7.2	**Airson Fiosrachadh*** Adhartas air Foghlam Àrd-sgoile *Seumas Whannel, Stiùiriche Foghlaim*	**For Information*** Progress with Secondary School Education *Jim Whannel, Director of Gaelic Education*	d. 147

7.3	**Airson Fiosrachadh***	**For Information***	d. 150
	Àireamhan Luchd-teagaisg Ùra & Oileanaich Teagasg	New Teacher and Teaching Student Figures	
	Seumas Whannel, Stiùiriche Foghlaim	*Jim Whannel, Director of Gaelic Education*	
8.0	**PLANA OBRACH NA COMATAIDH**	**COMMITTEE WORK PLAN**	
	Ri Aontachadh	**For Decision**	d. 153
	Plana Obrach na Comataidh Poileasaidh is Ghoireasan	Policy & Resources Committee Work Plan	
	PT1 – Plana obrach	PT1 – Work plan	
	Shona NicIllinnein, Ceannard	*Shona MacLennan, Ceannard*	
9.0	**GNOTHACH IOMCHAIDH SAM BITH EILE**	**ANY OTHER BUSINESS**	
	Ceann-latha na h-ath choinneimh: 26/01/2022	Date for the next meeting: 26/01/2022	
10.0	**TAISBEANADH**	**PRESENTATION**	
	Stòrlann Nàiseanta	**Stòrlann Nàiseanta**	
	Dòmhnall Uilleam MacGillemhoire, Ceannard	*Donald Morrison, CEO*	
	Lèirmheas den choinneimh às dèidh làimh	*Post-meeting Review of meeting*	

Pàipearan Fiosrachaidh

- Tha pàipearan '*Airson Fiosrachadh'* airson a bhi a toirt-fa-near dhiubh agus chan eil ùine deasbad no còmhradh air an cur mun coinneamh sa chlàr gnothaich.
- Far am bheil cothrom ann deasbad is còmhradh a chumail air pàipearan '*Airson Fiosrachadh'*, bidh na pàipearan sin air an comharrachadh le rionnag * air a chlàr gnothaich.
- Bidh cothrom aig Buill deasbad iarraidh air pàipearan '*Airson Fiosrachadh'* air nach eil rionnag * le bhi a' leigeil fios don Cathraiche na Comataidh co-dhiù latha ron choinneimh.
- Far am bheil ceistean aig Buill co-cheangailte ri leithid clàr-ghnìomhan, poileasaidhean, planaichean neo cùisean ionmhais a th' anns na pàipearan, thathar gam brosnachadh gus na ceistean sin a chur air post-d gu oifis@gaidhlig.scot co-dhiù dà latha obrach ron choinneamh. Cuiridh an sgioba rianachd a cheist sin air adhart chun oifigear iomchaidh airson am freagairt, agus airson a bhi cothromach thèid am freagairt a' sgaoileadh air na Buill gu lèir airson gum bidh an aon thuigse an uairsin aig a h-uile neach.

Seisean Fosgailte
Cuspair 3

A' freagairt ri	A' Chomataidh Poileasaidh is Goireasan
Ceann-latha na Coinneimh	09/11/2021
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	3

Tiotal a' Phàipeir	Poileasaidhean	
Moladh do Bhuill	Ri Aontachadh	
Neach labhairt:	Louise NicIlleathain, Manaidear Gnìomhan	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba-stiùiridh	15/09/2021	Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 - Poileasaidh mu mhi-chleachdadh stuthan PT2 - Poileasaidh air ùine dheth PT3 - Poileasaidh slàinte is sàbhailteachd PT4 - Poileasaidh airson deagh shunnd agus dèiligeadh ri trom-uallach san àite-obrach	

1.0	**Adhbhar**
1.1	Chaidh na 4 poileasaidhean seo a chruthachadh mar phàirt den obair a tha a' dol leis ar t-seirbheis HR gus lèirmheas a dhèanamh air na poileasaidhean uile. Mar phàirt den obair seo, thèid cuid de phoileasaidhean a thoirt ri chèile far a bheil sin iomchaidh.
2.0	**Cùl-fhiosrachadh**
2.1	Tha na poileasaidhean a' nochdadh anns a' Bheurla leis gun deach a sgrìobhadh le taic bho thaobh a-muigh na buidhne.
2.2	Chaidh lèirmheas a dhèanamh air na poileasaidhean seo gus am biodh iad a' riochdachadh an suidheachadh làithreach a thaobh laghan fastaidh, stiùireadh Advisory, Conciliation and Arbitration Service (ACAS), cleachdadh Riaghaltas na h-Alba agus cumhaichean cosnaidh Bhòrd na Gàidhlig.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	Chaidh na 4 poileasaidhean seo gu Sgioba Stiùiridh aon turas agus bha iad fosgailte airson co-chomhairle am measg an luchd-obrach airson 2 sheachdain ann an dà chuibhreann.
3.2	Fhuaireas aon moladh ag innse gun robh an neach obrach toilichte leis na poileasaidhean.
4.0	**Moladh**
4.1	Gun aontaich Comataidh Poileasaidh is Goireasan ris na 4 poileasaidhean seo.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas**
	Cha bhi buaidh air buidseat oir tha na modhan obrach seo mar phàirt de ar n-obair làitheil mar-thà.
5.2	**Buaidhean air Luchd-obrach**
	Tha na poileasaidhean seo a' toirt taic agus stiùir làidir don luchd-obrach air na cuspairean seo.
5.3	**Buaidhean air Trèanadh**

Seisean Fosgailte
Cuspair 3

	Bidh trèanadh ann airson an sgioba gus am bi e furasta na poileasaidhean seo a chur an gnìomh.
5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra**
	Tha ùrachadh a' phoileasaidh a' cur ris an amas chorporra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.
5.5	**Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta**

AR N-ADHBHAR	AR LUACHAN
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach

AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	☐	Clann	☐
Cultar	☐	Coimhearsnachdan	☐
Àrainneachd	☐	Bochdainn	☐
Slàinte	☐	Eadar-nàiseanta	☐
Foghlam	☐	Eaconamaidh	☐
Gnothachasan soirbheachail is ùr-ghnàthach	☒		

5.6	**Buaidhean air Cliù**
	Tha e cudromach do bhuidhnean poblach gu bheil poileasaidhean ceart agus iomchaidh agus nì a' chiad cuibhreann seo soilleir gur e sin air a bheil sinn ag amas.
5.7	**Buaidhean air Slàinte is Sàbhailteachd**
	Bidh buaidh air slàinte is sàbhailteachd le ùrachadh air a' phoileasaidh.
5.8	**Buaidhean Laghail**
	Tha na poileasaidhean seo a' riochdachadh an cleachdadh agus na laghan as ùire.
5.9	**Buaidhean air Co-ionannas**
	Chan eil buaidh air co-ionannas. Chaidh measaidhean co-ionannas a dhèanamh air gach poileasaidh mar phàirt den phròiseas lèirmheas.
5.10	**Buaidhean air an àrainneachd**
	Cha bhi buaidh air an àrainneachd.

*Fosgailte airson deasbad aig a choinneamh

Seisean Fosgailte
Cuspair 3.1 PT1

Bòrd na Gàidhlig

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Substance Abuse Policy

Air aontachadh le/Approved by: xxxxxxx
Air aontachadh air/Approved on: xxxxxxx
Ath-nuadhachadh a dhìth/Review due on: xxxxx
Eadar-theangachadh dearbhte/translation checked: xxxxxx

Substance Abuse Policy

1. Purpose

Bòrd na Gàidhlig is committed to maintaining a safe, healthy and productive work environment free of the misuse of drugs, alcohol, solvents and related substances. Substance abuse (of any of the aforementioned items) can not only impair employee health and performance but can also create unsafe working conditions for the individual and his or her colleagues.

2. Scope

The substance abuse policy applies to all personnel (including staff, contractors etc) regardless of work-based location. The policy does not relieve employees of the responsibility to comply with clients' relevant policies and procedures when appropriate.

3. Policy Statement

The consumption and possession of alcohol and/or drugs by employees of Bòrd na Gàidhlig whether they are working on the organisation's premises or during working hours when working remotely, is strictly prohibited without the express approval of the Ceannard, and such approval will only be given at certain social events (e.g. retirement parties etc).

Substances other than alcohol, including illegal narcotics, drugs and controlled substances, are prohibited from Bòrd na Gàidhlig and clients' property and operations.

The unlawful use, distribution, offer to distribute or possess substances is strictly prohibited. If such actions involve controlled drugs this is a criminal offence. If controlled drugs are used, distributed or possessed this is also a criminal offence.

Should an employee be found in unlawful possession, misusing or under the influence of illegal or controlled drugs, the organisation has a duty to inform the police authorities immediately, in addition to any disciplinary actions (including summary dismissal).

In instances where other substances are used in a manner that is a cause for concern or is contrary to the manufacturers' instructions, Bòrd na Gàidhlig may seek advice from the organisations medical advisors in deciding upon whether disciplinary action, (including dismissal) is appropriate.

Substance abuse represents a serious risk to the safety of Bòrd na Gàidhlig employees, and could result in accidents, damage to property, morale problems, theft and other security risks.

4. Responsibility

It is the responsibility of all employees to follow this policy.

The Health and Safety at Work Act (HSAWA) places a duty on Bòrd na Gàidhlig management to ensure as far as reasonably practicable the health, safety and welfare of all their employees.

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It is the responsibility of all managers to be attentive to employee violation of the substance abuse policy and take appropriate measures to notify Bòrd na Gàidhlig where abuse is suspected.

The HSAWA stresses that it is the responsibility of all employees to take care to protect themselves and others affected by their actions.

It is incumbent on all employees who suspect violation of the substance abuse policy by another employee to report their concern, in confidence, to their line manager at any time.

This provision should be viewed as being to the benefit of all employees, since the health and safety of the individual and all Bòrd na Gàidhlig employees is affected by substance abuse.

Being under the influence of alcohol, drugs or other such substance at work clearly contravenes the HSAWA.

5. Help, Advice and Assistance

Help, advice and assistance are always available from your line manager or health & safety representative.

This policy is the mechanism by which Bòrd na Gàidhlig aims to increase awareness of the effects of substance abuse.

If you have any questions on the policy, talk to your line manager who will be able to help you.

6. Rehabilitation and Discipline

Bòrd na Gàidhlig actively encourages employees to proactively seek evaluation/treatment of a substance abuse problem. Where appropriate, and at the discretion of the Ceannard, the organisation will provide help and assistance in respect of rehabilitation through the employee's own general practitioner or Bòrd na Gàidhlig medical advisor.

Subject to the availability of alternative work, Bòrd na Gàidhlig reserves the right to assign 'safe' duties, (i.e. that do not affect the health and safety of other employees) to any employee undergoing treatment or rehabilitation for substance abuse.

Return to former duties will depend upon both the availability of work and the results of treatment or rehabilitation.

However, it should be noted that substance abuse and gross misconduct as a result of substance abuse, may result in disciplinary action up to and including summary dismissal.

If after treatment and rehabilitation relapse occurs affecting the performance of duties, the employee will be subject to disciplinary action up to and including dismissal.

7. Equality Impact Assessment

Bòrd na Gàidhlig recognises its responsibility to ensure that no-one is discriminated against or disadvantaged on the grounds of age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, pregnancy and maternity, sexual

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orientation or sex. This policy has been screened through an equality impact assessment to enable equality.

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Seisean Fosgailte
Cuspair 3.1 PT2

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Managing Absence Policy

Air aontachadh le/Approved by: xxxxxxx
Air aontachadh air/Approved on: xxxxxxx
Ath-nuadhachadh a dhìth/Review due on: xxxxx
Eadar-theangachadh dearbhte/translation checked: xxxxxx

Managing Absence Policy

1. Purpose

Bòrd na Gàidhlig is committed to improving the health, well-being, and attendance of all employees. The organisation has a suite of policies aimed at delivering good people management across the organisation, and to ensure fairness and consistency of treatment.

Guidance can be sought at all times from HR services on the interpretation and operation of this policy.

2. Scope

This policy applies to all employees of Bòrd na Gàidhlig. For employees who are currently serving their probation period, the principles of this policy will apply in the context of managing that probation, however, some of the steps may be accelerated.

Policy Statement

The purpose of this policy is to enable managers and employees to understand the importance of managing and maintaining attendance and to provide simple straightforward steps to managing absence where attendance is causing any concerns.

In exceptional circumstances, and normally following advice from Occupational Health, levels of sickness absence in excess of the trigger factors within this policy will be accepted as a reasonable adjustment in terms of the Disability Discrimination Act.

There can be many reasons why an employee is not able to be present at work, other than their own sickness, and therefore Bòrd na Gàidhlig operates flexible working and a range of leave and special leave arrangements to allow employees to balance the needs of their domestic life alongside their working life (see Flexible Working and Leave policies).

This policy does not form part of the employee's contractual rights. Bòrd na Gàidhlig reserve the right to vary the detail of the policies as may be required by legislation or organisational requirements.

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3. Working with this Policy

A key principle to managing attendance is that all absence should be monitored, and managers are required to take appropriate steps to ensure that employees realise that their presence has been missed. To assist achieving this it is recommended that manager's hold, and all employees co-operate with, a 'welcome back' discussion (in terms of section 5 of this policy) following all periods of absence due to sickness/ill-health in order to discuss the issues relating to the period of absence.

It is possible that a situation being dealt with under one element of this policy evolves into one that should be dealt with under another policy, for example a case of ill-health that includes issues relating to conduct or performance. Where evidence of a combination of performance/ill health and conduct is raised at the same time, the issues may be combined on account of the common process as a single investigation. Where

appropriate, one formal meeting will be arranged to address all issues. However, any sanctions or outcomes will be appropriate to the individual issues.

This policy sets out the procedure for managing short term and long-term absence. The short-term procedure will be invoked where the employee has a series of short-term absences. It is anticipated that the long-term procedure will be used where the employee has a long-term illness or health condition.

A situation dealt with under the short term or long-term procedure may be, or become, one which is more appropriately dealt with under the alternative procedure. A good example would be an employee who has several short-term absences which are found to be due to long term illness or an underlying health condition. A case like this would be better dealt with under the long-term procedure. In all such cases the matter should be dealt with under the appropriate procedure.

Stages of the procedure may be omitted at the discretion of Bòrd na Gàidhlig if in its opinion the circumstances warrant such action.

Bòrd na Gàidhlig has an Employee Assistance Programme (EAP) which provides support to employees who are concerned about issues that may affect their health and subsequent attendance. Contact details for the EAP can be found in '**dependencies'** at the end of this document. In these circumstances' managers, who become aware of any issues through the 'welcome back' approach, may wish to encourage employees to seek advice from the EAP to complement pro-actively managing the employee's attendance at work.

Bòrd na Gàidhlig will ensure that:

- Appropriate support and guidance are given to employees and managers to improve employee's health and well-being and to enable the return to work of the employee wherever possible.
- All concerned will be advised of the requirement to respect the confidentiality of all information relating to an employee's sickness/ill-health.
- Managers and employees accurately record all absence in a timely manner on PeopleHR.

Employees will ensure that:

- They attend their work regularly and punctually in order to undertake their duties.
- When unable to work due to sickness they will notify their line manager or other designated person on the first working day of sickness absence by telephone (use of email or text only in extenuating circumstances), either by 9.30 am on the morning that their attendance is due or 1 hour before they are due to report for duty if they are working non-standard hours. This process should be followed daily contact unless otherwise agreed with the line manager. If a single period of absence lasts more than 1 week and is expected to continue for at least a further week the line manager will normally agree with their employees that employees are required to contact them on a weekly basis unless notified to the contrary.
- Absences are recorded on PeopleHR ensuring the end date of the absence is entered as soon as possible on the return to work.

Absence related to pregnancy will not count in relation to the trigger points.

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4. Managing Absence Procedure

Welcome Back Discussion

Following all periods of absence due to sickness/ill-health it is recommended that a welcome back discussion is held between the line manager and employee. The discussion should be arranged on the first day of the employee's return or as soon as practicable thereafter. Where possible, the discussion should be held in person but in circumstances where the employee and the Line manager work in different locations, the meeting can be conducted via telephone or video conference.

The line manager and employee should discuss:

- Reasons for that absence
- Any patterns of absence where these might be symptomatic of other causes
- Whether referral to Occupational Health is appropriate
- How the business has progressed in their absence
- Phased return if appropriate.

Line managers should record details of the meeting on in the employee's staff file in PeopleHR.

If, for whatever reason, the line manager is unable to conduct the welcome back meeting, it may be appropriate for an alternative manager to hold the discussion.

Short Term Absence – Informal

Where short term absences **exceed** a 'trigger factor' of **11 working days,** or the number of occasions of absence (short term and absences of 11 calendar days or more) may reach **4 occasions**, in any rolling **12-month period**, action needs to be taken to determine whether there is any underlying issue or health conditions that may be affecting the employee's attendance.

In these circumstances the line manager will arrange a meeting with the employee to:

- Discuss the reasons behind the absences
- Agree a level of improvement in attendance that is required where this is appropriate and also a timeframe, e.g., no more than 2 working days absence in the next 3-month period.

Any outcomes and targets resulting from of these discussions should be recorded and saved in the employee's staff file in PeopleHR by the line manager.

A number of informal meetings, dealt with sensitively, may be the most effective way to manage the situation. If during these meetings it does become apparent that there may be an underlying health issue a decision needs to be made on whether to seek a medical opinion via Occupational Health to identify any additional support and any possible reasonable adjustments under the Disability Discrimination Act.

This may include agreement on the level of attendance as part of a reasonable adjustment. The outcome of any meeting and any appropriate action should be discussed with the employee and documented. These should be saved in the employee's staff file in PeopleHR as a document of record by the line manager.

Consideration may be given at any stage, either informal or formal to the following to assist in an improvement in attendance:

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- A move to a similar role in a different location
- A different role within the organisation
- Consideration for a temporary or permanent change in work pattern.

If this is the case, it will be fully discussed with the employee and the relevant managers.

If no health reason is found and the absences continue, then this may need to be investigated as a matter under the Disciplinary or the Performance Improvement Policy.

In cases where there may be a health reason for the continued absences, but the level of absence has not improved and does not meet the targets set appropriate to the condition, then following discussion with the employee, the line manager may initiate the formal procedure.

Short Term Absence – Formal

Where the level of attendance has **not** improved following discussions at the informal stage, **or** where the number of occasions that the employee has been absent reaches a 'trigger factor' of **6 occasions** in any **12-month period**, the employee will be notified that their absence levels are of significant concern and invited to attend a formal meeting to discuss this with their line manager. The line manager may arrange to meet before this trigger factor has been reached if absences are of particular concern, including absences which have a significant detrimental effect on the business of Bòrd na Gàidhlig or where the patterns of absence give rise to serious concern.

The line manager should consider all reasonable requests for a postponement of the hearing to allow for the production of an alternative medical report or other relevant information. All reasonable steps should be considered to assist the employee in attending the meeting. The employee should alert the line manager to any relevant difficulties in relation to attendance at or in the conduct of the meeting.

The employee will be given **5 working days**' notice of the date of the meeting and advised of their right to be accompanied. The employee will be provided with a record of their attendance to date and any other documentation that may be discussed during the meeting, i.e., notes from informal discussions, targets set etc.

At the meeting the employee will be advised of the concerns regarding their absences;

- The length and frequency of the absences and the attendance between them
- Concerns about the patterns of absence (if any)
- The impact of their absence on the operational work of the business.

The employee will be given the opportunity to provide any further information regarding the reasons for their absences which may be considered in determining the action to be taken.

Following the meeting, the employee will be given written confirmation of any formal action, which may include:

- That there must be a significant and sustained improvement in their attendance, with an attendance target set which will usually indicate the maximum number of days absence or frequency which must not be exceeded
- That a review meeting(s) will be held during the period of the formal warning
- That failure to reach this or subsequent targets may result in a further written warning which could lead to their dismissal

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- That any current warning/monitoring in place will be extended
- That the employee has the right to appeal against the decision reached.

The formal action is also likely to include;

- A First Written Warning which will be considered active for 6 months
- A Final Written Warning which will be considered active for 12 months
- Downgrading, redeployment, or dismissal.

A copy of any written warning will be held on the employee's HR record for the period of warning, after which it should be disregarded. The timescale for the review meeting will depend upon the individual circumstances but will generally be after a period of no more than 3 months.

On occasion, where the level of improvement in attendance is significantly limited or deteriorates, it may be appropriate to escalate any concerns to the next stage of this procedure during the review period.

At any of the review meetings, if the employee's attendance has improved sufficiently that they now meet the required standard, this will be confirmed in writing and the manager will continue to monitor their attendance for the duration of the warning to ensure that the improvement is sustained.

If there has been some improvement, but not sufficient (i.e., significant and sustained), then a further review meeting may be arranged within the timescales of the period of the warning.

If the employee's attendance fails to meet the target set and remains below the required standard or falls to an unacceptable level again during the period a warning is active, following a further meeting with the employee (which will follow the same procedure as outlined above) the sanction can be extended for a period of between 3 and 6 months by the line manager. Alternatively, a decision may be taken to apply a more serious sanction under the procedure as follows:

- A Final Written Warning which will be considered active for 12 months
- Downgrading, redeployment, or dismissal.

Where the employee's attendance pattern remains or falls below the required levels during the period of the final warning, the concerns will be discussed with a senior Manager who has not previously been involved in the case) and a report prepared by the line manager outlining:

- The employee's attendance and health record
- Views on likelihood of a change in attendance (which may include further reference to Occupational Health)
- The availability of alternative work or work patterns
- Where appropriate, advice from Occupational Health as to whether the employee would qualify for early retirement on the grounds of ill-health
- The impact of the past and any future absence on the operational area.

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The senior manager will determine, in conjunction with HR, whether there is a case for further action. If this is the case the employee will be advised of the meeting at least **5 working days** in advance and that a possible outcome could be redeployment, downgrading or dismissal. The employee will be provided with the details of the case and again reminded of their right to be accompanied. If the employee wishes to produce any written evidence to support their case then they should submit this in advance of the meeting, which can include a second medical opinion if they so wish. The leading manager should consider all reasonable requests for a postponement of the hearing to allow for the production of an alternative medical report or other relevant information.

All reasonable steps should be considered to assist the employee in attending the meeting. The employee should alert the senior manager to any relevant difficulties in relation to attendance at or in the conduct of the meeting.

The senior manager will conduct the meeting. The decision may include one of the following or another course of action relevant to the evidence relating to the case:

- That a further period of review is required, under the stage of a final warning, and extend the period of monitoring
- That any further reasonable adjustments are carried out
- That the employee should be offered an alternative role within the organisation (if available) which may or may not be on similar terms to their existing role
- That, where Occupational Health confirms that the employee qualifies for early retirement on the grounds of ill-health, and the employee agrees with this course of action, a date of retirement is confirmed
- Or that there is a case of unacceptable attendance that despite warnings has not shown a significant and sustained improvement. Consequently, and where the employee is either not capable of carrying out their role or the impact of their absence can no longer be reasonably tolerated, the employee may be dismissed with appropriate notice (see section Dismissal).

The senior manager will inform the employee of their decision, which will be confirmed in writing, normally within **7 working days** of the hearing. The employee will also be advised of their right of appeal and the timescale for doing so.

Long Term Absence – Informal

Long term absence is normally defined as being a specific period or several periods of absence (amounting to **more than 4 weeks** in a **12-month period**) and tends to be continuous and is normally connected to a medical condition.

Where an employee is absent on a long-term basis, regular and appropriately sensitive contact should be maintained between the employee and their line manager in order to keep in touch with what is happening at the workplace and the current prognosis of the employee's condition.

If the employee's absence **exceeds 4 weeks** (or earlier if there is a very clear indication that the condition may be long term) and it appears that there may be a long-term effect on the employee's ability to return to their role, a referral to Occupational Health will be made to seek advice. In most circumstances the line manager will discuss the referral with the employee prior to making the referral.

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Where appropriate, Occupational Health will obtain medical reports to assist them in giving advice on the extent of the employee's illness; the likelihood of the current level of absence continuing or recurring; the employee's expected date of return; whether or not the employee will be fit to resume their full duties or whether any reasonable adjustments are required in accordance with the Disability Discrimination Act.

This advice will be considered, and appropriate action considered to support the employee to return to their duties. This may include:

- A phased return to their work, either in timescale and/or in the level of duties undertaken. If a reduced number of hours or working week is suggested, this would normally be for a maximum period of 6 weeks, during which the employee would continue to receive their normal pay for the hours worked and any appropriate sick pay for the time when they are not in work
- A reduced hours' contract, where the employee is not fit to resume their full contracted hours for the foreseeable future.

A meeting will normally be arranged with the employee to discuss these arrangements and any appropriate adjustments prior to their return to work.

Any outcomes resulting from these discussions should be recorded in the employee's file on the PeopleHR folder by the line manager.

Long Term Absence Formal

Where a return to current duties in the short term is considered unlikely a formal meeting will be arranged to discuss the level of absence and the on-going support for the employee. This meeting may take place when evidence is available to review the case (such as a report from Occupational Health or a specialist) and no later than **6 months** after the first day of absence. The meeting will normally be held by the line manager, with at least **5 working days'** notice given to the employee. The employee will be provided with full details of information relating to case and reminded of their right to be accompanied and provided with a record of their attendance to date and any other documentation that may be discussed during the meeting, i.e., notes from informal discussions, targets set etc.

The line manager should consider all reasonable requests for a postponement of the hearing to allow for the production of an alternative medical report or other relevant information.

All reasonable steps should be considered to assist the employee in attending the meeting. The employee should alert their line manager to any relevant difficulties in relation to attendance at or in the conduct of the meeting.

The line manager will conduct the meeting and determine the on-going support that may be made available to the employee and consider temporary or permanent options to support a return to work that may be suitable with the agreement of the employee.

These may include:

- Arrangements for on-going support and monitoring of the employee during their continuing absence
- Seeking further information, e.g., an additional medical report
- That any further reasonable adjustments are carried out

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- A temporary or permanent change of work pattern or job role within the same location
- A temporary or permanent change of job role within the wider organisation (which may include re-training or rehabilitation)
- An agreement with the employee to be transferred to a different role including roles at a different grade.

The employee will be given the opportunity to provide any further information regarding the reasons for their absences which may be considered in determining the action to be taken.

The line manager will confirm the outcome of the meeting and advise the employee of their right to appeal any decision at this stage. The line manager may issue the employee a Written Warning that should their absence continue, or the arrangements put in place for their return are unsuccessful then it may be appropriate to address the absence at the next stage of the procedure which could lead to redeployment, down grading, or the dismissal of the employee with the appropriate notice. Any warning will be considered active for a period of absence and 12 months after the employees return.

Any outcomes, targets or warnings resulting from of these discussions should be recorded as document of record on PeopleHR by the line manager for the period of the warning.

It may be appropriate for the line manager to hold several formal meetings where the absence continues.

Where the absence continues and none of the options identified above are possible, practical or have achieved the desired outcome, the case will be discussed with a senior manager (who has not had any previous involvement) and a report will be prepared outlining:

- The employee's attendance and health record
- Likelihood of a change in attendance (which may include further reference/referrals to Occupational Health)
- The reasonable adjustments that have been considered and whether there are further adjustments which should be considered
- The availability of alternative work or work patterns
- Where appropriate, advice from Occupational Health as to whether the employee would qualify for early retirement on the grounds of ill-health
- The impact of the past and any future absence on the operational area.

The senior manager assigned this case will determine, in conjunction with HR, whether there is a case for further action. If this is the case the employee will be invited to a formal meeting, with at least **5 working days' notice** and advised that a possible outcome of the meeting could be redeployment, downgrading or dismissal. They will be provided with the report providing full details of the case and reminded of their right to be accompanied. If the employee wishes to produce any written evidence to support their own case then they should submit this in advance of the meeting, which can include a second medical opinion if they wish. The senior manager should consider all reasonable requests for postponement of the hearing to allow for the production of an alternative medical report or other relevant information.

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All reasonable steps should be considered to assist the employee in attending the meeting. The employee should alert the senior manager to any relevant difficulties in relation to attendance at or in the conduct of the meeting.

The senior manager will conduct the meeting and determine whether there is a case to dismiss the employee. The senior manager could determine any of the following:

- To seek further information, e.g., an additional medical report that any further reasonable adjustments are carried out
- To apply a formal written warning to take further action, e.g., redeployment or downgrading with the agreement of the employee, as an alternative to dismissal that where Occupational Health confirms that the employee qualifies for early retirement on the grounds of ill-health, a date of retirement is confirmed to dismiss the employee, with the appropriate notice.

The senior manager will inform the employee of their decision, which will be confirmed in writing, normally within **7 working days** of the hearing. The employee will also be advised of their right of appeal and timescale for doing so.

Dismissal

If the facts and conclusions reached by the senior manager warrant dismissal, the manager will inform the employee (as part of the written decision):

- Details of the reasons for their dismissal
- The period of contractual notice payable, the effective date of termination of employment and any other terms relating to the termination.

Appeal Process

Appealing Against a Decision

Where an employee wishes to appeal against any formal decision made under formal procedure, they must do so by writing to their line manager within **5 working days** of receiving the letter informing them of the outcome. The letter should state the grounds on which the appeal is made.

The appeal should be made in writing stating which aspects of the decision they are dissatisfied with and which specific areas of the sanction or applied action they wish to appeal against.

An appeal manager who is equal to or more senior to the manager whose decision is being appealed will hear the appeal.

The appeal manager will arrange a meeting with the employee, normally within **10 working days** of receipt of the written appeal. All reasonable steps should be considered to assist the employee attending the meeting. The employee should alert the appeal manager to any relevant difficulties in relation to attendance at or in the conduct of the meeting. The appeal manager should consider all reasonable requests for a postponement of the hearing to allow for the production of an alternative medical report or other relevant information.

The Appeal Hearing

Prior to the hearing the appeal manager will gather all the available evidence and information to date.

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During the hearing the appeal manager will consider the reasons submitted for the appeal, in the context of the fairness of the original decision, the procedure that was followed, the information available to the senior manager and any new information that may have come to light.

The appeal manager will consider whether further investigation including further reports, may need to be carried out.

Following the appeal hearing, the decision may be to:

- Confirm the original decision
- Revoke the original decision and substitute a different decision.

Where possible, the appeal manager will explain the decision in person.

The final decision of the appeal will be communicated to the employee in writing as soon as possible – usually within **7 working days** of the appeal hearing.

There is no further right of appeal.

Right to Be Accompanied

An employee will have the right to be accompanied at all stages of the formal procedure. The accompanying person will be either by a colleague from within Bòrd na Gàidhlig, or an accredited trade union representative.

An employee should advise the manager holding the meeting who the chosen accompanying person is at least **2 working days** before the meeting. An accompanying person is allowed reasonable time off with pay to attend a hearing. Reasonable preparation time is also permitted during work time, but this must be with the consent of the accompanying employee's line manager. Acting as an accompanying person is voluntary; there is no obligation to take on the role.

Adjournments

Meetings and appeal hearings may be adjourned at the discretion of the manager chairing it, to allow time for additional evidence to be obtained, or more commonly to allow consideration of the evidence and to determine what, if any, action is appropriate.

The employee or accompanying person may also request an adjournment at any time throughout the hearing if they require to consult or for issues of welfare.

Exceptional Arrangements

Where, despite consideration of all reasonable steps to assist their attendance an employee is unable to attend a meeting to discuss their absence at any stage under this policy due to their ill-health alternative arrangements may be put in place. These may include:

- Arrangements made to hold a meeting at an appropriate alternative location
- The appointment of a representative to attend on their behalf. This may be a colleague from within Bòrd na Gàidhlig, or an accredited trade union representative
- The submission of written evidence and statements to be considered in the employee's absence.

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5. Roles and Responsibilities

All employees have a responsibility to:

- Ensure that they record and maintain an accurate sick record on PeopleHR
- Make appropriate lifestyle choices to enable them to enjoy and maintain their own wellbeing, including aiding their own recovery where this is necessary
- Attend work in good health in order to fulfil their contract of employment
- Make themselves familiar with the policy/procedure and ensure that they contact and co-operate with their line manager during their absence for the purpose of keeping in touch
- Provide their line manager with any documentation to cover their period of absence as soon as practicable, i.e., doctor's medical notes where appropriate (failure to do so could mean the delay in payment of occupational or statutory sick pay) and on return from a period of absence
- Co-operate with their manager and Bòrd na Gàidhlig requirements for a 'welcome back' meeting on their return
- Co-operate with their manager and Bòrd na Gàidhlig where details of their health are sought which are relevant to their attendance and performance at work including requirements for an Occupational Health assessment of health where a referral is made under this policy.

All managers have a responsibility to:

- Reflect on the levels of sickness absence and to manage sensitively, fairly, consistently and in a timely manner, all employees whose absence levels raise any concerns, having regard for individual circumstances
- Discuss with employees the reasons for absence and take appropriate action
- Keep in regular contact with employees who are absent through ill health particularly during long term absence, to ensure that they are fully aware of progress and the likely duration of the absence. To be sensitive to the employee's circumstances and use a method of contact which is appropriate to the circumstances and avoids being intrusive
- Follow through the stages required in managing sickness absence in a timely manner, keeping the employee informed of the next steps, ensuring accurate records are maintained and communicating any decisions taken for all employees including the duration of absence and a note of all discussions that have been held and targets that have been set
- Maintain accurate, individual absence records within PeopleHR for all employees including the duration of absence and a note of all discussions that have been held and targets that have been set
- Ensure that appropriate privileges are set in PeopleHR on all documentation saved electronically to ensure confidentiality
- Liaise with HR cases of phased return to ensure that information is recorded accurately on PeopleHR
- Give due consideration to appropriate levels of support and advice to employees, i.e., encourage the employee to consult the EAP where appropriate
- Consider any reasonable adjustments in duties or equipment that may be required to support an employee returning to work following a period of absence.

Corporate Services have a responsibility to:

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- Provide appropriate training and development for managers to support the implementation of this and other policies
- Ensure that managers have the right level of support and advice to enable them to act in a fair and consistent manner
- Respond to requests for referrals to Occupational Health in a timely manner, co-ordinating the response and ensuring relevant information is provided to the manager to enable decisions to be made
- Advise managers on any legislative impacts e.g., Disability Discrimination Act
- Assist the manager in considering alternative roles where the employee is not able to return to their own or referring to Occupational Health for consideration of ill-health retirement as appropriate.

The accompanying person has the responsibility to:

- Assist the employee in collating information that supports their case
- Support the employee during the hearing
- Confer with the employee during the hearing
- Always maintain confidentiality
- Not behave in a disruptive or obstructive manner.

6. Equality Impact Assessment

Bòrd na Gàidhlig recognises its responsibility to ensure that no-one is discriminated against or disadvantaged on the grounds of age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, pregnancy and maternity, sexual orientation or sex. This policy has been screened through an equality impact assessment to ensure equality.

7. Disability Discrimination Act

The guidelines of this policy must be implemented in a way which is consistent with Bòrd na Gàidhlig's duties in terms of the Disability Discrimination Act including the duty to carry out reasonable adjustments. Where there is any inconsistency the duties imposed by the Act then the Act supersedes this policy. An example of this is the possibility that different trigger factors are used for employees whose absence arises from a Disability in terms of the Act. Assistance is available from HR Services as to the terms and implications of the Act. Managers should discuss with HR Services when considering taking steps in terms of the policy in relation to any employees who are likely to be disabled in terms of the Act.

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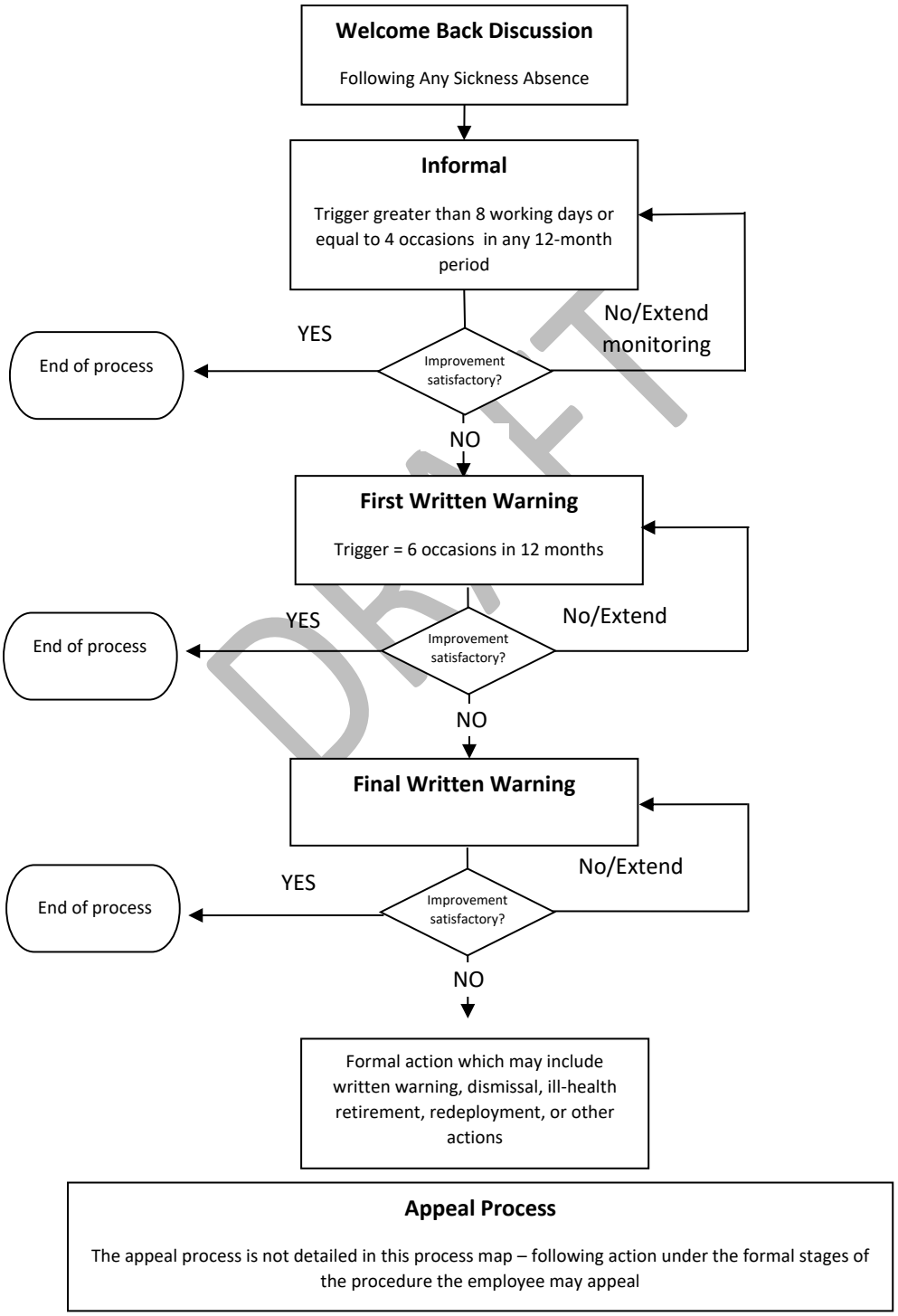
Appendix 1: Illustrative Process Map – Short Term Absence

Please note:

Managing health and potential disability issues relating to absence require a flexible approach. This process map is for illustrative purposes. The actual process under this procedure will be appropriate to the individual circumstances and may differ. If in doubt please refer to HR services.



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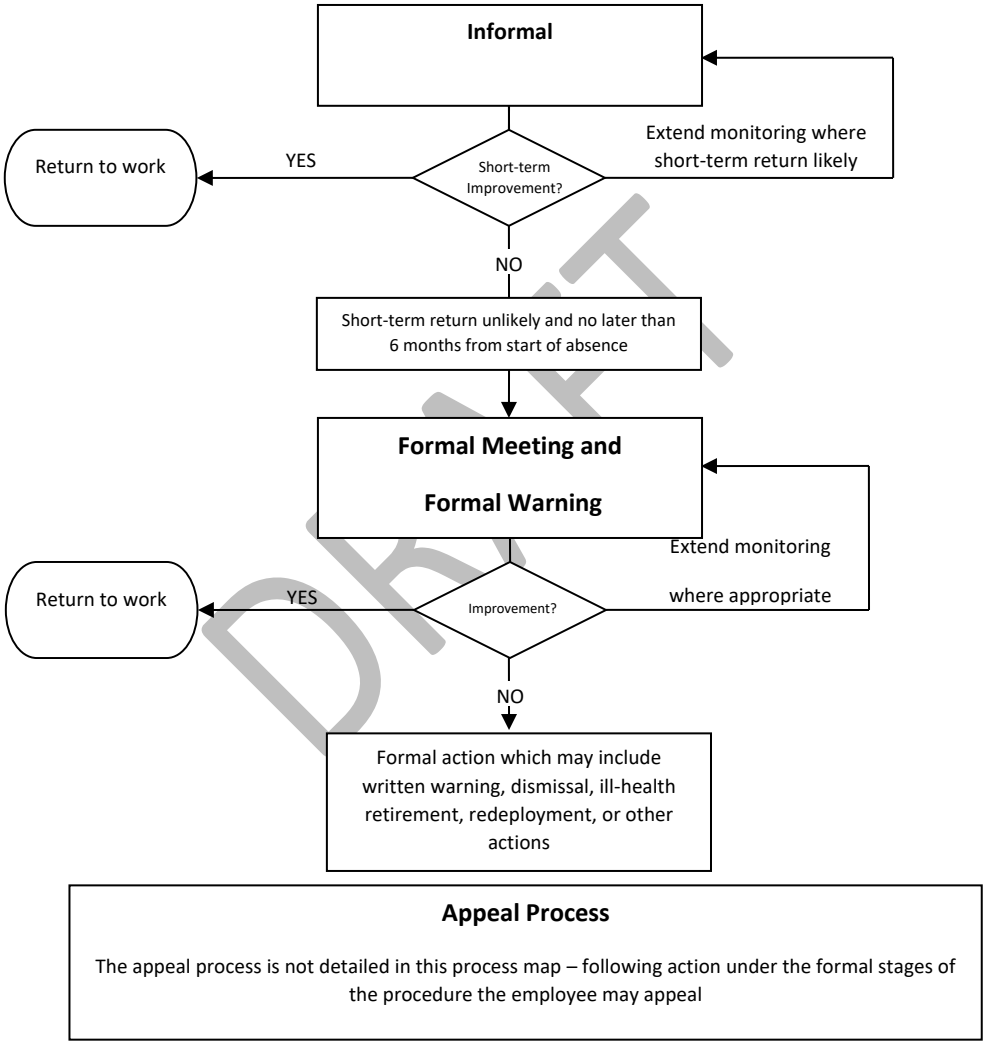
Appendix 2: Illustrative Process Map Long Term Absence

Please note:

Managing health and potential disability issues relating to absence require a flexible approach. This process map is for illustrative purposes. The actual process under this procedure will be appropriate to the individual circumstances and may differ. If in doubt please refer to HR services.



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Guidance

Employee Assistance Programme. Telephone 0800 047 4097, On-line Health Portal at www.healthassuredeap.co.uk

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Seisean fosgailte
Cuspair 3.1 PT3

Bòrd na Gàidhlig

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Health and Safety Policy

Health and Safety Policy

1. Purpose

Bòrd na Gàidhlig is committed to ensuring the highest reasonably practicable standards of health and safety. In particular the organisation acknowledges their duties under the Health and Safety at Work Act 1974 and secondary health and safety legislation.

Bòrd na Gàidhlig has a suite of policies aimed at delivering good people management across the organisation and aims to ensure consistency of treatment. The intention of these policies is to help employees and managers understand their individual responsibilities to achieve the outcomes and priorities of the Bòrd na Gàidhlig Corporate Plan and Operational plan.

Guidance should be sought from your line manager or HR services on the operation of this policy.

2. Scope

This policy applies to all employees of Bòrd naGàidhlig. For employees who are currently serving their probationary period, the principles of this policy will apply.

3. Policy Statement

Bòrd na Gàidhlig are committed to ensuring the health and safety of their employees, sub-contractors and members of the public who may be affected by their work as much as is reasonably practicable, and will assess and alter their work conditions, systems and equipment where necessary.

The organisation genuinely cares about their employees and others affected by their work and the systems are designed accordingly. In addition, Bòrd na Gàidhlig actively encourage all their staff and contractors to engage and cooperate on workplace matters, in particular health and safety.

This policy does not form part of the employee's contractual rights. Bòrd na Gàidhlig reserve the right to vary the detail of the policies as may be required by legislation or organisational requirements.

4. Working with this Policy

The executive responsible for health and safety at work in Bòrd na Gàidhlig is the Ceannard who will ensure, so far as is reasonably practicable, that Bòrd na Gàidhlig's policy on health and safety at work is effectively implemented.

All those with responsibility for the management or supervision of employees will promote positive attitudes towards health and safety. They must ensure that the tasks carried out by their staff are performed with the utmost regard for the health and safety of all involved.

Employees have a responsibility to do all they can to prevent an injury to themselves, their colleagues and others affected by their actions or omissions at work and to co-operate with the organisation on matters of health, safety and welfare. They must familiarise themselves with, and conform to, the health and safety at work policy, Bòrd na Gàidhlig procedures and rules.

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5. Statement of General Policy

In carrying out responsibilities under health and safety, Bòrd na Gàidhlig are committed to:

- Managing health and safety risks and thereby preventing accidents and work-related ill health. To facilitate this, risk assessments are conducted and reviewed when appropriate to consider the potential risks associated with the working environment for each location that houses employees of Bòrd na Gàidhlig and for the different roles within the organisation. These risk assessments are recorded and available for viewing on the intranet site (links are included in Appendix 1). Each risk assessment includes guidance on how to mitigate the risks and these should be reviewed by all staff as part of their training and on an ongoing basis when appropriate.
- Providing first aid where necessary and recording/reporting accidents when necessary. All accidents, however minor, must be reported to a first aider or Office Manager, who will complete an accident report form. Near misses, potential hazards and any damage must also be reported immediately. Any incident will be investigated by the Office Manager, who is responsible for ensuring that corrective action is taken, where appropriate, to prevent a recurrence. Each building that houses Bòrd na Gàidhlig staff has a number of registered first aiders who have access to first aid boxes. Details of these can be found in locations within each building as detailed in Appendix 2.
- Providing training to employees on health and safety matters as appropriate. All staff will be provided with training on health and safety matters as part of their induction on joining Bòrd na Gàidhlig as well as any relevant refresher or update training in the future.
- Engaging and consulting with employees on health and safety matters as appropriate and in particular on the introduction of any measure at the workplace which may substantially affect their health and safety. Health and safety discussions take place at staff meetings or through a more formal consultation if any significant change is being introduced.
- Implementing emergency procedures and evacuation plans. Staff will be informed of the emergency procedures and evacuation plan for the building in which they are normally located as part of their induction and should take responsibility for taking part in any drills that take place so that they remain familiar with the appropriate evacuation procedure. Details of these procedures and evacuation plans can be found in locations within each building as detailed in Appendix 2
- Ensuring work equipment is suitable, safe and maintained appropriately. To facilitate this, regular inspections of the workplace are conducted by the landlords of each building housing Bòrd na Gàidhlig staff and the outcome of these is reported back to the Office Manager so that appropriate action can be taken. Display Screen Equipment (DSE) assessments are conducted when a new member of staff joins the organisation, or on request at any time by a member of staff by a DSE trained member of staff.
- Maintaining safe and healthy working conditions, including exposure to hazardous substances and ensuring reasonably safe manual handling procedures. As well as regular building inspections and DSE assessments as detailed above, particular measures are in place for those members of staff who

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regularly travel and work alone delivering certain aspects of work for the Bòrd and details of this are covered in the lone working policy. Manual handling training will be provided to all staff whose role requires it both when they start that role and on an annual basis.

6. Home Working (Hybrid Working)

All employees have a responsibility to:

- Take reasonable care of their own health and safety and that of anyone else in their home who is affected by their work whilst they are working from home
- Break up long spells of computer work with rest breaks (at least five minutes every hour) or by having changes in activity
- Regularly change seating position, this may include getting up and walking around
- Avoid eye fatigue by changing focus or by looking away from the screen regularly
- Ensure any smoke alarms are checked regularly
- Do not overload sockets and adaptors
- Regularly carry out visual checks on plugs, cables and electrical equipment. Do not user items which have damaged casing, cables, plugs, scorch marks or other signs of damage
- Ensure all Bòrd na Gàidhlig electrical equipment has been PAT tested
- Ensure they have access to basic first aid provisions
- Have an emergency plan, including what to do if there is a fire
- Accidents, near misses and incidents of ill health etc should continue to be reported in the usual way
- Ensure work area is free from trip hazards, like trailing cables, bags or other items
- Make sure there is adequate lighting, temperature and ventilation.

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7. Roles and Responsibilities

All employees have a responsibility to:

- Familiarise themselves with this health and safety policy and any related policies and should act in accordance with the principles set out in it
- Ensure that all accidents/incidents, including near misses are reported when they occur.

All line managers have a responsibility to:

- Ensure that employees are aware of, and act in compliance with, the health and safety policy and its related policies
- Ensure that accidents/incidents are recorded and investigated as appropriate
- Ensure that all relevant training and support is provided to employees in accordance with this policy.

8. Equality Impact Assessment

Bòrd na Gàidhlig recognises its responsibility to ensure that no-one is discriminated against or disadvantaged on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or

sexual orientation. This policy has been screened through an equality impact assessment to enable equality.

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Appendix 1 – Dependencies and Relevant Legislations

Risk Assessments

- The risk assessments below can all be found on SharePoint here **:**

- General Office Duties
- Driving at Work
- Travel by Public Transport
- Meeting External Stakeholders
- Use of Office Equipment
- Working with Computers

Policies and Guidance

- Lone Working Guidance (Link to be added when known)
- Personal emergency evacuation plan

Legislation

Health and Safety At Work Act 1974

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Appendix 2 – Location Registered First Aiders and Evacuation Plans

First Aiders – Details and Location

Evacuation Procedure and Plans - Location

Seisean fosgailte
Cuspair 3.1 PT4

Bòrd na Gàidhlig

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Stress Management and Wellbeing in the Workplace

Air aontachadh le/Approved by: xxxxxxx
Air aontachadh air/Approved on: xxxxxxx
Ath-nuadhachadh a dhìth/Review due on: xxxxx
Eadar-theangachadh dearbhte/translation checked: xxxxxx

Stress Management and Wellbeing in the Workplace Policy

1. Purpose

Bòrd na Gàidhlig is committed to fulfilling its responsibility to provide a healthy working environment and maintaining employee's health and wellbeing. The organisation recognises that stress is a health and safety issue and acknowledges the importance of identifying risk factors and reducing workplace stressors through the process of risk assessment. Bòrd na Gàidhlig has a suite of policies aimed at delivering good people management across the organisation, and to ensure fairness and consistency of treatment. The aim of the policies is to help employees understand their individual responsibilities to meet the expectations of the organisation.

Guidance on the operation of this policy can be gained from HR services or the Operations Manager.

2. Scope

This policy applies to all employees of Bòrd na Gàidhlig. In line with Health and Safety Executive (HSE) guidelines the organisation is committed to reducing workplace stress. The Health and Safety at Work Act 1974 states that "It shall be the duty of every employer to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all his employees". Bòrd na Gàidhlig aims to encourage a supportive environment where excessive work pressures on an individual are addressed.

3. Policy Statement

Bòrd na Gàidhlig is committed to working with employees to identify triggers for workplace stress and to reduce workplace stress.

The purpose of this policy is to underline the importance of recognising and managing workplace stress and wellbeing issues and the importance of raising concerns to take appropriate action.

The organisation also aims to assist individuals to manage and minimise the impact of their individual and personal stress contributors as this may contribute to feelings of stress at work.

Any issue relating to stress management and wellbeing in the workplace can be raised by employees at any time, or by their line manager, if there is reason to believe they are experiencing stress and it may be impacting their general wellbeing or performance.

Bòrd na Gàidhlig offers relevant training, accessed via employees' line managers, and offers support to managers and employees in managing their stress. Bòrd na Gàidhlig have trained mental health first aiders and also offers assistance through the Health Assured Employee Assistance Programme (EAP):

- Freephone: 0800047 4097
- www.healthassuredeap.co.uk

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This policy does not form part of the employee's contractual rights. Bòrd na Gàidhlig reserve the right to vary the detail of the policies as may be required by legislation or organisational requirements.

4. Stress and its Recognition

Bòrd na Gàidhlig acknowledges that any employee may experience organisational stress and / or personal individual stress. The organisation recognises that it has a duty of care to reduce the impact of workplace stressors on its employees. Bòrd na Gàidhlig also aim to assist individuals to manage and minimise the impact of their individual and personal stress contributors as this may contribute to feelings of stress at work.

A priority for Bòrd na Gàidhlig is to provide a safe and healthy working environment for all of its employees. This is primarily achieved through the application of the Bòrd na Gàidhlig health and safety policy. The organisation will also offer any employee the relevant training and supporting information to enable them to perform their work safely.

Bòrd na Gàidhlig also acknowledges an employees' personal responsibility in fulfilling these objectives. It encourages every employee to be aware of their own mental and physical wellbeing both in the workplace and personal life, to actively develop a responsible and balanced approach to managing stress.

5. Procedure

Definition

The Health and Safety Executive defines stress as:

"The adverse reaction people have to excessive pressure or other types of demands placed on them. It arises when they worry that they can't cope."

This statement makes an important distinction between pressure and stress.

Pressure can be positive if managed correctly. It can enable many people to thrive and perform at their best. Should pressure increase to an unmanageable proportion then it changes into stress. Stress is usually detrimental to health and can undermine performance. Everyone reacts differently to pressure and have different tipping points whereas some may be able to cope with a particular set of circumstances others may not be as able. Therefore, it is important never to make assumptions about an employee's ability to cope.

A fuller definition of stress and the signs and symptoms is given in Appendix 1.

Stress Risk Assessment

If an employee considers that work related stress is impacting their health and wellbeing they should identify issues contributing to stress and possible solutions. These issues should then be discussed with their line manager and an individual stress risk assessment jointly completed (Appendix 2).

Whilst it is recognised that stress is a personal matter and employees may not wish to discuss their feelings of stress with their employer, Bòrd na Gàidhlig has a duty of care to address and mitigate identifiable factors where possible. Where concern about work

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related stress has been identified, the line manager will discuss this with the employee and as required, work with them to complete an individual stress risk assessment.

Guidance on how to complete a stress risk assessment can be found in the individual stress risk assessment procedure along with a completed generic Bòrd na Gàidhlig risk assessment which addresses organisation-wide issues.

As part of completing the risk assessment both the employee and their line manager will discuss the identified hazards (this is usually undertaken face to face). Any control measures and related actions will be agreed with between them and the results documented on the risk assessment form. Sometimes if an employee is overcome with feelings of stress, the line manager may be able to assist with mitigation measures which are not apparent at that time, to the employee. A timescale for review will also be agreed. This may be a period of time or in response to changes in activities or the job plan. Once completed the stress risk assessment will be stored in the employee's electronic staff file.

Where there is a potential for significant or on-going risks to the employees' health and wellbeing, it may be appropriate for their line manager to seek further advice through occupational health (via Health Assured).

A situation that is being dealt with under this policy may evolve into one that may be required to be dealt with under another policy, for example a stress related issue could lead to absence or play a contributing factor in reducing performance (see Appendix 1). If work related stress is highlighted as a factor, this should be taken into consideration when determining any appropriate support or action required and in consultation with HR services.

Along with assisting employees to complete a risk assessment and take forward any actions, there are a number of other ways that managers can help employees ease stress, such as:

- Arrange to have a chat with the employee, away from the workplace if preferred.
- Help create an atmosphere where the employee feels it is safe for them to talk.
- Be non-judgemental and supportive.
- Listen carefully to the employee.
- Look for a solution together.
- Draw up an action plan which is reviewed at suitable intervals.

Further advice for staff and managers can be found on the EAP website:

- www.healthassuredeap.co.uk.

6. Roles and Responsibilities

All employees have a responsibility to:

- Seek medical advice if they think stress may be affecting their health and wellbeing.
- Talk to their line manager or use the EAP to obtain information, guidance and support on dealing with work related or personal stress.
- Take care of their own health, safety and wellbeing and make appropriate lifestyle choices to support this.
- Be aware of the health, safety and wellbeing of colleagues and raise any concerns with the employee or their line manager as appropriate.

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- Learn to recognise signs and symptoms of stress in yourself and colleagues (see Appendix 1).
- Ensure that a stress risk assessment is completed where stress may be impacting upon their health.
- Raise concerns about stress either in the workplace or externally, with their line manager and co-operate with Bòrd na Gàidhlig in addressing the issues.
- Take full annual leave entitlement, utilise time off in lieu (TOIL) hours appropriately and not work excessive hours.
- Ensure that realistic targets are set with their line manager for work plans.
- Consider seeking support for stress via their trade union, where appropriate.

All Managers have a responsibility to:

- Act quickly and effectively to address any working relationship issues which may be affecting employees or the people they manage.
- Recognise if employees are feeling isolated in the workplace or feeling unable to cope with their workload and act accordingly.
- Raise concerns with employees who appear to be experiencing stress and encourage them to jointly complete a stress risk assessment with you.
- Encourage the employee to seek appropriate support from their GP and the employee assistance programme.
- Assist employees with setting and agreeing realistic job plans and objectives.
- Encourage employees to highlight workload pressures and assist them in prioritising workloads.
- Consult with employees and keep them informed regarding change.
- Manage working hours by regularly reviewing TOIL reports and encourage employees to take their full annual leave entitlement.
- Undertake relevant training to better support the employees they manage.

HR Services have a responsibility to:

- Provide support, guidance and advice on the application of the policy to employees and managers.
- Respond to requests for occupational health referrals in a timely manner as appropriate to the individual case, co-ordinating the response and ensuring information is provided to support managers in making fair decisions.
- Work with senior managers to identify sickness absence which may be due to stress and to review where the level causes concern as well as assist in managing stress in Bòrd na Gàidhlig.

The Operations Manager has a responsibility to:

- Provide advice, support and guidance to staff and managers on managing risks and risk factors within the workplace that may give rise to work-related stress.

7. Equality Impact Assessment

Bòrd na Gàidhlig recognises its responsibility to ensure that no-one is discriminated against or disadvantaged on the grounds of age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, religion, or sexual orientation. This policy has been screened through an Equality Impact Assessment to enable equality.

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Appendix 1: Recognising the Signs and Symptoms of Stress

What is stress?

Stress is defined as the adverse reaction a person has to excessive pressures or other types of demand placed upon them. It can become worse if the person perceives they have no control over the problem and little or no support from others. Situations can arise as a result of either work related or personal issues.

It is important to remember that stress affects people in different ways and that it should not be seen as a sign of weakness or inadequacy.

Recognising signs and symptoms of stress.

It is important to remember that these signs and symptoms may be related to other medical problems. If you are experiencing a combination of these symptoms, please consult a health professional for diagnosis.

Cognitive Symptoms	Emotional Symptoms
• Memory problems • Difficulty in concentrating • Poor judgment • Seeing only the negative • Anxious or racing thoughts • Constant worrying	• Moodiness • Irritability or short temper • Agitation, inability to relax • Feeling overwhelmed • Sense of loneliness and isolation • Depression or general unhappiness
Physical Symptoms	**Behavioural Symptoms**
• Aches, pains and headaches • Diarrhoea or constipation • Nausea, dizziness • Chest pain, rapid heartbeat • Loss of sex drive • Frequent colds and infections	• Change in eating habits • Sleeping too much or too little • Isolating yourself from others • Procrastinating or neglecting responsibilities • Using alcohol, cigarettes, or drugs to relax

Stress Factors in the Workplace

The Health and Safety Executive has identified six key areas (or “risk factors”) that can impact on work related stress. These are:

- demands of the job
- control over work
- support received from managers or colleagues;
- relationships in the workplace;
- individual’s role within the organisation;
- change and how it is managed.

More information is available from HSE Management standards for work-related stress.

HSE website: www.hse.gov.uk/**stress**

Individual Stress Risk Assessment **Appendix 2**

Bòrd na Gàidhlig
STRESS RISK ASSESSMENT

SUBJECT	**INDIVIDUAL STRESS RISK ASSESSMENT**	**Reference No:**
Other information relevant to this assessment		
Identified hazards (triggers for stress)	Note: You should detail the triggers that relate to the circumstances of your own situation in liaison with your manager.	
Who Might be Harmed and How	NAME *<u>Note:</u> In any of these cases it is the individual member of staff who is likely to be harmed. It is possible that they may suffer stress, which, if it is excessive, could lead to stress-related illness.*	
Control measures for identified hazards (triggers for stress) with risk-rating	**Organisational Control Measures** **Individual Control Measures – Work** **Individual Control Measures - Home**	**Risk Rating** (with controls in place) **S X L = R**
Emergency/Contingency Arrangements (where risk rating is 6 or more)		
Further action (if applicable)		
Assessment By / Date	**Date of next review**	

Refer to risk rating guidance in Appendix 3.

Guidance on completing the stress risk assessment form Appendix 3

Risk rating

This is the numerical value derived from multiplying the Hazard Severity by the Likelihood of an incident occurring.

This calculation will enable Bòrd na Gàidhlig employees to quantify the risk potential either actual or perceived, having first examined, reviewed and assessed existing controls; information available; training records; and or best practices demonstrated.

Hazard severity (S) - Explanation

Hazard is the potential to cause actual harm, which can vary in severity of outcome. The effect of a hazard for the purposes of this General Risk Assessment will be rated as:

S4	A fatal injury or illness is likely.
S3	A major injury or serious illness is likely e.g. psychological collapse or requires counselling as intervention
S2	Situations where persons are likely to be off work for more than three days or where there may be recurring ill-health.
S1	All other outcomes, including where persons may experience stress resulting in periods of absence from work for up to three days.

Likelihood of incident occurring (L) - Explanation

This is the consideration of how likely an incident is to occur, and will be rated:

L4	High - Where it is certain that an incident will occur.
L3	Medium - Where it is probable that an incident will occur.
L2	Low - Where an incident is possible.
L1	Very Low – Where an incident is unlikely.

Calculating a risk rating (R)

This matrix shows how the Risk Rating is then calculated:

	L1	L2	L3	L4
S1	1	2	3	4
S2	2	4	6	8
S3	3	6	9	12
S4	4	8	12	16

The aim is to reduce the Risk Rating as low as is reasonably practicable - a score of 3 or less is usually regarded as acceptable and scores of 12 or above are clearly unacceptable. Where the risk rating is greater than 3, consider again if all possible controls have been utilised. If not, then the line manager needs to decide whether the activity should go ahead or not by analysing and comparing the benefits of carrying out activity against the actual or potential costs associated with the increased risk. Where risk ratings are 6 or above, emergency/contingency arrangements need to be included in the section of the risk assessment detailed for this purpose.

Seisean Fosgailte : Open Session
Cuspair 4.1

For	Policy and Resources Committee
Date of Meeting	09/11/2021
Location:	Online
Item on Agenda	4.1

Paper Title	Quarterly Finance Report	
Recommendation	For Information *	
Spokesperson	Nicola Pearson, Head of Finance & Corporate Affairs	
Governance Route	**Date of Meeting**	**Decision**
Leadership Team	13/10/2021	For Information
Appendices:	PT1 – Finance Report to 30.09.2021	

1.0	**Purpose**
1.1	To give information to the Committee on the financial position as at 30 September 2021. The paper is in English as the report will be presented in English.
2.0	**Background**
2.1	PT1 provides an overview of the Quarter and YTD position, as well as a full year forecast position. The Development Spend is categorised in line with Strategic Priorities 1 – 3, whilst Strategic Priority 4 (Developing How we Work) is funded from running costs. At the start of 21-22, we had been awarded £5,179k in Grant in Aid which was our original budget for the current financial year. However, in June we were awarded a further £400k, taking our Grant in Aid budget to £5,579k - £200k towards new posts and £200k to the extension of the GDOs contracts.
3.0	**Main Points**
3.1	At the end of the September 2021, total spend was 32% under budget. This variance was primarily driven by Development spend which was underspent by c£950k: • £705k – GLAIF Grant Schemes: This variance is related to budget profile rather than a true underspend. With GLAIF, we receive status reports at the end of August each year – these reports trigger a release of spending for new and continuing projects. Spend therefore is expected to take place between September to December; and • £225k – Grant Schemes other. Again, this is a budget phasing issue and the budget is forecast to be fully utilised. Only £531k of the total £3,845k development spend budget remains uncommitted - £386k of this also relates to GLAIF Grant Schemes. Running costs are 11% behind budget year-to-date. This is a general underspend across a number of non-staff cost categories.

	We are currently forecasting an underspend of c£86k but this is likely to change. It is primarily from additional funding for new posts part way through the year.
4.0	**Recommendation**
4.1	Members are requested to consider the report and note the information.
5.0	**Main Strategic Impacts**
5.1	**Impact on Finance**
	As described above.
5.2	**Impact on Staff**
	N/a.
5.3	**Impact on Training**
	N/a
5.4	**Links to Strategic and Corporate Aims**
	This paper supports the Committee in fulfilling the aims for the year.
5.5	**Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta/ Links to the National Performance Framework**
	n/a
5.6	**Buaidhean air Cliù/Impacts on Reputation**
	It is important the BnG continues to demonstrate effective management of its finances.
5.7	**Buaidhean air Slàinte is Sàbhailteachd/Impacts on Health and Safety**
	n/a
5.8	**Buaidhean Laghail/Legal Impacts**
	n/a
5.9	**Buaidhean air Co-ionannas/Impacts on Equality**
	n/a
5.10	**Buaidhean air Àrainneachd/Impacts on the Environment**
	n/a

PT1 - Cuspair 4.1

Quarterly finance report (against strategic priorities and full year forecast) – Sept 2021

		QUARTER 2 (1 Jul - 30 Sept)			YTD (1 Apr - 30 Sept)			FULL YEAR			COMMITMENTS			
		BUDGET	ACTUAL	VAR	BUDGET	ACTUAL	VAR	BUDGET	FORECAST	VAR	FORECAST	YTD SPEND	COMMITTED	UNCOMMITTED
FUNDING	Opening Available Budget	89,638	89,638		89,638	89,638		89,638	89,638					
	Grant In Aid	1,272,000	1,272,000		3,227,000	3,227,000		5,579,000	5,579,000					
	Funding From External Bodies	25,000	25,000		50,000	50,000		100,000	75,000	(25,000)				
	Returned Funding		4,384	4,384		17,697	17,697		17,697	17,697				
	AVAILABLE BUDGET	**1,386,638**	**1,391,022**	**4,384**	**3,366,638**	**3,384,335**	**17,697**	**5,768,638**	**5,761,335**	**(7,303)**				
EXPENDITURE	Using Gaelic	522,777	428,060	94,717	1,589,308	905,517	683,791	2,532,824	2,621,831	(89,008)	2,621,831	905,517	1,275,475	440,839
	Learning Gaelic	314,047	270,117	43,930	653,713	429,910	223,803	1,034,620	938,299	96,320	938,299	429,910	459,205	49,184
	Promoting Gaelic	55,507	43,187	12,320	172,068	130,162	41,906	277,557	284,869	(7,312)	284,869	130,162	113,931	40,776
	DEVELOPMENT SPEND	**892,331**	**741,363**	**150,968**	**2,415,089**	**1,465,589**	**949,500**	**3,845,000**	**3,845,000**	**0**	**3,845,000**	**1,465,589**	**1,848,611**	**530,800**
	Salaries	302,915	289,673	13,241	605,829	584,113	21,716	1,411,658	1,226,933	184,725				
	Other Costs	115,312	93,691	21,621	230,222	162,010	68,212	422,342	520,529	(98,187)				
	RUNNING COSTS	**418,226**	**383,364**	**34,862**	**836,051**	**746,123**	**89,928**	**1,834,000**	**1,747,462**	**86,539**				
	TOTAL SPEND	**1,310,558**	**1,124,727**	**185,830**	**3,251,140**	**2,211,712**	**1,039,428**	**5,679,000**	**5,592,461**	**86,539**				
	BUDGET CARRIED FORWARD	**76,081**	**266,295**	**190,214**	**115,498**	**1,172,624**	**1,057,125**	**89,638**	**168,874**	**79,236**	**UNCOMMITTED DEV BUDGET:**			**530,800**

Seisean Fosgailte
Cuspair 4.2

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	09/11/2021
Àite:	Air MS Teams
Nì a' Chlàir-ghnothaich	**4.2**

Tiotal a' Phàipeir	Fios as ùr air Iarrtasan Bhuidhnean Com-pàirteach Lìbhrigidh	
Moladh do Bhuill	Airson Fiosrachadh *	
Neach labhairt:	Steven Kellow, Oifigear Maoineachaidh is Phròiseactan	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba Stiùiridh	28/10/2021	Ri Aontachadh
Pàipear-taice air a cheangal ris	Chan eil	

1.0	**Adhbhar**
1.1	A' toirt fiosrachadh dha na Buill air pròiseas measaidh airson iarrtasan taic-airgid bho na Buidhnean Com-pàirteach Lìbhrigidh.
2.0	**Cùl-fhiosrachadh**
2.1	Chaidh aontachadh aig coinneamh a' Bhùird-stiùiridh air 16 Ògmhios 2021 gun tèid cuireadh a thoirt do na Buidhnean Com-pàirteach Lìbhrigidh gus iarrtas a chur a-steach do Bhòrd na Gàidhlig airson taic-airgid 2022/23.
2.2	'S iad na Buidhnean Com-pàirteach Lìbhrigidh a fhuair cuireadh iarrtas a chur a-steach: • Acair • An Comunn Gàidhealach • An Lòchran • Cànan Graphics Studio (CGS) – FilmG • Ceòlas Uibhist • Comhairle nan Leabhraichean • Comunn na Gàidhlig (còmhla ri Comann nam Pàrant is Spòrs Gàidhlig) • Fèisean nan Gàidheal • Ionad Chaluim Chille Ìle • MG ALBA – LearnGaelic.scot • Sabhal Mòr Ostaig – Ainmean-Àite na h-Alba • Sabhal Mòr Ostaig – Faclair na Gàidhlig • Sabhal Mòr Ostaig – Tobar an Dualchais • Stòrlann Nàiseanta na Gàidhlig • Theatre Gu Leòr
2.3	Dhùin an sgeama ri iarrtasan ùra air 1 Dàmhair 2021 (le cead air a thoirt seachad do chuid de bhuidhnean gus iarrtas a chur a-steach air dheireadh air a' chlàr-ama seo).
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	Tha measadh a' dol aig oifigearan an-dràsta air iarrtasan nam Buidhnean Com-pàirteach Lìbhrigidh airson 2022/23.
3.2	Thathar an dùil gum bi coinneamhan anns na seachdainean a tha romhainn còmhla ris na buidhnean fa leth gus barrachd tuigse fhaighinn air na pròraman-obrach a tha iad a' moladh is an uair sin molaidhean mu dheireadh airson taic-airgid a stèidheachadh.

Cuspair 4.2

3.3	A rèir an Sgeama Ùghdarras Tiomnaichte aig Bòrd na Gàidhlig, tha ùghdarras mar a leanas aig diofar ìrean riaghlaidh airson aontachadh ri tabhartasan: • £0-£49,999 - Sgioba Stiùiridh • £50,000-£99,999 – a' Chomataidh Poileasaidh is Ghoireasan • £100,000+ - Bòrd-stiùiridh
3.4	Tha an Ceannard, aig a bheil ùghdarras an Sgeama Ùghdarras Tiomhnaichte atharrachadh, air aontachadh, ge-tà, gum biodh e na b' fheàrr gun tèid na molaidhean uile airson nam Buidhnean Com-pàirteach Lìbhrigidh airson aonta leis a' Bhòrd-stiùiridh, fiù 's an fheadhainn far am biodh cead aig an Sgioba Stiùiridh no a' Chomataidh Poileasaidh is Ghoireasan a bhith ag aontachadh riutha.
3.5	Thathar a' moladh seo air sgàth dà adhbhar: • **Sealladh ro-innleachdail**: Leis gu bheil na buidhnean seo uile a' lìbhrigeadh tòrr de na gnìomhan aig Bòrd na Gàidhlig, is gu bheil an taic-airgid a thathar a' toirt seachad dhaibh mu thimcheall air leth den bhuidseat leasachaidh aig Bòrd na Gàidhlig, thathar den bheachd gu bheil e iomchaidh gum bi cothrom aig a' Bhòrd-stiùiridh breithneachadh air a' bhuaidh ro-innleachdail a th' aig na tabhartasan seo is mar a tha an t-ionmhais air a roinn • **Ùine**: Chan eil e comasach fhathast molaidhean taic-airgid a chur air adhart dhan Sgioba Stiùiridh no dhan Chomataidh Poileasaidh is Ghoireasan, is leis nach bi coinneamh CPG eile ann gus deireadh an Fhaoillich, thathar airson gu bheil co-dhùnadh aig a' Bhòrd-stiùiridh san Dùbhlachd gus fios a sgaoileadh chun nam buidhnean air a' cho-dhùnadh cho luath 's a ghabhas, agus gum bi co-ionannachd ann leis gach buidheann a' faighinn co-dhùnadh aig an aon àm.
4.0	**Moladh**
	Thathar a' sireadh air Buill:
4.1	A' toirt fa-near gun tig molaidhean taic-airgid do Bhuidhnean Com-pàirteach Lìbhrigidh airson bliadhna-ionmhais 2022/23 a tha aig ìre fo £100,000 dhan a' Bhòrd-stiùiridh airson breithneachadh.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas**
	Chan eil gin ann.
5.2	**Buaidhean air Luchd-obrach**
	Tha luchd-obrach an sàs ann a bhith a' measadh nan iarrtasan, is leis a' mholadh a thathar a' dèanamh a thaobh cùrsa riaghlaidh thathar an dùil gum bi seo a' sàbhaladh ùine nan oifigearan oir cha bhi aca ach aon phasgan de mholaidhean a chur air adhart.
5.3	**Buaidhean air Trèanadh**
	Chan eil gin ann.
5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra**
	Tha na Buidhnean Com-pàirteach Lìbhrigidh a' cur gu mòr ri bhith a' coileanadh gnìomhan Plana Corporra Bhòrd na Gàidhlig.
5.5	**Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta**

AR N-ADHBHAR	**AR LUACHAN**
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach

AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	☐	Clann	☐
Cultar	☒	Coimhearsnachdan	☒
Àrainneachd	☐	Bochdainn	☐

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	Slàinte	☐	Eadar-Nàiseanta	☐
	Foghlam	☒	Eaconamaidh	☐
	Gnothachasan soirbheachail is ùr-ghnàthach			☒
5.6	**Buaidhean air Cliù**			
	Bithear a' cur ri cliù na buidhne ma gheibh na Buidhnean Com-pàirteach Lìbhrigidh uile co-dhùnadh air an iarrtas aca ann an deagh ùine.			
5.7	**Buaidhean air Slàinte is Sàbhailteachd**			
	Chan eil gin ann.			
5.8	**Buaidhean Laghail**			
	Chan eil gin ann.			
5.9	**Buaidhean air Co-ionannas**			
	Chan eil gin ann.			
5.10	**Buaidhean air an àrainneachd**			
	Chan eil gin ann.			

Seisean Fosgailte
Cuspair 4.3

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	09/11/2021
Àite:	Air MS Teams
Nì a' Chlàir-ghnothaich	**4.3**

Tiotal a' Phàipeir	Prìomhachasan Sgeamaichean taic-airgid Taic Freumhan Coimhearsnachd & Colmcille
Moladh do Bhuill	Ri Aontachadh
Neach labhairt:	Steven Kellow, Oifigear Maoineachaidh is Phròiseactan

Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba Stiùiridh	28/10/2021	Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 – Ceangal eadar prìomhachasan nan sgeamaichean is gnìomhan Plana Corporra Bhòrd na Gàidhlig	

1.0	**Adhbhar**
1.1	A' sireadh aonta bho Bhuill air na prìomhachasan is riaghailtean air prìomhachasan is bun-riaghailtean airson sgeamaichean taic-airgid Taic Freumhan Coimhearsnachd is Colmcille 2022/23.
2.0	**Cùl-fhiosrachadh**
2.1	Tha an dà sgeama taic-airgid seo air a bhith a' ruith airson iomadh bliadhna gus taic a chumail ri iarrtasan bho bhuidhnean coimhearsnachd is eile, is dùil gun tèid na sgeamaichean seo fhoillseachadh airson 2022/23 sna seachdainean a tha romhainn.
2.2	Thathar an dùil gun tig pàipear dhan ath choinneimh dhen Chomataidh Poileasaidh is Ghoireasan san Fhaoilleach 2022 gus aonta a shireadh airson prìomhachasan is bun-riaghailtean GLAIF (Gaelic Language Act Implementation Fund) às dèidh tuilleadh beachdachadh orra sin.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	Tha an dà sgeama air ainmeachadh sa phàipear seo a' riochdachadh nam prìomh dhòighean anns a bheil Bòrd na Gàidhlig a' maoineachadh diofar phròiseactan a thaobh a bhith: • A' neartachadh cothroman gus Gàidhlig a chleachdadh sa choimhearsnachd (Taic Freumhan Coimhearsnachd) • A' neartachadh cheanglaichean eadar luchd-labhairt na Gàidhlig is Gaeilge (Colmcille)
3.2	'S iad gu h-àrd na h-àrd-amasan airson nan sgeamaichean taic-airgid seo, ach leis gach sgeama tha prìomhachasan sònraichte ann (stèidhichte air gnìomhan Plana Corporra Bhòrd na Gàidhlig mar a tha air ainmeachadh ann am PT1), is oifigearan gan cleachdadh airson na h-iarrtasan a mheasadh.
3.3	Thathar an dùil gum bi prìomhachasan is bun-riaghailtean an dà sgeama seo gu math coltach ri sgeamaichean 2021/22, ach le atharrachaidhean beaga air chor 's gum bi iad nas ruigsinnich.
3.4	Gu h-ìosal gheibhear iomradh air an dà sgeama, le moladh airson clàr-ama, prìomhachasan an sgeama airson 2022/23 agus bun-riaghailtean sònraichte dhan sgeama.
3.5	**Taic Freumhan Coimhearsnachd**

A' fosgladh	A' dùnadh	Pròiseactan a' ruith
12 Samhain 2021	18 Faoilleach 2022	Màrt 2022 – Lùnastal 2023

3.6 Tuairmse Buidseit 2022/23 (a' gabhail a-steach airgead air a ghealltainn airson phròiseactan a-cheana): £115,000

3.7 Prìomhachasan

- A' brosnachadh cleachdadh na Gàidhlig am measg luchd-labhairt de dhiofar aoisean
- A' toirt cothrom do dhaoine òga le Gàidhlig an cànan a chleachdadh taobh-a-muigh na sgoile, colaiste no oilthigh
- A' dèanamh fòcas air taic a chumail ri sunnd dhaoine tro bhith a' cleachdadh na Gàidhlig *(ùr airson 2022/23)*
- A' brosnachadh no a' cumail taic ri teaghlaichean airson Gàidhlig a chleachdadh còmhla no aig an dachaigh
- A' cruthachadh chothroman do dh'inbhich gus Gàidhlig ionnsachadh
- A' cur Gàidhlig air adhart mar phàirt de chomharrachaidhean agus tachartasan ionadail, nàiseanta is eadar-nàiseanta, leithid Bliadhna nan Sgeul 2022 *(ùr airson 2022/23)*

3.8 Bun-riaghailtean

- Tha an sgeama fosgailte do bhuidhnean coimhearsnachd agus carthannasan a-mhàin (m.e. chan fhaod daoine fa leth, buidhnean poblach no buidhnean com-pàirteach iarrtasan a chur a-steach)
- Chan fhaod buidhnean ach 1 iarrtas a chur a-steach
- Chan fhaodar iarrtas a chur a-steach airson còrr is £5,000

Colmcille

3.9

A' fosgladh	A' dùnadh	Pròiseactan a' ruith
7 Dùbhlachd 2021	10 Gearran 2022	Giblean 2022 – Lùnastal 2023

3.10 Tuairmse Buidseit 2022/23 (a' gabhail a-steach airgead air a ghealltainn airson phròiseactan a-cheana): £65,000

3.11 Prìomhachasan

- A' cur ri dìleab Bhliadhna Colmcille 2021 *(ùr airson 2022/23)*
- A' brosnachadh cleachdadh na Gàidhlig is na Gaeilge tro na h-ealain
- A' cleachdadh dualchas gus coimhearsnachdan Gàidhlig/Gaeilge a thoirt còmhla agus gus inbhe nan cànanan a thogail
- A' toirt luchd-labhairt òga na Gàidhlig is na Gaeilge còmhla tro thachartasan no pròiseactan sgoile
- A' brosnachadh conaltradh agus a' sgaoileadh eòlas agus deagh chleachdaidhean eadar luchd-labhairt na Gàidhlig agus na Gaeilge
- A' cur taic ri ionnsachadh na Gaeilge am measg luchd-labhairt na Gàidhlig *(is foirm-iarrtais eadar-dhealaichte is nas sìmplidhe do dhaoine fa-leth airson an taic seo a shireadh)*

3.12 Bun-riaghailtean

- Tha an sgeama fosgailte do bhuidheann sam bith (agus do dhaoine fa leth a tha airson taic-airgid a shireadh gus cùrsa Gaeilge a fhrithealadh)
- Chan fhaod buidhnean ach 1 iarrtas a chur a-steach
- Chan fhaodar iarrtas a chur a-steach airson còrr is £12,500

3.13 A thuilleadh air na prìomhachasan airson gach sgeama gu h-àrd, bidh oifigearan a' measadh nan iarrtasan a rèir nan slatan-tomhais a leanas mar phàirt de mheasadh an dà sgeama taic-airgid:

- Luach an airgid
- Comasan gus pròiseactan a lìbhrigeadh
- Comasan gus measadh a dhèanamh air adhartas is buaidh a' phròiseict

	• Mar a tha am pròiseact mothachail air dleastanasan a thaobh:
	  ○ A' lùghdachadh buaidh air an àrainneachd
	  ○ A' cur ri co-ionannachd chothroman do dhaoine le feart dìonte (a rèir Achd Co-ionannachd 2010)
	  ○ A' cur ri cothroman do chlann a tha, no a tha air a bhith, fo chùram (a rèir nan dleastanasan a tha oirnn fo Phlana Pàrantan Corporra Bhòrd na Gàidhlig)
	• Mar a thathar a' moladh gun tèid aca air taic-airgid a' Bhùird aithneachadh

4.0	**Moladh**
	Thathar a' sireadh air Buill:
4.1	A' toirt fa-near am fiosrachadh sa phàipear agus PT1.
4.2	Ag aontachadh ris na riaghailtean is prìomhachasan airson nan sgeamaichean taic-airgid Taic Freumhan Coimhearsnachd is Colmcille mar a tha air ainmeachadh.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas**
	Bidh na sgeamaichean seo taobh a-staigh buidseat 2022/23, is bidh cosgais sam bith taobh a-staigh bliadhna-ionmhais 2021/22 taobh a-staigh buidseat a chaidh aontachadh mar-thà.
5.2	**Buaidhean air Luchd-obrach**
	Tha luchd-obrach an sàs ann a bhith a' measadh nan iarrtasan, is leis a' mholadh a thathar a' dèanamh a thaobh cùrsa riaghlaidh thathar an dùil gum bi seo a' sàbhaladh ùine nan oifigearan oir cha bhi aca ach aon phasgan de mholaidhean a chur air adhart.
5.3	**Buaidhean air Trèanadh**
	Chan eil gin ann.
5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra**
5.4.1	Tha dealbh coileanta ri fhaighinn ann am PT1 air mar a bhios na prìomhachasan a tha air am moladh a' cur ri Plana Corporra Bhòrd na Gàidhlig.
5.4.2	Bidh na molaidhean a thaobh prìomhachas a chur air sunnd tro sgeama Taic Freumhan Coimhearsnachd cuideachd a' coileanadh gnìomh 7.2 ann am Plana Gnìomh Bhòrd na Gàidhlig 2021/22: "Barrachd cheanglaichean ann eadar Gàidhlig agus sunnd tro bhith a' cur fòcas air sunnd ann an sgeamaichean tabhartais".
5.5	**Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta**

AR N-ADHBHAR	**AR LUACHAN**
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach

AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	☐	Clann	☒
Cultar	☒	Coimhearsnachdan	☒
Àrainneachd	☒	Bochdainn	☐
Slàinte	☐	Eadar-Nàiseanta	☒
Foghlam	☒	Eaconamaidh	☐
Gnothachasan soirbheachail is ùr-ghnàthach			☒

5.6	**Buaidhean air Cliù**
	Bidh na sgeamaichean seo a' cur ri cliù na buidhne mar an dà phrìomh sgeama taic-airgid againn a tha fosgailte do dh' iarrtasan bho choimhearsnachdan.
5.7	**Buaidhean air Slàinte is Sàbhailteachd**
	Chan eil gin ann.

5.8	**Buaidhean Laghail**
	Chan eil gin ann
5.9	**Buaidhean air Co-ionannas**
	Thèid measadh a dhèanamh air iarrtasan uile le aon de na slatan-tomhais airson prìomhachas a chur air iarrtasan a tha a' cur air adhart co-ionannas agus cothroman do chlann a tha, no a tha air a bhith, fo chùram, a rèir Plana Pàrantan Corporra aig Bòrd na Gàidhlig.
5.10	**Buaidhean air an àrainneachd**
	Thèid measadh a dhèanamh air iarrtasan uile le aon de na slatan-tomhais airson prìomhachas a chur air iarrtasan a tha mothachail air dòighean gus buaidh air an àrainneachd a lùghdachadh.

Gnìomhan Plana Chorporra Bòrd na Gàidhlig 2018-23		Prìomhachasan Sgeamaichean Taic-airgid Bòrd na Gàidhlig 2022/23	
		Taic Freumhan Coimhearsnachd	Colmcille
	Cleachdadh na Gàidhlig		
U1	A' comharrachadh chnapan-starra, tro rannsachadh, a bhios a' cur bacadh air daoine bho bhith a' cleachdadh na Gàidhlig agus a' dealbh ro-innleachdan a chuireas às dhaibh		
U2	A' dealbh ro-innleachdan a dh'aona-ghnothach airson frithealadh air feumalachdan nan coimhearsnachdan dùthchail is nam bailtean nas motha agus airson brath a ghabhail air na cothroman a th' ann dhaibh, feuch am bi coimhearsnachdan Gàidhlig nas làidire ann	A' brosnachadh cleachdadh na Gàidhlig am measg luchd-labhairt de dhiofar aoisean	A' cleachdadh dualchas gus coimhearsnachdan Gàidhlig/Gaeilge a thoirt còmhla agus gus inbhe nan cànanan a thogail A' brosnachadh conaltradh agus a' sgaoileadh eòlas agus deagh chleachdaidhean eadar luchd-labhairt na Gàidhlig agus na Gaeilge
U3	A' cur ris na th' ann de chothroman do dhaoine òga gus sgilean obrach ionnsachadh agus gus cur ri buaidh eaconamach na Gàidhlig, tro cho-obrachadh le buidhnean iomairt is sgilean		
U4	A' toirt taic do bhuidhnean is daoine fa leth airson barrachd chur-seachadan, thachartasan is ghoireasan a chur air dòigh, agus feadhainn nas fheàrr, do dhaoine òga agus a' toirt taic do dh'fheadhainn a thèid a chur air dòigh le daoine òga	A' toirt cothrom do dhaoine òga le Gàidhlig an cànan a chleachdadh taobh-a-muigh na sgoile, colaiste no oilthigh	A' toirt luchd-labhairt òga na Gàidhlig is na Gaeilge còmhla tro thachartasan no pròiseactan sgoile
U5	A' cur iomairtean air dòigh ann an co-bhuinn ri buidhnean poblach, prìobhaideach agus bhon treas roinn a bheir meudachadh air cleachdadh na Gàidhlig ann an àiteachan-obrach		
U6	A' cuideachadh le bhith a' cur ri comasan, sgilean agus seasmhachd ann an roinn nan ealain		A' brosnachadh cleachdadh na Gàidhlig is na Gaeilge tro na h-ealain
U7	A' cur barrachd chothroman, is cothroman nas fheàrr, air adhart far am bi teaghlaichean a' cleachdadh na Gàidhlig anns an dachaigh aca	A' brosnachadh no a' cumail taic ri teaghlaichean airson Gàidhlig a chleachdadh còmhla no aig an dachaigh	

	Gnìomhan Plana Chorporra Bòrd na Gàidhlig 2018-23	Prìomhachasan Sgeamaichean Taic-airgid Bòrd na Gàidhlig 2022/23	
		Taic Freumhan Coimhearsnachd	Colmcille
U8	A' toirt maoineachadh do dh'iomairtean a bhios a' neartachadh beairteas, buntainneas is cunbhalachd a' chànain		A' brosnachadh conaltradh agus a' sgaoileadh eòlas agus deagh chleachdaidhean eadar luchd-labhairt na Gàidhlig agus na Gaeilge

Ionnsachadh Gàidhlig

L1	A' toirt comhairle seachad air poileasaidhean agus a' toirt stiùireadh don obair gus ro-innleachdan a dhealbh airson foghlam na Gàidhlig		
L2	Ag obair còmhla ri buidhnean de phàrantan is buidhnean buntainneach gus fàs a thoirt air FtG		
L3	A' cur iomairtean air dòigh le luchd-compàirt gus barrachd taice a thoirt do theaghlaichean nuair a tha a' chlann aca aig ìre nan tràth-bhliadhnaichean	A' brosnachadh no a' cumail taic ri teaghlaichean airson Gàidhlig a chleachdadh còmhla no aig an dachaigh	
L4	A' toirt taic do luchd-compàirt gus cothroman ionnsachaidh phroifeiseanta a chruthachadh is a lìbhrigeadh leis an amas gum bi barrachd luchd-obrach ann agus barrachd sgilean aig luchd-obrach		
L5	A' cur tuilleadh ghoireasan do luchd-ionnsachaidh is oidean air dòigh air LearnGaelic.scot ann an com-pàirt le MG ALBA feuch am bi goireasan ann airson ìrean nas adhartaiche a chuidicheas inbhich gu bhith a' ruighinn fileantachd		
L6	A' brosnachadh dhaoine gu bhith a' cleachdadh teicneòlas ùr gus barrachd dhòighean-ionnsachaidh is dòigheanionnsachaidh nas èifeachdaiche a thoirt do dh'inbhich	A' cruthachadh chothroman do dh'inbhich gus Gàidhlig ionnsachadh	A' cur taic ri ionnsachadh na Gaeilge am measg luchd-labhairt na Gàidhlig
L7	A' toirt taic do chothroman dreuchdail agus ionnsachadh proifeiseanta airson luchd-obrach proifeiseanta is luchd-obrach taice a tha ag obair ann am foghlam, agus a' dèanamh sanasachd air na cothroman is air an ionnsachadh sin	A' cur Gàidhlig air adhart mar phàirt de chomharrachaidhean agus tachartasan ionadail, nàiseanta is eadar-nàiseanta, leithid Bliadhna nan Sgeul 2022	

Gnìomhan Plana Chorporra Bòrd na Gàidhlig 2018-23		Prìomhachasan Sgeamaichean Taic-airgid Bòrd na Gàidhlig 2022/23	
		Taic Freumhan Coimhearsnachd	Colmcille
A' cur air adhart na Gàidhlig			
P1	A’ dèanamh cinnteach gum bi buaidh nas motha aig Planaichean Gàidhlig air cùisean agus a’ toirt taic do dh’Ùghdarrasan Poblach gus sanasachd a dhèanamh air an obair a nì iad don Ghàidhlig		
P2	A’ toirt fhreagairtean seachad do cho-chomhairleachaidhean poblach co-cheangailte ri cuspairean no raointean a bhuineas ris a’ Ghàidhlig		
P3	A’ togail bratach na Gàidhlig an lùib thachartasan is iomairtean nàiseanta is eadar-nàiseanta, leithid ‘Na Bliadhna airson...’, airson dèanamh cinnteach gum bi Gàidhlig na pàirt follaiseach dhiubh	A’ cur Gàidhlig air adhart mar phàirt de comharrachaidhean agus tachartasan ionadail, nàiseanta is eadar-nàiseanta, leithid Bliadhna nan Sgeul 2022	A’ cur ri dìleab Bhliadhna Colmcille 2021
P4	A’ dèanamh cinnteach gum bi na meadhanan a’ tuigsinn agus a’ mothachadh do na teachdaireachdan taiceil is brosnachail mun Ghàidhlig		
P5	Ag obair còmhla ri luchd-compàirt airson iomairtean a dhealbh is a chur an gnìomh a bheir taic do dh’ionnsachadh is cleachdadh na Gàidhlig	A’ brosnachadh cleachdadh na Gàidhlig am measg luchd-labhairt de dhiofar aoisean	
P6	Ag obair còmhla ri buidhnean foghlaim is leasachadh sgilean gus innse do dhaoine mun àite a th’ aig a’ Ghàidhlig ann an Alba, na cothroman obrach a gheibhear leis a’ chànan agus na buannachdan a gheibh an luchd-labhairt bhon Ghàidhlig		
P7	A’ dealbh ro-innleachdan a nì cinnteach gun dèan Bòrd na Gàidhlig am feum as motha de dh’obair thosgairean na Gàidhlig		

Seisean Fosgailte
Cuspair 5.1

A' freagairt ri	Comataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	09/11/2021
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	5.1

Tiotal a' Phàipeir	Coileanadh a' Phlana Gnìomh 2021/22	
Moladh do Bhuill	Airson fiosrachadh *	
Neach-labhairt:	Shona NicIllinnein, Ceannard	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba-stiùiridh	13/10/2021	Airson aontachadh
Pàipear-taice air a cheangal ris	Tha- PT1 – Coileanadh a' Phlana Gnìomh 21-22	

1.0	**Adhbhar**
1.1	'S e as adhbhar don phàipear seo fiosrachadh a thoirt don Chomataidh air coileanadh ghnìomhan ann an 2021/22 mu choinneamh na chaidh a chur ron bhuidhinn ann am Plana Chorporra 2018/23 agus Plana Gnìomh 2021/22.
2.0	**Cùl-fhiosrachadh**
2.1	Tha am Plana Corporra aig Bòrd na Gàidhlig a' comharrachadh 9 builean coileanaidh a bhios gan cleachdadh airson measadh a dhèanamh air coileanadh mu choinneamh phrìomhachasan ro-innleachdail a tha rin coileanadh ro 2023.
2.2	Tha Plana Gnìomh 2021/22 a' comharrachadh ghnìomhan sònraichte a thèid a choileanadh gus adhartas a dhèanamh le prìomhachasan ro-innleachdail bhon Phlana Chorporra. Tha na clàran san aithisg an cois seo a' toirt iomradh air an adhartas a tha ga dhèanamh leis a seo.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	Aig an ìre seo, cha mhòr gu bheil cùisean a' ruith mar a bha an dùil. Tha aon rud ann a tha a' bualadh air feadhainn de na gnìomhan agus sin atharrachaidhean san sgioba. Bha dà dhreuchd anns an sgioba foghlaim bàn ach thòisich dithis sna 4 seachdainean a chaidh seachad. Aig an àm seo, thathar den beachd gur ann mar seo a tha an suidheachadh: Àireamh de Ghnìomhan uile gu lèir: 51 Air an coileanadh: 18 (36%) Fo sheòl le dùil gum bi iad dèante taobh a-staigh na bliadhna: 26 (52%) Fo sheòl gun dùil gum bi e dèanta taobh a-staigh na bliadhna: 1 (2%) Gun a bhith air tòiseachadh ach le dùil gum bi iad dèante ro dheireadh na bliadhna: 4 (8%) Nach tèid a libhrigeadh air sgàth atharrachaidhean sa bhuidhinn no COVID-19: 2 (4%) Tha barrachd fiosrachadh sa phàipear PT1 air gach gnìomh.
4.0	**Moladh**
4.1	Tha am pàipear seo airson fiosrachadh is thathar ag iarraidh air Buill toirt fa-near don fhiosrachadh seo.

Seisean Fosgailte
Cuspair 5.1

5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas**
	Tha an obair sa Phlana Gnìomh a' bualadh gu mòr air an ionmhas againn. Bidh an obair seo a' tachairt taobh a-staigh nam buidseatan againn.
5.2	**Buaidhean air Luchd-obrach**
	Bha buaidh mhòr air an luchd-obrach oir tha an aithisg seo a' toirt iomradh air iomadh gnìomh a tha an sgioba a' toirt air adhart, a' mhòr chuid a bha sa Phlana Gnìomh 21/22 ach bidh obair eile a' nochdadh tron bhliadhna.
5.3	**Buaidhean air Trèanadh**
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air trèanadh ach le cuid de na gnìomhan, tha iad a' ciallachadh gum bi trèanadh a bharrachd a dhìth air cuid.
5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra**
	Tha am pàipear seo a' cur ris na ceithir amasan corporra aig Bòrd na Gàidhlig.
5.5	**Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta**

AR N-ADHBHAR	AR LUACHAN
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach

AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	☐	Clann is Òigridh	☒
Cultar	☒	Coimhearsnachdan	☒
Àrainneachd	☒	Bochdainn	☐
Slàinte	☐	Eadar-nàiseanta	☐
Foghlam	☒	Eaconamaidh	☒
Gnothachasan soirbheachail is ùr-ghnàthach			☒

5.6	**Buaidhean air Cliù**
	Thathar an dùil gum bi an aithisg seo a' cur ri cliù na buidhne leis an eòlas a tha ri fhaighinn air obair na buidhne.
5.7	**Buaidhean air Slàinte is Sàbhailteachd**
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air Slàinte is Sàbhailteachd.
5.8	**Buaidhean Laghail**
	Chan eil buaidh laghail dhìreach sam bith aig an aithisg seo.
5.9	**Buaidhean air Co-ionannachd**
	Chan eil buaidh sam bith a bharrachd aig an aithisg seo air co-ionannachd.
5.10	**Buaidhean air Àrainneachd**
	Tha an dòigh-obrach ùr a' dèanamh feum dhan àrainneachd oir cha robh siubhal ann tron bhliadhna gu ruige seo is bidh na dòighean-obrach ùra a' bualadh air mar a bhios sinn ag obair sna bliadhnaichean ri teachd.

A' COILEANAIDH A' PHLANA GNÌOMH 2021-22

Ar Lèirsinn: Gum bi a' Ghàidhlig air a faicinn is air a cluinntinn gu làitheil air feadh Alba, chun na h-ìre 's gum bi i air a h-aithneachadh mar phàirt bhunaiteach de bheatha muinntir na h-Alba agus mar chànan prìseil a tha a' cur ri cultar is eaconamaidh na dùthcha.	**Our Vision:** Gaelic is seen and heard on a daily basis across Scotland, such that it is widely recognised as an integral part of Scottish life and a national and economic asset

1. A' Cleachdadh na Gàidhlig

1. Using Gaelic

Prìomhachasan Ro-innleachdail 1: Gum bi barrachd dhaoine a' cleachdadh Gàidhlig agus a' faotainn bhuannachdan bhon chànan nan obair, aig an taigh agus sna choimhearsnachdan aca	**Strategic Priority 1:** More people are using and benefiting from Gaelic at work, at home and in the community

▪ **Ciamar a tha an t-adhartas a' cuideachadh le bhith a' lìbhrigeadh na lèirsinn?**	Tha a h-uile targaid seo ag obair a dh'ionnsaigh an lèirsinn gu h-àrd a chur an gnìomh agus tha adhartas math air a bhith ann leis a' mhòr-chuid de na targaidean gu ruige seo agus tha sinn air cuid dhuibh a choileanadh mu thràth.
▪ **A bheil adhartas mu choinneamh na lèirsinn mar a bhiodh dùil?**	Tha adhartas gu ruige seo air a bhith mar a bhiodh dùil.

Prìomh Chomharra Coileanaidh	Targaid	Adhartas gu 30/09/2021	Coileanadh gu 30/09/2021	Dùil aig 31/03/2022	Oifigear-stiùiridh aithris
			Dearg/Orainds/ Uaine		
Prìomh Chomharra Coileanaidh 1: Barrachd chothroman do dhaoine na sgilean Gàidhlig aca a chleachdadh	**Coimhearsnachdan** 1.1 Neartaich a' Ghàidhlig anns na sgìrean traidiseanta le bhith a' toirt taic agus maoineachadh do co-dhiù 10 pròiseactan anns na coimhearsnachdan traidiseanta anns na h-eileanan agus na sgìrean dùthchail.	Chaidh 11 pròiseact maoineachadh tro GLAIF 21/22 airson sgìrean na h-Eileanan Siar, agus 4 pròiseactan le ceanglaichean coimhearsnachd ann an sgìrean traidiseanta air a' Ghàidhealtachd.			Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd (SPCLC)
	1.2 Tog lìonraidhean nas treasa ann an sgìrean bailteil le bhith a' cumail taic is maoineachadh ri co-dhiù 10 pròiseactan ann an cathair-bhailtean is bailtean mòra.	Chaidh 12 pròiseactan maoineachadh airson Comhairlean Ghlaschu, Dùn Èideann is Dùn Dè tro GhLAIF 21/22, is 2 pròiseact eile ann an Glaschu gu ruige seo.			SPCLC
	Planaichean Gàidhlig - A' gabhail a-steach Dhleastanasan Reachdail 1.3 Dèan cinnteach gu bheilear a' cumail sùil air adhartas le bhith ag iarraidh 58 aithisg dearcnachaidh	Chaidh fios a-mach gu 8 ùghdarrasan poblach airson aithisgean dearcnachaidh iarraidh bhuapa - Comhairle na Gàidhealtachd, Comhairle Pheairt is Ceann Rois, Comhairle nan Eilean Siar, Comhairle Siorrachd Lannraig a Tuath, Nàdar Alba, Comhairle na h-Eaglaise Brice, Comhairle Siorrachd Àir a Tuath agus Comhairle Earra-Ghàidheal is Bhòid.			SPCLC
	1.4 Dèan cinnteach gu bheil planaichean iomchaidh agus ùraichte le 14 litrichean lèirmheis a' dol a-mach	Chaidh 7 litrichean lèirmheis a-mach gu ruige seo.			SPCLC
	1.5 Meudaich buaidh nam Planaichean Gàidhlig le bhith a' cur a-mach 1 fios tràth gum feumar plana ullachadh	Cha deach fios tràth a-mach fhathast.			SPCLC
	1.6 Dèan measadh air adhartas le bhith a' cur aithisg sgrùdaidh bhliadhnail chun a' Bhùird air planaichean airson 2019/20 (stèidhichte air dàta meatrach nam planaichean)	Chaidh pàipear mu adhartas le planaichean Gàidhlig 2019/20 air beulaibh a' Bhùird air 16/06/2021. Chaidh am pàipear seo, a tha dà-chànanach, a sgaoileadh do gach ùghdarras poblach a tha air aithisgean a chur thugainn no a tha air dheireadh leis na h-aithisgean aca.			SPCLC
	1.7 Cuidich le bhith a' buileachadh 40 pròiseact gus geallaidhean Phlanaichean Gàidhlig a chur an gnìomh tro GhLAIF	Gu ruige seo, chaidh aontachadh ri 52 pròiseactan GLAIF 21-22 (le luach £580k) agus chaidh aontachadh ri 14 pròiseactan ann am prionnsabal aig an ìre seo.			SPCLC

Seisean Fosgailte

Cuspair 5.1 PT1

Prìomh Chomharra Coileanaidh	Targaid	Adhartas gu 30/09/2021	Coileanadh gu 30/09/2021	Dùil aig 31/03/2022	Oifigear-stiùiridh aithris
			Dearg/Orainds/ Uaine		
	1.8 Meudaich cleachdadh na Gàidhlig le bhith a' sgaoileadh fiosrachadh gach ràithe mu #Cleachdi do gach ùghdarras poblach a tha an sàs ann am pròiseas nam planaichean Gàidhlig reachdail	Tha oifigearan nam planaichean gu math tric a' togail air an sgeama #cleachdi le ùghdarrasan poblach aig coinneamhan mu phlanaichean no aithisgean dearcnachaidh. Gu ruige seo, chaidh fios a-mach gu Comhairle Baile Ghlaschu, Taighean-tasgaidh Nàiseanta na h-Alba agus Puirt-Adhair na Gàidhealtachd 's nan Eilean.			SPCLC
Prìomh Chomharra Coileanaidh 2: Bidh barrachd dhaoine ag aontachadh leis an abairt, "Tha a' Ghàidhlig a' dèanamh diofar nam bheatha."	**Tachartasan** 2.1 Meudaich cleachdadh na Gàidhlig le bhith a' toirt taic do ghnìomhan mar phàirt de Cholmcille 1500, Bliadhna nan Sgeul agus #Cleachdi tro bhith a' lìbhrigeadh nan sgeamaichean maoineachaidh againn	Thathar ag iarraidh air gach pròiseact a gheibh maoineachadh a bhith a' cur air adhart na h-iomairtean seo.			SPCLC
	2.2 Cuir ri cleachdadh na Gàidhlig le bhith a' toirt taic do chom-pàirtichean gus Latha na Gàidhlig agus Seachdain na Gàidhlig a chumail	Chaidh aontachadh ri £25k a thabhann do Hands Up for Trad airson Seachdain Gàidhlig na Cruinne a chumail tràth ann an 2022			SPCLC
	Air-loidhne 2.3 Dèan cinnteach gum bi a' Ghàidhlig nas ruigsinniche tro bhith a' maoineachadh co-dhiù 10 pròiseactan air-loidhne	Chaidh 7 pròiseactan a mhaoineachadh tro GLAIF a thèid lìbhrigeadh gu tur air-loidhne no a bhios cur air adhart na Gàidhlig air-loidhne. Chaidh cuideachd taic a thabhann do Hands Up for Trad airson Seachdain Gàidhlig na Cruinne, pròiseact mòr air-loidhne airson cur air adhart na Gàidhlig.			SPCLC
	2.4 Cruthaich drochaidean eadar fileantaich agus luchd-ionnsachaidh tro bhith a' stèidheachadh "Caraidean cleachdaidh"	Bhuainnich Cànan Graphic Studio a' chùmhnant airson pròiseact #cleachdi Còmhla a lìbhrigeach dhuinn agus tha adhartas a' tighinn leis.			SPCLC
	2.5 Thoir cothrom air gnìomhan bogaidh tro bhith a' lìbhrigeadh na h-iomairt #Cleachdiaigantaigh le com-pàirtichean	Thòisich seo sa Mhàrt 2020 agus tha e air a bhith a' leantainn on uair sin. Tha BNG air a bhith co-òrdanachadh, le buidhnean lìbhrigidh a' cur air dòigh na tachartasan fhèin. Thàinig an iomairt gu crìch anns a' Ghiblean 2021 aig àm saor-làithean na Càisge. Às dèidh bruidhinn ris na buidhnean lìbhrigidh bha iad an dùil tachartasan aghaidh-ri-aghaidh a ruith leis gun robh na bacaidhean a lagachadh. Bha beachd ann "Clàr Mòr #cleachdiaigantaigh" a thòiseachadh tron t-Samhradh, ach a-rithist leis gun do lagaich riaghailtean nas motha, cha deach clàr mòr a chur air dòigh leis nach biodh gu leòr ann a lìonadh. Cuideachd, bha na buidhnean lìbhrigidh den bheachd gun robh ùidh a' crìonadh ann an tachartasan air-loidhne. Le bhith ag ràdh seo, chuir na buidhnean lìbhrigidh fàilte air a' bheachd fhèin is tha iad fhathast a' cleachdadh logo "#cleachdiaigantaigh". Tha an hashtag cuideachd fhathast ri fhaicinn air na meadhanan sòisealta.			SPCLC
	Fiosrachadh 2.6 Faigh fianais mu na buannachdan/na dùbhlain a tha ann do luchd-cleachdaidh na Gàidhlig mar thoradh air a' ghalar sgaoilte tro bhith a' coimiseanadh co-dhiù trì pìosan rannsachaidh	Tha aon pròiseact air tòiseachadh agus aon eile air faire.			SPCLC

Cothroman Ùra Dè na gnìomhan eile a dh'fhaodadh cuideachadh le adhartas leis an lèirsinn?
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Seisean Fosgailte

Cuspair 5.1 PT1

2. 0 Ionnsachadh na Gàidhlig

2. Learning Gaelic

Prìomhachas Ro-innleachdail 2: Gum bi leudachadh anns na cothroman do dhaoine aig aois sam bith na sgilean Gàidhlig aca a thoirt air adhart agus gum bi e nas fhasa dhaibh na cothroman sin a ghabhail	**Strategic Priority 2:** Opportunities for people to develop their Gaelic skills at any age have increased and are more accessible

▪ **Ciamar a tha an t-adhartas a' cuideachadh le bhith a' lìbhrigeadh na lèirsinn?**	Tha an t-adhartas gu ruige seo a' cur ris ar lèirsinn tro: Leasachaidhean le cothroman a bharrachd airson an cànan ionnsachadh (luchd-fileanta agus luchd-ionnsachaidh) Neartachadh ìomhaigh a' chànain (ann an coimhearsnachdan eadar-dealaichte agus gu nàiseanta) A' leudachadh siostaman conaltraidh agus co-obrachaidh airson na targaidean sa Phlana Nàiseanta a choileanadh.
▪ **A bheil adhartas mu choinneamh na lèirsinn mar a bhiodh dùil?**	Ri linn Covid-19 tha sinn a' beachdachadh gu faiceallach air na dòighean-obrach againn – gu seachd àraidh leis gu bheil an galar a' bualadh gu mòr air seirbheisean foghlaim (de gach seòrsa).

Prìomh Chomharra Coileanaidh	Targaid	Adhartas gu 30/09/2021	Coileanadh gu 30/09/2021	Dùil aig 31/03/2022	Oifigear-stiùiridh aithris
			Dearg/Orainds/Uaine		
Prìomh Chomharra Coileanaidh 3: Barrachd taic do sholar sna Tràth-bhliadhnaichean	3.1 Ullaich ro-innleachd airson an àm ri teachd tro bhith a' cur an gnìomh 4 sgeamaichean pìleat com-pàirteachais a mhaireas 4-6 mìosan le Ùghdarrasan Ionadail	Leis na h-atharrachaidhean ann am BnG, cha bhi sinn a' dèanamh a' ghnìomh seo. Nan àite, tha sinn air gluasad gu ro-innleachd a chur air dòigh le CNAG agus Comann nam Pàrant airson pròiseact pìleat gus taic a thoirt seachad do bhuidhnean tràth-bhliadhnaichean ann an 16 Ughdarrasan Ionadail. Tha coinneamhan ann le CnaG agus Comann nam Pàrant gach mìos; Fios a' sgaoileadh thuca mu bhuidheann tràth-bhliadhnaichean 09/07/2021. Conaltradh le CnaG agus CALA mu chothroman do bhuidheann tràth-bhliadhnaichean Fios a chur gu EG & B mu cothroman trèanaidh anns na tràth ìrean.	**N/a**	**N/a**	Stiùiriche Foghlam
	3.2 Cuir ri èifeachdas le bhith a' comharrachadh prìomh phuingean conaltraidh airson an dà chuid BnG agus Ùghdarrasan Ionadail.	Bidh an Stiùiriche Foghlaim ag obair le GLAN mar prìomh phuing conaltraidh nàiseanta. Bidh an t-Oifigear Leasachaidh Foghlaim a' taisbeanadh aig GLAN san Dàmhair 2021 airson fios a thoirt seachad air an obair aice.			Stiùiriche Foghlam
	3.3 Ann an com-pàirteachas le CnamP, dìon maoineachadh le bhith a' dèanamh cinnteach gu bheil maoineachadh a bheir CORRA seachad a' coileanadh nam Prìomh Chomharran Coileanaidh aca.	Thig Prìomh Chomharran Coileanaidh fhigheadh a-staigh do chumhaichean buidhnean tràth-bhliadhnaichean anns na cùmhnantan aca. Thèid fios a' toirt seachad ann an Aithisgean Adhartais gu CORRA gach cairteal.			Stiùiriche Foghlam
	3.4 Cuir aghaidh air buaidh COVID-19 le bhith a' toirt taic do Bhuidhnean Tràth-bhliadhnaichean gus dòighean ùra a chruthachadh airson a bhith ag obair air-loidhne agus air a' bhlàr a-muigh, a' gabhail a-steach a bhith a' lìbhrigeadh 24 seiseanan tràth-bhliadhnaichean Gàidhlig air-loidhne	Tha 10 buidhnean a' coinneachadh air loidhne le àireamhan de 1,783 an làthair bhon a' Ghiblean gu deireadh an t-Sultain; 16 buidhnean a nis air fhosgladh agus a' lìbhrigeadh seiseanan air a' bhlàr a-muigh le 882 an làthair aca bhon a' Ghiblean chun an t-Sultainn.			Oifigear Leasachaidh Foghlaim (Tràth-bhliadhnaichean)
	3.5 A' toirt cothrom do bhuidhnean Tràth-bhliadhnaichean obrachadh tro lìbhrigeadh Sgeamaichean Tabhartasan Tràth-bhliadhnaichean agus tro cheannach àrachas airson buidhnean thràth-bhliadhnaichean.	Dh'fhosgail Sgeama Tabhartasan Tràth bhliadhnaichean 2021/22 'sa Chèitein agus dhùn e 13mh Iuchar 2021. Chaidh post dealain a mach chun a h-uile buidheann a fhuair maoineachadh roimhe seo; chaidh a sgeama a shanasachd air làrach-lìn Bhòrd na Gàidhlig agus air na meadhanan sòisealta. Fhuair 19 buidhnean taic (20/21 – 16). Tha àrachas aig 34 bhuidhnean bho Màrt 2021 gu Mart 2022.			Oifigear Leasachaidh Foghlaim (Tràth-bhliadhnaichean)
Prìomh Chomharra Coileanaidh 4: Barrachd chothroman do dhaoine na sgilean Gàidhlig aca a thoirt air adhart	**Ionnsachadh Proifeiseanta** 4.1 Cuir ri misneachd agus ri lìonrachadh tro cho-labhairt Luchd-teagaisg Ùr-theisteanaichte air a lìbhrigeadh air-loidhne le com-pàirtichean	Co-labhairt air loidhne gu math soirbheachail (05.21) le 31 an làthair is sgòraichean measaidh aig 4/5.			Stiùiriche Foghlam

Seisean Fosgailte

Cuspair 5.1 PT1

Prìomh Chomharra Coileanaidh	Targaid	Adhartas gu 30/09/2021	Coileanadh gu 30/09/2021	Dùil aig 31/03/2022	Oifigear-stiùiridh aithris
			Dearg/Orainds/Uaine		
	4.2 Cuir ri sgilean agus comas tro chùrsaichean ceannardais airson àrd-luchd-stiùiridh (an dà chuid airson FtG agus dhaibhsan le uallach airson FtG) air an ullachadh le com-pàirteachas a tha a' gabhail a-steach BnG	Tha sinn ann an còmhraidhean proifeasanta le institiud airson seo a thoirt air adhart agus bha coinneamh ann an Lùnastal 2021 le oifigearan Ùghdarrasan Ionadail airson molaidhean fhaighinn bhuapa. Chaidh lìonra nàiseanta air ceannardas ann an FtG stèidhichte le Foghlam Alba is buidhnean nàiseanta eile; bha coinneamh eile san Lùnastal 2021. Thèid an Stiùiriche Foghlaim air ais do SMO airson comhairle proifeasanta a thoirt dhaibh air na molaidhean aca air ceannardas ann am FtG.			Stiùiriche Foghlam
	4.3 Cuir ri sgilean agus faicsinneachd FtG tro BhnG a bhith a' lìbhrigeadh 3 tachartasan ann am Fèis Ionnsachaidh na h-Alba no a leithid air-loidhne	Fèis Ionnsachaidh na h-Alba air loidhne le fòrmat lùghdaichte air sgàth COVID-19. Libhrig BnG aon seisean air 21.09.2021 le Inbhir Àir a Tuath air a' cur air dòigh FtG. Cha robh cothrom ann 3 tachartasan a dhèanamh mar a bha sinn an dùil air sgàth format eadar-dhealaichte.			Stiùiriche Foghlam
	4.4 Cùm oirnn a' toirt taic do leasachadh sgilean chleachdaidhean FtG sna Tràth-bhliadhnaichean le 8 cothroman trèanaidh airson nan Tràth-bhliadhnaichean air an lìbhrigeadh ann an com-pàirteachas le Stòrlann agus CALA	Cha do thachair seiseanan trèanadh fhathast le CALA agus Stòrlann. An dùil a-nis gun tachair iad sin a'mhòr chuid aca eadar an t-Samhain agus a' Mhàrt. Bidh CALA a' lìbhrigeadh a chiad seisean air loidhne Heuristic Play and Treasure Baskets tro mheadhan na Gàidhlig aig toiseach an t-Samhain, le Stòrlann a' dèanamh seisean an t-seachdain as dèidh sin.			Oifigear Leasachadh Foghlaim (TB)
	Cleachdaidhean Foghlam Gàidhlig (FG) 4.5 Cuir ris na h-àireamhan de luchd-obrach FG tro iomairt gus obraichean ann am FG a bhrosnachadh	Tha obair a' dol air iomairt eile airson seo a chur an gnìomh. Thoisich an t-oifigear trusadh luchd-teagasg san Dàmhair.			Stiùiriche Foghlam
	4.6 Dèan cinnteach gun tèid barrachd Gàidhlig 1+2 a thoirt seachad tro bhith a' cur ri Teisteanas Teagaisg a Bharrachd (ATQ) airson luchd-ionnsachaidh sa Ghàidhlig	Dàil air tòiseachadh a' chùrsa ri linn Covid-19. Deit tòiseachaidh Samhain 21 agus a' ruith gus an Dùbhlachd 22, le cùrsaichean FLI ann an ard-sgoiltean a' tòiseachadh ann an Lùnastal 23 (Seisean 23-24). A' chùrsa maoinichte (03.21) le 10 tagraichean (Glaschu; Dùn Èideann; Lannraig a Tuath; Dùn Breatann an Iar). Comhairle phroifeiseanta a' leantainn bhon Sgioba Foghlaim airson Srath Chluaidh/ Glaschu /CCTA a tha an sàs leis a' phròiseact.			Stiùiriche Foghlam
	4.7 A' tàladh agus a' cumail oileanaich ann an trèanadh FG le bhith a' lìbhrigeadh sgeama maoineachaidh airson oileanaich is tidsearan ann am FtG obair còmhla ris a' phrìomh luchd-ùidh uile gus cothroman leasachaidh a chomharrachadh tro rannsachadh a chaidh a choimiseanadh gus beachdachadh air gach taobh de dh'fhoghlam Tidsearan Tùsail Gàidhlig	Bha an Sgeama Thabhartasan Oileanach fosgailte gu 2mh Sultain 2021. Fios air a' sgaoileadh air na meadhanan sòisealta agus làrach-lìn a' Bhùird. Bha 47 tagraidhean soirbheachail ann le taic-airgid £60k (20/21 – 47). Gu math brosnachail gu bheil na h-àireamhan eadar an dà bhliadhna aig an aon ìre, a dh'aoindeoin COVID-19.			Stiùiriche Foghlam
	4.8 Ann an com-pàirteachas le Leasachadh Sgilean na h-Alba agus buidhnean eile, tarraing barrachd dhaoine òga a-steach do thrèanadh proifeasanta airson FG tro bhith a' lìbhrigeadh ceithir tachartasan dreuchdail	Bidh seo a' tòiseachadh leis gu bheil an t-oifigear ùr san dreuchd a-nise.			
	Stiùireadh Reachdail airson Foghlam Gàidhlig 4.9 An Stiùireadh Reachdail air Foghlam Gàidhlig air a chleachdadh barrachd (le ath-sgrùdadh air a dhèanamh; agus 50% de mholaidhean air an cur an gnìomh ron Mhàrt 2022 le plana agus clàr-ama ann gus an còrr a chur an gnìomh)	Coinneamhan Ath-sgrùdaidh a' leantainn le GLAN, Foghlam Alba, Riaghaltas na h-Alba, CnamP (coinneamh mu dheireadh 22.06). Frèama airson iomairt shanasachd a libhrigeadh aontaichte (22.06). Còmhraidhean a' leanntainn le Fìobha agus Rinn Frìu airson obair ann an compairteachas a dhèanam. Coinneamh dhen Bhuidheann-fòcais Phàrantan 13.07.21			Stiùiriche Foghlam

Seisean Fosgailte

Cuspair 5.1 PT1

Prìomh Chomharra Coileanaidh	Targaid	Adhartas gu 30/09/2021	Coileanadh gu 30/09/2021	Dùil aig 31/03/2022	Oifigear-stiùiridh aithris
			Dearg/Orainds/Uaine		
Prìomh Chomharra Coileanaidh 5: Bidh barrachd dhaoine ag aontachadh leis an abairt, "Tha mi air na sgilean Gàidhlig agam a thoirt air adhart."	**Ionnsachadh na Gàidhlig** 5.1 Cuir ri sgilean cànain tro structaran, air an lìbhrigeadh ann an com-pàirteachas, airson lìonraidhean eadar-ghinealaich agus barrachd chothroman gus Gàidhlig a chleachdadh ann an coimhearsnachdan traidiseanta agus ùra	Bhuainnich Cànan Graphic Studio a' chùmhnant airson pròiseact #cleachdi Còmhla a lìbhrigeach dhuinn agus tha adhartas a' tighinn leis.			Manaidsear Com-pàirteachas
	5.2 Barrachd leasachaidhean air an comharrachadh tro mheasadh air goireas 'ionad uile-fhreastail' airson pàrantan a tha ag iarraidh Gàidhlig ionnsachadh agus/no a chleachdadh san t-Sultain 2021	Tha an làrach-lìn ùr ('ionad uile-fhreastail') a-nise deiseil is thèid e a chur air bhog Dàmhair 2021.			Stiùiriche Foghlam
	5.3 Thoir seachad slighe eile gu fileantas do phroifeiseantaich foghlaim le sgeama bogaidh airson cleachdaidhean foghlaim Gàidhlig air a mhaoineachadh; agus air a lìbhrigeadh le com-pàirtichean	Maoineachas airson an Sgeama Bogaidh aontaichte (06.21) le 2 luchd-teagaisg à Dhùn Èideann a' frithealadh a' chùrsa bogaidh aig Oil. Ghlaschu san t-seisein 21-22.			Stiùiriche Foghlaim
	5.4 Taic gus cur ri àireamhan an luchd-ionnsachaidh agus nan slighean gu fileantas le bhith a' gabhail pàirt ann an leasachaidhean SpeakGaelic, gu sònraichte tro mhaoineachadh	Chaidh SpeakGaelic a chur air bhog air 15.10.2021 leis an làrach-lìn deiseil ron uair sin. Aig coinneamh a' Bhùird-stiùiridh air 06.10.2021, dh'aontaich am Bòrd-stiùiridh taic a chumail do dh'ullachadh B1 agus B2 airson nan ath cheumannan aig SpeakGaelic.			Stiùiriche Foghlaim

Cothroman Ùra
Dè na gnìomhan eile a dh' fhaodadh cuideachadh le adhartas leis an lèirsinn

Seisean Fosgailte

Cuspair 5.1 PT1

3. A' Cur na Gàidhlig air Adhart

3. Promoting Gaelic

Prìomhachas Ro-innleachdail 3: Gum bi barrachd dhaoine ann an Alba taiceil is bàidheil don Ghàidhlig agus a cultar	**Strategic Priority 3:** More people in Scotland are positive about Gaelic language and culture

▪ **Ciamar a tha an t-adhartas a' cuideachadh le bhith a' lìbhrigeadh na lèirsinn?**	Tha a h-uile targaid seo ag obair a dh' ionnsaigh an lèirsinn gu h-àrd a chur an gnìomh agus tha adhartas math air a bhith ann gu ruige seo agus tha sinn air cuid dhuibh a choileanadh mu thràth.
▪ **A bheil adhartas mu choinneamh na lèirsinn mar a bhiodh dùil?**	Tha adhartas gu ruige seo air a bhith mar a bhiodh dùil.

Prìomh Chomharra Coileanaidh	**Targaid**	**Adhartas gu** 30/09/2021	**Coileanadh gu 30/09/2021**	**Dùil aig 31/03/22**	**Oifigear-stiùiridh aithris**
			Dearg/Orainds/Uaine		
Prìomh Chomharra Coileanaidh 6: A' dèanamh cinnteach gu bheil barrachd àite aig a' Ghàidhlig ann an aithne nàiseanta na h-Alba, aithne-dùthcha fhosgailte le iomadh taobh is cultar	**Tagradh** 6.1 Cuir freagairtean a-steach gu co-dhiù 12 cho-chomhairleachadh phoblach gus dèanamh cinnteach gu bheilear a' beachdachadh air a' Ghàidhlig	Tha Reference Economic Consultants ag obair còmhla ri Bòrd na Gàidhlig is a' deasachadh na freagairtean do cho-comhairlichean poblach. Am bliadhnasa tha 13 freagairtean air a dhol a-steach gu diofar co-chomhairlichean. Tha an obair air a dhèanamh eadar Reference Economic Consultants agus sgiobaidhean aig BnG. Tha sinn, an-dràsta a' deasachadh còig freagairtean airson a dhol a-steach.			Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd (SPCLC)
	6.2 Brosnaich co-dhiù 5 buidhnean ùra gus poileasaidhean Gàidhlig a thoirt a-steach gus a' Ghàidhlig a neartachadh san obair aca	Tha coinneamhan air a bhith ann le dà bhuidheann ùr mu phoileasaidhean/ùidh air a' Ghàidhlig. 'S iad Highland Wildlife Park agus Gaelic Athletic Association – Scotland.			SPCLC
	6.3 Brosnaich 5 pròiseactan ùra gus comas a thoirt do buidhnean planaichean Gàidhlig saor-thoileach a chruthachadh gus a' Ghàidhlig a neartachadh san obair aca	Tha còmhraidhean air a bhith ann mu dheidhinn 6 pròiseactan ùra gu ruige seo - Coire Shalach – Urras Nàiseanta na h-Alba; Spiorad na Gàidhealtachd – Highlife na Gàidhealtachd; Fèis The Gathering; Là Mòr na Gàidhlig – Hands Up For Trad; Abair E – Stòrlann; Indylan – Herriot Watt University.			SPCLC
	6.4 6 Conaltraidhean le luchd-poilitigs (gu dìreach, tro fhoillseachaidhean, agus tro Bhuidheann Thar-phàrtaidh na Gàidhlig) gus tuigse agus gnìomhan a mheudachadh	Chaidh pàipear fiosrachaidh mu dheidhinn obair a' Bhùird a sgaoileadh do Bhuill Pàrlamaid na h-Alba air thoiseach air an deasbad a bha sa Phàrlamaid air 23 Ògmhios 2021. Bidh an ath choinneamh Bhuidheann Thar-phartaidh na Gàidhlig air 25.10.2021 le taisbeanadh air Dàta Foghlaim agus Plana Nàiseanta #4 air a libhreagadh le BnG.			SPCLC
	Mothachadh/Brosnachadh 6.5 Comas air a thoirt do dhaoine eile gus mothachadh a thogail mun Ghàidhlig tro bhith a' foillseachadh stiùireadh air buidhnean, tachartasan agus dualchas Gàidhlig air làrach-lìn Bhòrd na Gàidhlig	Thathas an dùil gum bi an làrach-lìn #cleachdi a' dèiligeadh le seo gu ìre. Tha pròiseas solarachaidh a' dol an-dràsta airson cùnnradair fhaighinn gus seo a chur air dòigh. Bidh làrach lìn ùr - www.cleachdi.scot a' tighinn tràth ann an 2022 tron pròiseact #cleachdi còmhla.			SPCLC
	6.6 Fiosrachadh nas ruigsinniche tro bhith a' cur làrach-lìn ùr air bhog ro 01 Giblean 2021.	Chaidh an làrach-lìn ùr air bhog ro 01 Giblean 2021. Eadar 01 Giblean 2021 agus 30 Ògmhios 2021 chleachd 5,971 dhaoine an làrach-lìn, suas 193% bhon aon àm ann an 2020.			SPCLC
	6.7 Leudaich ruigsinneachd iomairt #Cleachdi	Tha sgioba Conaltraidh air a bhith a' cleachdadh iomairt #cleachdi airson sgeulachdan dhaoine le Gàidhlig a bhrosnachadh air loidhne. Tha na posts seo air a bhith gu math soirbheachail. Thòisich sgaoileadh bhathar #cleachdi a-rithist san Lùnastal 2021. Tha Comhairle nan Leabhraichean a' lìbhrigeadh na h-obrach seo as leth BnG. Tha iarratas mòr ann airson bathar fhaighinn.			SPCLC
	6.8 Thoir buaidh nas motha air na meadhanan sòisealta tro bhith a' toirt leudachadh de 20% air an ruigsinneachd againn (bun-loidhne luchd-chleachdaidh 20/21 – Twitter 7,275; Facebook 4,733, Instagram 1,821)	Tha obair air na meadhanan sòisealta a' ruith gu cunbhalach. Stats air 04 Dàmhair 2021: Twitter BnG – 6,866; Twitter BnG Foghlam – 855; Facebook – 4,885 (followers) 5,363 (likes); Instagram BnG – 1,968: Instagram - BnG Foghlam - 714			SPCLC
	6.9 Thoir seachad fiosrachadh agus oideachadh mun Ghàidhlig agus a cultar le bhith a' stèidheachadh seirbheis fiosrachaidh tro sholaraiche air an taobh a-muigh	Thathas an dùil gum bi an làrach-lìn #cleachdi a' dèiligeadh le seo gu ìre. Bidh làrach lìn ùr - www.cleachdi.scot a' tighinn tràth ann an 2022 tron pròiseact #cleachdi còmhla.			SPCLC

Seisean Fosgailte

Cuspair 5.1 PT1

Prìomh Chomharra Coileanaidh	Targaid	Adhartas gu 30/09/2021	Coileanadh gu 30/09/2021	Dùil aig 31/03/22	Oifigear-stiùiridh aithris
			Dearg/Orainds/Uaine		
Prìomh Chomharra Coileanaidh 7: Bidh barrachd dhaoine ag aontachadh leis an abairt, "Tha a' Ghàidhlig cudromach do dh'Alba."	**Sunnd** 7.1 Iomairt gus a' Ghàidhlig aithneachadh mar phàirt de shunnd ann an Alba air a chur an gnìomh	Tha riochdairean bho BnG a' brosnachadh cànan is cultar na Gàidhlig air air a' bhuidhinn stiùiridh is buidheann obrach aig bliadhna nàiseanta - Bliadhna nan Sgeul 2022. Ann am brathan-naidheachd, thèid buaidh thachartasan Gàidhlig, gu sònraichte air-loidhne, air sunnd is a bhith a' neartachadh coimhearsnachdan ainmeachadh gu cunbhalach.			SPCLC
	7.2 Barrachd cheanglaichean ann eadar Gàidhlig agus sunnd tro bhith a' cur fòcas air sunnd ann an sgeamaichean tabhartais	Thèid lèirmheas a dhèanamh air slatan-tomhais is prìomhachasan sgeamaichean 22/23 (air foillseachadh ann an 21/22) gus seo a dhèanamh			SPCLC
	7.3 Bithear a' coimiseanadh rannsachadh air a' cheangal eadar Gàidhlig agus sunnd gus cur ri cothroman gus togail air seo	Cha robh adhartas gu ruige seo.			SPCLC
	Plana Nàiseanta na Gàidhlig 7.5 Com-pàirteachadh nàiseanta san ath Phlana tro bhith ga chur a-mach airson co-chomhairle ro 1 Dàmhair 2021	Thòisich an obair seo a-rèir a' chlàr-ama. Cha robh e comasach a sgaoileadh ro 1 Dàmhair 2021 oir bidh aonta a' Bhùird-stiùiridh a dhìth air. Thèid e dhan ath choinneimh is thèid e a-mach do cho-chomhairle taobh a-staigh clàr-ama airson an ath phlan.	N/a	N/a	SPCLC

Cothroman Ùra
Dè na gnìomhan eile a dh 'fhaodadh cuideachadh le adhartas leis an lèirsinn:

4. Deagh Riaghladh

4. Good Governance

Prìomhachas Ro-Innleachdail 4: Gun cùm Bord na Gàidhlig air a' leasachadh nan dòighean-obrach aige	**Strategic Priority 4:** Bòrd na Gàidhlig continues to develop how it works

▪ **Ciamar a tha an t-adhartas a' cuideachadh le bhith a' lìbhrigeadh na lèirsinn?**	Tha an t-adhartas gu ruige seo a' cur ri ar lèirsinn tro: Trèanadh is leasachadh airson an sgioba air fad; prògram leasachadh a' leantainn air aithisgean luchd in-sgrùdaidh. Tha suidheachadh a thaobh obair bhon taigh a' ciallachadh gu bheil sinn a' dèanamh tòrr adhartais a thaobh na h-àrainneachd. Tha adhartas math air a bhith ann air a' Phlana Leasachaidh.
▪ **A bheil adhartas mu choinneamh na lèirsinn mar a bhiodh dùil?**	Tha e air a bhith dùbhlanach an adhartas a bu mhath leinn a dhèanamh a dhèanamh leis gu bheil barrachd obair ann air sgath 's gu bheil sinn sgapte agus tha sin fhèin ag adhbharachadh obair a bharrachd. A dh'aindeoin sin, tha deagh adhartas air a bhith ann.

Prìomh Chomharra Coileanaidh	Targaid	Adhartas gu 30/09/2021	Coileanadh gu 30/09/21	Dùil aig 31/03/22	Oifigear-stiùiridh aithris
			Dearg/Orainds/Uaine		
Prìomh Chomharra Coileanaidh 8: Bidh barrachd den luchd-obrach againn ag aontachadh leis an abairt, "Tha an obair agam aig Bòrd na Gàidhlig a' còrdadh rium	**Luachan** 8.1 Tha luachan na buidhne leabaichte aig cridhe gach rud a nì sinn gus cur ri com-pàirteachas agus riarachas	Tha na luachan air an cleachdadh aig tòiseach gach coinneamh mhìosail aig Dè tha Dol; tha iad mar phàirt den gach Plana Obrach Pearsanta (POP) gus cothrom a thoirt do gach neach a bhith a' beachdachadh air aon luach airson na 6 seachdainean ri thighinn.			Ceannard

Seisean Fosgailte

Cuspair 5.1 PT1

Prìomh Chomharra Coileanaidh	Targaid	Adhartas gu 30/09/2021	Coileanadh gu 30/09/21	Dùil aig 31/03/22	Oifigear-stiùiridh aithris
			Dearg/Orainds/Uaine		
agus tha i a' dèanamh diofar."	**Conaltradh** 8.2 Bidh sinn air plana gnìomh a chur an sàs gus na poileasaidhean aig Bòrd na Gàidhlig, agus an conaltradh mun deidhinn, ùrachadh gus dèanamh cinnteach gu bheilear gan tuigsinn agus gu bheilear gan leantainn	Tha clàr-ama ann leis an t-seirbheis HR gus lèirmheas a dhèanamh air na poileasaidhean uile ro dheireadh a' Mhàirt 2022. Thèid gach poileasaidh gu Sgioba Stiùiridh; Luchd-obrach agus air ais gu Sgioba Stiùiridh airson beachdan / molaidhean agus an uair sin thèid iad don Chomataidh Poileasaidh is Goireasan airson aonta. Tha cleas ann far a bheil Manaidsear Gnìomhan a' bruidhinn air poileasaidh gach cola-deug aig Dè tha Dol foirmeil agus tha cothrom ann ceistean a chur. Thèid an geàrr-iomradh air a' phoileasaidh ri geàrr-chunntas na coinneimh gus am faic luchd-obrach nach robh an làthair na chaidh a ràdh.			Ceannard
	Ùr-ghnàthachas agus Èifeachdas 8.3 Bheir sinn a-steach trì teicneòlasan ùra no trì cleachdaidhean ùra de theicneòlas - airson obair rianachd air sgeamaichean maoineachaidh, a' toirt piseach air a' bhathar-bog HR againn agus a' comasachadh tagraidhean chosgaisean air-loidhne gus uallaichean obrach a lughdachadh agus a bhith nas èifeachdaiche	Tha siostam airson iarrtasan trèanaidh agus measadh trèanadh air an neartachadh le foirmichean measaidh ri fhaighinn ann an àite soilleir ann an Sharepoint agus iarrtasan air PeopleHR; tha siostam air-loidhne ann a-nise airson cosgaisean (siubhail is eile) a tha luchd-obrach a' cleachdadh.			Ceannard
Prìomh Chomharra Coileanaidh 9: Bidh barrachd de ar luchd-ùidhe ag aontachadh leis an abairt, "Tha Bòrd na Gàidhlig a' coileanadh a dhleastanasan gu h-èifeachdach agus tha e a' cur taic ris an obair againne."	**Leasachaidh Leantainneach** 9.1 80% den Phlana Leasachaidh againn air a chur an gnìomh ro 31 Màrt 2022 gus am bi sinn nar buidheann nas fheàrr do luchd-obrach agus luchd-ùidh	As dèidh coinneamh a' Bhùird-stiùiridh air 06.10.2021, bha 100% den Plana Leasachaidh air a chur an gnìomh.			Ceannard
	9.2 Coilean no rach thairis air na targaidean san Aithris Luach as Fheàrr againn gus dèanamh cinnteach gun dèan sinn am feum as fheàrr de ghoireasan poblach	Cha do thoisich obair air Aithris Luach as Fheàrr fhathast.			Ceann an Ionmhais is Chùisean Corporra
	A' Lùghdachadh Carboin 9.3 Bidh plana siubhail gnìomhachais an gnìomh againn a bhios a' cur ris na targaidean lùghdachaidh carboin againn.	Chaidh bruidhinn air an obair a rinneadh gu ruige seo leis a' Mhanaidsear Gnìomhan agus fhuaradh sgrìobhainnean iomchaidh. Bhathar an dùil tòiseachadh air an obair seo faisg air deireadh an Iuchair ach tha e fhathast ri tòiseachadh gu ceart.			Ceann an Ionmhais is Chùisean Corporra

Cothroman Ùra Dè na gnìomhan eile a dh'fhaodadh cuideachadh le adhartas leis an lèirsinn

Dearg Orains Uaine

Bidh aithisgean adhartais gu tric a' dèanamh feum de shiostam le 'solais trafaig' gus sealltainn dè an t-adhartas a thathar a' dèanamh le pròiseactan. Ge-tà, tha cho èifeachdach 's a tha an goireas measaidh seo gu tur an urra ris cho dìcheallach 's a tha am manaidsear le uallach air a shon agus cho fìor 's a tha an ìre-adhartais a chaidh a chomharrachadh airson a' phròiseict. Cha bu chòir siostam nan solas-trafaig a chleachdadh gus trioblaidean fhalach, agus 's e an t-amas a th' aige adhartas a chomharrachadh agus sealltainn gu soilleir nuair dh'fheumas an Sgioba-stiùiridh/am Bòrd-stiùiridh rudeigin a dhèanamh mu chion adhartais – m.e., a' tomhas adhartas, a' cur ghnìomhan an sàs gus cùisean a chur ceart, agus a' cumail fios ris an Sgioba-stiùiridh agus ris a' Bhòrd-stiùiridh.

	Adhartas sa bhliadhna seo gu ruige seo	**Ro-mheasadh air an t-suidheachadh a bhios ann aig deireadh na bliadhna ionmhais**
	• Cha do thòisich an obair seo fhathast. • Tha duilgheadasan mòra ann leis a' phròiseact seo. • Feumaidh manaidsearan cùisean a leasachadh sa bhad.	• Tha cunnart ann nach bi am pròiseact deiseil nuair a bu chòir dha a bhith • Feumar gnìomhan leasachaidh a chur an sàs airson a' phròiseict gus cinn-uidhe ghnothachais a choileanadh agus/no gus dèanamh cinnteach gun tèid an obair thoirt gu buil • [Nota: 1: Ma tha manaidsear an dùil gum bi ìre-adhartais dhearg ann aig deireadh na bliadhna, bu chòir dhaibh innse dè na goireasan is gnìomhan a tha dhìth gus an ìre-adhartais atharrachadh, agus/no carson nach gabh am pròiseact a choileanadh.] • [Nota 2: Bu chòir don Sgioba-stiùiridh coimhead air a' ghnìomh, còmhla ris a' mhanaidsear le uallach air a shon, gus faicinn dè as coireach gu bheil ìre-adhartais dhearg ann agus gus plana gnìomh a dhealbh airson dèanamh cinnteach nach fhàs cùisean nas miosa agus gus an cron a nì an cion adhartais air cliù na buidhne agus air a' bhuidhinn san fharsaingeachd a lùghdachadh gu ìre cho beag 's as urrainn.]
	• Chan eil e air a choileanadh, thathar a' dèanamh adhartas. • Tha obair air tòiseachadh air seo. • Tha an obair a' dol air adhart mar a bhathar an dùil.	• Thathar an dùil gum bithear air adhartas nach beag a dhèanamh air seo aig deireadh na bliadhna, ach cha bhi an gnìomh air a choileanadh gu tur. • [Nota 3: Bu chòir don Sgioba-stiùiridh coimhead air a' ghnìomh, còmhla ris a' mhanaidsear le uallach air a shon, gus bruidhinn air dè na gnìomhan/goireasan a dh'fhaodadh cuideachadh le bhith a' coileanadh na h-obrach gus an gabh e comharrachadh mar Uaine.]
	• Tha an gnìomh seo air a choileanadh, agus chan eil duilgheadasan ann.	• Thathar an dùil gun tèid an gnìomh a choileanadh a rèir a' chlàir-ama/plana/buidseat a chaidh aontachadh.

Seisean Fosgailte
Cuspair 6.1

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	09/11/21
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	6.1

Tiotal a' Phàipeir	Amasan Àrd-ìre	
Moladh do Bhuill	Ri Aontachadh	
Neach-labhairt:	Shona NicIllinnein, Ceannard & Kyle Orr, Oifigear Phlanaichean Cànain	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba-stiùiridh	27/10/2021	Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 - PGR010 E04 Comhairle Baile Ghlaschu	

1.0	**Adhbhar**
1.1	A' sireadh aonta na Comataidh airson dreachd de na h-amasan àrd-ìre airson aon ùghdarras poblach.
2.0	**Cùl-fhiosrachadh**
2.1	Chaidh an dreachd de na h-amasan àrd-ìre ann am PT1 ullachadh ann an com-pàirteachas leis an ùghdarras phoblach seo.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	Tha na h-amasan àrd-ìre ann an dà phàirt – 1) Amasan àrd-ìre agus 2) Amasan airson Seirbheisean Corporra
3.2	Tha na h-amasan àrd-ìre stèidhichte air na prìomhachasan anns a' Phlana Cànain Nàiseanta Gàidhlig 2018-23.
3.3	Tha na h-amasan airson Seirbheisean Corporra stèidhichte air an t-seòrsa amasan a tha air nochdadh gu tric ann am planaichean gu ruige seo.
3.4	Thathas ag amas gum bi gach ùghdarras poblach ann an Alba aig a bheil plana Gàidhlig ag obair a dh'ionnsaigh nan aon amasan airson seirbheisean corporra a chur an gnìomh.
3.5	Bidh gach ùghdarras aig diofar ìrean tron t-slighe seo a rèir an t-suidheachaidh aca fhèin ach aig a' cheann thall, tha sinn ag amas gum bi am poball ann an Alba a' faighinn seirbheis nas cunbhalaiche.
3.6	Ma thèid aontachadh ris na h-amasan àrd-ire seo, thèid iad gu Ministear na h-Alba le uallach airson na Gàidhlig airson fiosrachadh.
4.0	**Moladh**

4.1	Aire a thoirt don fhiosrachadh ann am PT1.
4.2	Aonta a chur ris na h-amasan àrd-ìre ann am PT1.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas** Chan eil buaidh ionmhais ann.
5.2	**Buaidhean air Luchd-obrach** Cha bhi buaidh mhì-àbhaisteach ann air an luchd-obrach.
5.3	**Buaidhean air Trèanadh** Chan eil buaidh ann air trèanadh.
5.4	**Ceanglaichean ri Amasan Ro-innleachdail agus Corporra** Tha planaichean Gàidhlig reachdail air aon dè na prìomh dhòighean anns am bi am Bòrd a' cur a' Phlana Cànain Nàiseanta Ghàidhlig agus Plana Corporra na buidhne an gnìomh. Bidh na planaichean seo a' cur air adhart nam prìomh amasan anns a' phlana chorporra aig Bòrd na Gàidhlig gu sònraichte mar a leanas:- *"A' dèanamh cinnteach gum bi buaidh nas motha aig Planaichean Gàidhlig air cùisean agus a' toirt taic do dh'Ùghdarrasan Poblach gus sanasachd a dhèanamh air an obair a nì iad don Ghàidhlig"*
5.5	**Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta**

AR N-ADHBHAR	AR LUACHAN
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach

AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	☒	Clann	☒
Cultar	☒	Coimhearsnachdan	☒
Àrainneachd	☐	Bochdainn	☐
Slàinte	☐	Eadar-nàiseanta	☐
Foghlam	☒	Eaconamaidh	☒
Gnothachasan soirbheachail is ùr-ghnàthach	☒		

5.6	**Buaidhean air Cliù** Le bhith a' co-obrachadh le ùghdarrasan poblach gus na h-amasan àrd-ìre a chur ri chèile, bidh seo a' neartachadh a' cheangail eadar Bòrd na Gàidhlig agus ùghdarrasan.
5.7	**Buaidhean air Slàinte is Sàbhailteachd** Chan eil buaidh air slàinte is sàbhailteachd
5.8	**Buaidhean Laghail**

	Tha am pròiseas seo stèidhichte air na dleastanasan reachdail aig Bòrd na Gàidhlig gus Achd na Gàidhlig (Alba) 2005 a chur an gnìomh. Tha dleastanasan aig cuid de na h-ùghdarrasan seo cuideachd fo sgèith Achd an Foghlaim (Alba) 2016.
5.9	**Buaidhean air Co-ionannas** Chan eil buaidh dhìreach air co-ionannas tro na h-amasan àrd-ìre seo ach bidh oifigearan a' Bhùird a' cumail sùil air cùisean co-ionannachd mar phàirt den phròiseas dearcnachaidh ann an co-bhonn leis na h-ùghdarrasan seo.
5.10	**Buaidhean air an Àrainneachd** Cha bhi buaidh air an àrainneachd.

Seisean Fosgailte
Cuspair 6.1 PT1

Amasan Àrd-ìre Comhairle Baile Ghlaschu | Glasgow City Council High Level Aims

Gaelic Language Plan Edition 4

Amasan Àrd-ìre	High-level Aims
Airson an cur a-steach do dh'eagran 4 de Phlana Gàidhlig Comhairle Baile Ghlaschu	**For inclusion in edition 4 of Glasgow City Council's Gaelic Language Plan**
Amasan Tar-ruigheach	**Over-arching Aims**
A' sealltainn gu bheilear air aire a thoirt air custamairean le Gàidhlig agus gun deach solarachadh dhaibh mar phàirt de phlanadh agus lìbhrigeadh gnìomhachas làitheil, pròiseactan, batharan and seirbheisean.	Demonstrate that Gaelic speaking customers have been considered and provided for in the planning and delivery of everyday activity, projects, products and services
A' fàs cleachdadh, ionnsachadh, cur air adhart agus mothachas na Gàidhlig taobh a-staigh gach sgioba agus roinn Seirbheise ann an Comhairle Baile Ghlaschu, Glaschu Beò agus companaidhean Teaghlach Ghlaschu eile.	Increase the use, learning, promotion and awareness of Gaelic within each Service team and department of Glasgow City Council, Glasgow Life and other Glasgow Family companies
A' cleachdadh na Gàidhlig	**Using Gaelic**
A' brosnachadh cleachdadh na h-iomairte aig Bòrd na Gàidhlig Cleachdi airson 's gum bi Gàidhlig ga cleachdadh nas trice ann am beatha làitheil, le luchd-obrach ann an gach roinn Seirbheise de Chomhairle Baile Ghlaschu agus Glaschu Beò.	Encourage the use of Cleachdi, Bòrd na Gàidhlig's initiative to use Gaelic more often in daily life, by staff in each Service area of Glasgow City Council and Glasgow Life.
Ag ionnsachadh na Gàidhlig	**Learning Gaelic**
A' cumail a' dol leis an dleastanas fo Achd an Fhoghlaim (Alba) 2016 a ghabhail os làimh airson brosnachadh a dhèanamh air agus taic, mar a tha iomchaidh, a chumail ris a' chomas airson foghlam tro mheadhan na Gàidhlig agus foghlam luchd-ionnsachaidh Gàidhlig do luchd-còmhnaidh sgìre Comhairle Baile Ghlaschu.	Continue to undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic medium and Gaelic learner education to Glasgow City Council residents.
A' cumail a' dol le fàs a thoirt air an t-solarachadh againn airson Tràth-bhliadhnaichean Gàidhlig gus slighe ionnsachaidh cheumnach airson 3-18 a lìbhrigeadh ann am Foghlam tro Mheadhan na Gàidhlig, le seirbheisean co-cheangailte aig gach ìre foghlaim.	Continue to expand our provision of Gaelic Medium Early Years to deliver a progressive 3-18 Gaelic Medium Education learning experience, with associated services at each educational stage.

A' fosgladh na 4mh bun-sgoil Gàidhlig ann an Glaschu.	Open the 4th Gaelic primary school in Glasgow.
A' cumail a' dol le leasachadh phlanaichean airson solarachadh Foghlam tro Mheadhan na Gàidhlig a leudachadh aig ìre bun-sgoile is ìre àrd-sgoile ann an Glaschu.	Continue to develop plans for the expansion of Gaelic medium primary and secondary education provision in Glasgow.
A' neartachadh slighean is chom-pàirteachasan ionnsachadh coimhearsnachd na Gàidhlig.	Strengthen Gaelic community learning pathways and partnerships.
A' cur na Gàidhlig air adhart	**Promoting Gaelic**
A' cruthachadh agus a' cumail sgioba buileachaidh airson a' phlana Ghàidhlig le riochdachadh bho gach roinn sa Chomhairle	Establish and maintain a Gaelic language plan implementation group with representation from all Council departments
Ag obair còmhla ri com-pàirtichean Aon Ghlaschu airson cànan is cultar na Gàidhlig a chur air adhart do luchd-còmhnaidh agus luchd-tadhail.	Work with Aon Ghlaschu partners to promote Gaelic language and culture to residents and visitors.
A' cur am meud faicsinneachd na Gàidhlig taobh a-staigh Comhairle Baile Ghlaschu is Glaschu Beò.	Increase the visibility of Gaelic within Glasgow City Council and Glasgow Life.
Ag obair còmhla ri Glaschu Beò agus buidhnean com-pàirteachaidh gus ro-innleachd ealain ion-ghabhalach a lìbhrigeadh, a' cur air adhart ùr-ghnàthachas ann an ealain na Gàidhlig taobh a-staigh àrainneachd bhailteil, com-pàirteachadh coimhearsnachd, ionnsachadh cruthachail agus cànan gnìomhach.	Working with Glasgow Life and partner organisations to deliver an inclusive arts strategy, promoting innovation in Gaelic arts within an urban, community participation, creative learning and active language environment

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Amasan Sheirbheisean Corporra | Corporate Service Aims

Amasan airson Seirbhisean Corporra	Corporate Service Aims
Àrd Phrionnsapalan	**Overarching Principles**
Spèis Cho-ionann A h-uile gealladh anns a' Phlana Ghàidhlig air a lìbhrigeadh dhan aon ìre anns a' Ghàidhlig agus anns a' Bheurla.	**Equal Respect** Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.
Cothroman Follaiseach Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonnan air na cothroman a th' ann gus Gàidhlig a chleachdadh leis an ùghdarras phoblach.	**Active Offer** Practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic in relation to the work of the public authority.
Treas Partaidhean A' dearbhadh gum bi ALEOs agus cunnradairean eile ag obair gus plana Gàidhlig an ùghdarrais phoblaich a chur an gnìomh.	**Third Parties** Ensure that Arm's Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.
Gàidhlig na nì àbhaisteach Geallaidhean bhon phlana Ghàidhlig air an gabhail a- steach ann an structaran an ùghdarrais phoblaich tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart.	**Normalisation** Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed.
Pàrantan Corporra Gu bheilear mothachail air na dleastanasan a th' ann mar Pàrant Corporra gum bi a h-uile pàiste is neach òg fo chùram no a b' àbhaist a bhith fo chùram le Gàidhlig a' faighinn na h-aon cothroman 's a tha clann le cànain eile.	**Corporate Parenting** That the authority 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.
Inbhe	**Status**
Suaicheantas Ag amas air suaicheantas corporra anns a' Ghàidhlig agus anns a' Bheurla a chruthachadh nuair a thig a' chiad chothrom agus mar phàirt den phròiseas ùrachaidh.	**Logo** Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.
Soidhnichean Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.	**Signage** Prominent signage will include Gaelic and English as part of any renewal process.

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Conaltradh leis a' phoball	Communicating with the public
Brosnachadh Teachdaireachdan gu bheil fàilte air conaltradh sa Ghàidhlig bhon poball daonnan.	**Promotion** Positive message that communication from the public in Gaelic is always welcome.
Conaltradh sgrìobhte Fàilte ga cur air conaltradh sgrìobhte sa Ghàidhlig (post, post-d agus meadhanan sòisealta) daonnan agus bidh freagairt ann sa Ghàidhlig, a rèir clàr-ama conaltraidh àbhaisteach na buidhne.	**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.
Ionad-fàilte agus am fòn Far a bheil luchd-obrach le Gàidhlig ann airson seo a thoirt seachad, gheibh iad taic airson seo a dhèanamh agus thèid sanasachd a dhèanamh air t-seirbheis dhan phoball.	**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.
Coinneamhan Cothroman airson coinneamhan dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh.	**Public meetings** Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.
Fiosrachadh	**Information**
Fiosan-naidheachd Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.	**News releases** High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
Meadhanan sòisealta Stuth Gàidhlig ga sgaoileadh tro na meadhanan sòisealta gu cunbhalach, le stiùir bho ìre cleachdaidh no cleachdadh a dh'fhaodadh a bhith ann.	**Social Media** Gaelic content distributed regularly through social media, guided by the level of actual and potential users
Làrach-lìn Stuth Gàidhlig air làrach-lìn an ùghdarrais phoblaich, le prìomhachas air na duilleagan le faicsinneachd mhòr.	**Website** Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.
Irisean Corporra Irisean corporra sa Ghàidhlig agus Beurla le prìomhachas air sgrìobhainnean le faicsinneachd mhòr.	**Corporate Publications** Produced in Gaelic and English, with priority given to those with the highest potential reach.

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Taisbeanaidhean Cothroman airson taisbeanaidhean dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh, le prìomhachas air an fheadhainn aig a bheil a' bhuaidh as motha.	**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.

Luchd-obrach	Staff
Sgrùdadh Luchd-obrach Sgrùdadh cunbhalach air sgilean Gàidhlig agus iarrtasan airson trèanadh Gàidhlig tro bheatha gach plana.	**Internal audit** Conduct an internal audit of Gaelic skills and training needs through the life of each plan.
Inntrigeadh Eòlas air a' phlana Ghàidhlig mar phàirt den phròiseas inntrigidh.	**Induction** Knowledge of the public authority's Gaelic language plan included in new staff inductions
Trèanadh cànain Trèanadh ann an sgilean Gàidhlig ga thabhann agus ga bhrosnachadh, gu sònraichte a thaobh a bhith a' cur plana Gàidhlig na buidhne an gnìomh.	**Language training** Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.
Trèanadh le Fiosrachadh mun Ghàidhlig Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air stiùirichean, buill bùird, comhairlichean agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.	**Awareness training** Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.
Fastadh A' toirt aithne is spèis do sgilean Gàidhlig mar phàirt den phròiseas fhastaidh. Gàidhlig ainmichte mar sgil a tha na buannachd agus/no a tha riatanach gus seirbheisean Gàidhlig a lìbhrigeadh agus a rèir na comhairle laghail aig Bòrd na Gàidhlig. Sanasan-obrach dà-chànanach no sa Ghàidhlig airson dreuchdan far a bheil Gàidhlig ainmichte mar sgil riatanach.	**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.
Corpas na Gàidhlig	**Gaelic Language Corpus**
Gnàthachas Litreachaidh na Gàidhlig Leanaidh an t-ùghdarras Poblach Gnàthachas Litreachaidh na Gàidhlig as ùire mar stiùir airson a h-uile rud sgrìobhte aca.	**Gaelic Orthographic Conventions** The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.
Ainmean-àite Iarrar stiùireadh bho Ainmean-Àite na h-Alba	**Place names**

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agus cumar ris an stiùireadh sin.	Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.

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Seisean Fosgailte
Cuspair 7.1

A' freagairt ri	Comataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	09/11/2021
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	7.1

Tiotal a' Phàipeir	Stiùireadh Tràth-ionnsachadh agus Cùram-chloinne Gàidhlig	
Moladh do Bhuill	Ri Aontachadh	
Neach labhairt:	Mairi Nic'ille Mhòire , Jim Whannel	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba-stiùiridh	28/10/2021	Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 Stiùireadh	

1.0	**Adhbhar**
1.1	Airson stiùireadh a thoirt do dh'Ùghdarrasan Ionadail a tha, no a tha an dùil ri 1140 uairean a thìde de thràth-ionnsachaidh agus cùram-chloinne a lìbhrigeadh tro mheadhan na Gàidhlig. Tha am pàipear seo a' cumail taic ri, agus a' toirt fiosrachadh a bharrachd do dh'Ùghdarrasan Ionadail air an Stiùireadh Reachdail air Tràth-ionnsachadh agus Cùram Chloinne, a chaidh fhoillseachadh leis an Riaghaltas anns an Iuchar 2021 agus a th' air a bhith an sàs bho 1 Lùnastal 2021 air adhart.
2.0	**Cùl-fhiosrachadh**
2.1	Tha Riaghaltas na h-Alba agus ùghdarrasan foghlaim (ionadail) ag obair a dh'ionnsaigh 1140 uairean a thìde de thràth-ionnsachadh agus cùram-chloinne a thabhann bhon Lùnastal 2021, do clann aois 3 agus 4 agus clann ion-roghnach aois 2 bhliadhna. Mar thoradh air a seo, chaidh buidheann-obrach a chruthachadh gus stiùireadh a tharraing ri chèile a tha a' freagairt air foghlam tron Ghàidhlig. Bha riochdairean bho na buidhnean a leanas air a' bhuidhinn-obrach: • Riaghaltas na h-Alba • Bòrd na Gàidhlig • Stòrlann Nàiseanta na Gàidhlig • Comhairle Baile Ghlaschu • Comhairle Siorrachd Lannraig a Tuath • Comhairle Siorrachd Dhùn Breatann an Ear • Comhairle Pheairt is Cheann Rois • Comhairle Earra-Ghàidheal is Bhòid • Comann nam Pàrant • Sabhal Mòr Ostaig
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	Chaidh a' chiad dreachd den Stiùireadh Tràth-ionnsachadh agus Cùram-chloinne Ghàidhlig seo aontachadh aig Comataidh Poileasaidh agus Ghoireasan air 11/11/2019, mus deach e a-mach do cho-chomhairleachadh poblach. Chaidh gabhail ris na beachdan a chaidh a mholadh anns a' cho-chomhairleachadh phoblach agus tha iad air an gabhail a-staigh san Stiùireadh Tràth-ionnsachadh agus Cùram-chloinne Ghàidhlig. Tha an dreachd stiùireadh, ath-dhealbhte mar thoradh air freagairtean bhon cho-chomhairleachadh, an cois seo.
4.0	**Moladh**
4.1	Thathar ag iarraidh air Buill na Comataidh:- • Beachdachadh air an Stiùireadh seo; is • Aontachadh ris a' phàipear seo.

Seisean Fosgailte
Cuspair 7.1

5.0	**Prìomh Bhuaidhean Ro-innleachdach**			
5.1	**Buaidhean air Ionmhas**			
	Cha bhi buaidh ann.			
5.2	**Buaidhean air Luchd-obrach**			
	Cha bhi buaidh ann.			
5.3	**Buaidhean air Trèanadh**			
	Cha bhi buaidh ann.			
5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra**			
	Tha an stiùireadh seo a' cur ris an gnìomh: "A' toirt comhairle seachad air poileasaidhean agus a' toirt stiùireadh don obair gus ro-innleachdan a dhealbh airson foghlam na Gàidhlig."			
5.5	**Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta**			
	AR N-ADHBHAR		**AR LUACHAN**	
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
	AR LUACHAN BUILEAN NÀISEANTA			
	Còraichean daonna	☐	Clann	☒
	Cultar	☐	Coimhearsnachdan	☐
	Àrainneachd	☐	Bochdainn	☐
	Slàinte	☐	Eadar-Nàiseanta	☐
	Foghlam	☒	Eaconamaidh	☐
	Gnothachasan soirbheachail is ùr-ghnàthach			☐
5.6	**Buaidhean air Cliù**			
	Cha bhi buaidh ann.			
5.7	**Buaidhean air Slàinte is Sàbhailteachd**			
	Cha bhi buaidh ann.			
5.8	**Buaidhean Laghail**			
	Cha bhi buaidh ann.			
5.9	**Buaidhean air Co-ionannas**			
	Cha bhi buaidh ann.			
5.10	**Buaidhean air Àrainneachd**			
	Cha bhi buaidh ann.			

Seisean Fosgailte
Cuspair 7.1 PT1

STIÙIREADH TRÀTH-IONNSACHADH AGUS CÙRAM- CHLOINNE GHÀIDHLIG

GAELIC MEDIUM EARLY LEARNING AND CHILDCARE GUIDANCE

Air aontachadh le: Comataidh Poileasaidh is Ghoireasan Ceann Latha: xx/xx/2021	Approved by: Policy and Resources Committee Date: xx/xx/2021

Seisean Fosgailte
Cuspair 7.1 PT1

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1.0 RO-RÀDH

Tha an stiùireadh seo a' cur an cèill prìomhachasan agus stiùireadh sònraichte a tha a dhìth gus taic a chumail ri amasan Plana Cànan Nàiseanta Gàidhlig 2018-2023. Tha e a' cur air adhart lèirsinn airson solar Gàidhlig taobh a-staigh roinn tràth-ionnsachadh agus cùram-chloinne (TIC) mhaoinichte, agus stiùireadh air TIC Gàidhlig eile nach eil na phàirt den chòir mhaoinichte. Tha sinn an dòchas gun cuidich seo an fheadhainn a tha an sàs ann an roinn TIC na Gàidhlig gus an t-àite aca ann an ionnsachadh agus leasachadh chloinne a thuigsinn.

Thug Achd na Cloinne agus na h-Òigridh (Alba) 2014 600 uairean a thìde de Thràth-ionnsachadh is Cùram-chloinne do ghach pàiste a tha trì is ceithir bliadhna a dh'aois agus do chloinn 2 bhliadhna a dh'aois a bha ion-roghnach ann an Alba bhon Lùnastal 2014. Bho 1 Lùnastal 2021 tha còrr air 1140 uairean a thìde maoinichte de thràth-ionnsachadh agus cùram-chloinne gach bliadhna airson a h-uile pàiste a tha 3 agus 4 bliadhna a dh'aois, agus airson clann ion-roghnach a tha 2 bhliadhna a dh'aois.

Bu chòir do dh'Ùghdarrasan Ionadail a tha a' toirt seachad foghlam Gàidhlig, no a tha a' beachdachadh air foghlam Gàidhlig a chur air dòigh, a bhith a' beachdachadh air Tràth-ionnsachadh is Cùram-chloinne mar phàirt de bhuileachadh na còire leudaichte air 1140 uairean a thìde. Tha an Stiùireadh Reachdail air Foghlam Gàidhlig a' moladh gum beachdaich ùghdarrasan ionadail air tràth-ionnsachadh agus cùram-chloinne Gàidhlig a stèidheachadh mar cheum a dh'ionnsaigh Foghlam tro mheadhan na Gàidhlig aig ìre na Bun-sgoile a lìbhrigeadh agus bithear an dùil gun dèan iad nas urrainn dhaibh gus dèanamh cinnteach gu bheil ìre de leantainneachd ann am Foghlam tro Mheadhan na Gàidhlig (FtG) a rèir a' Phlana Ghàidhlig aca agus a rèir Plana Nàiseanta na Gàidhlig. Tha an dleastanas co-chomhairle a dhèanamh fo Achd 2014 a' toirt cothrom do dh'ùghdarrasan foghlaim co-chomhairle a dhèanamh le pàrantan air tràth-ionnsachadh agus cùram-chloinne sa Ghàidhlig gus an urrainn dhaibh beachdachadh an toir iad seachad solar den t-seòrsa seo san sgìre agus ma bheir, ciamar. Gheibhear stiùireadh a bharrachd ann an Earrann 50-52 den Stiùireadh Reachdail air Tràth-ionnsachadh agus Cùram-chloinne, 2021

INTRODUCTION

This guidance details specific priorities and actions which are required to support the aims in the National Gaelic Language Plan 2018-2023. It sets out the vision for the Gaelic Medium provision within the funded early learning and childcare (ELC) sector and guidance on other Gaelic ELC, which is not part of the funded entitlement. We hope that this helps those involved in the Gaelic ELC sector understand their role in a child's learning and development.

The Children and Young People (Scotland) Act 2014 made 600 hours of free ELC available for all three and four-year-olds and eligible two-year-olds in Scotland from August 2014. From 1 August 2021 the funded early learning and childcare entitlement is 1140 hours per year for all 3 and 4 year olds, and eligible 2 year olds.

Local Authorities that provide Gaelic education, or are considering providing Gaelic education, should consider (ELC) as part of the implementation of the increased entitlement to 1140 hours. The Statutory Guidance on Gaelic Education recommends that local authorities consider establishing Gaelic early learning and childcare as a step towards Gaelic Medium Primary Education (GMPE) and they will be expected to strive for a degree of continuity of Gaelic Medium Education (GME) in accordance with their Gaelic Language Plan and the National Gaelic Language Plan. The duty to consult under the 2014 Act provides education authorities with the opportunity to consult parents on Gaelic early learning and childcare so that they can consider whether and if so how, they make such provision available in their area. Further advice is available in Section 50-52 of Early Learning and Childcare statutory Guidance 2021

Airson clann a bhios a' dol a-steach gu FtG aig ìre na bun-sgoile, thathar den bheachd gu bheil e buannachdail ma bhios iad ann an TIC Gàidhlig an toiseach. Aig an àm seo, chan fheum clann a thèid a-staigh gu BS1 ann an FtG a dhol tro TIC, ged a bhiodh e na bhuannachd. Dh'fhaodte gum beachdaichear air inntrigeadh aig ìre eile ann an suidheachaidhean fior shònraichte agus bhiodh seo air a mheas airson gach cùis fa leth a rèir poileasaidh an ùghdarrais ionadail/na sgoile.

For children entering primary GME, Gaelic ELC is considered a beneficial first step. Currently, those entering P1 GME do not have to experience ELC, although this is desirable. Entry at another point may be considered in exceptional circumstances, this would be considered on a case-by-case basis according to local authority/school policy.

2.0 CÙL-FHIOSRACHADH

Plana Cànain Nàiseanta Gàidhlig 2018 – 23

'S e am prìomh amas aig Plana Cànain Nàiseanta Gàidhlig 2018 – 2023 (PCNG III) gun tèid a' Ghàidhlig a chleachdadh nas trice, le barrachd dhaoine ann am barrachd shuidheachaidhean. Thèid seo a chur an gnìomh tro bhith a' cur fòcas air na trì prìomh phrionnsabalan seo: -

- A' toirt fàs air cleachdadh na Gàidhlig
- A' toirt fàs air ionnsachadh na Gàidhlig
- A' cur deagh ìomhaigh air adhart airson na Gàidhlig

Tha TIC Gàidhlig air a liostadh mar phrìomhachas airson a bhith a' cur ri ionnsachadh na Gàidhlig. Chan eil teagamh sam bith ann nach e roinn chudromach a tha seo airson a bhith a' cur ri cleachdadh na Gàidhlig mar 'iomairt a bhios a' brosnachadh cleachdadh na Gàidhlig ann an dachaighean agus coimhearsnachdan'.

BACKGROUND

National Gaelic Language Plan 2018 – 23

The overarching aim of National Gaelic Language Plan 2018-2023 (NGLP III) is that Gaelic is used more often, by more people and in a wider range of situations. This will be achieved by focusing on these three overarching principles: -

- Increasing the use of Gaelic
- Increasing the learning of Gaelic
- Promoting a positive image of Gaelic

Gaelic ELC is listed as a priority for increasing the learning of Gaelic. It is undoubtedly also an important sector for increasing the usage of Gaelic as an initiative which promotes the use of Gaelic in homes and communities.

3.0 GEALLTANAS 1140 UAIR A THÌDE

Tha Riaghaltas na h-Alba agus ùghdarrasan ionadail air gealltainn ìre tasgaidh nach fhacas riamh roimhe a lìbhrigeadh ann an TIC tro bhith a' dùblachadh na còir maoinichte air bho 600 gu 1140 uair a thìde sa bhliadhna bhon Lùnastal 2021 airson a h-uile pàiste aois 3 agus 4 bliadhna, agus airson clann 2 bhliadhna a dh'aois a tha ion-roghnach.

"Alba a dhèanamh mar an t-àite as fheàrr san t-saoghal airson fàs suas le bhith a' toirt piseach air builean agus a bhith a' lùghdachadh neo-ionannachd airson gach leanabh, pàiste, màthair, athair agus teaghlach air feadh na h-Alba gus dèanamh cinnteach gum bi an toiseach tòiseachaidh as fheàrr aig a h-uile pàiste nam beatha agus gu bheil iad deiseil airson soirbheachadh."

Caidreachas nan Tràth Bhliadhnaichean

1140 HOURS COMMITMENT

The Scottish Government and local authorities have committed to delivering an unprecedented level of investment in ELC through near doubling of the funded entitlement from 600 hours to 1140 hours per year from August 2021 for all 3 and 4 year olds, and eligible 2 year olds.

"Make Scotland the best place in the world to grow up in by improving outcomes and reducing inequalities for all babies, children, mothers, fathers and families across Scotland to ensure that all children have the best start in life and are ready to succeed."

Early Years Collaborative

Tha am poileasaidh seo ag amas air dèanamh cinnteach gu bheil deagh thràth-ionnsachadh agus cùram-chloinne ann do theaghlaichean a tha sùbailte, ruigsinneach agus air prìs reusanta.

This policy aims to ensure that high quality, flexible early learning and childcare is accessible and affordable for families.

Gus dèanamh cinnteach gun tèid a' chòir mhaoinichte air TIC a lìbhrigeadh ann an suidheachaidhean àrd-inbhe, thèid dòigh-obrach Maoineachadh a' Leantainn a' Phàiste agus Ìre Nàiseanta airson solaraichean Tràth-ionnsachadh is Cùram-chloinne a thoirt a-steach san Lùnastal 2021 a bharrachd air an sgaoileadh reachdail den chòir leudaichte.

To ensure that the funded ELC entitlement is delivered in high quality settings, a Funding Follows the Child and National Standard for ELC approach will be introduced in August 2021 alongside the statutory roll-out of the expanded entitlement.

Tha an dòigh-obrach 'neodrach a thaobh solaraiche' agus tha i air a daingneachadh le Ìre Nàiseanta a dh'fheumas a h-uile suidheachadh coileanadh ma tha iad airson a bhith nan solaraichean maoinichte. Chan eil e gu diofar a bheil iad san roinn phoblaich, san roinn phrìobhaidich no san treas roinn, no a bheil iad nan luchd-aireachaidh chloinne.

The approach is 'provider neutral' and is underpinned by a National Standard that all settings who wish to become a funded provider - regardless of whether they are in the public, private or third sector, or childminders - will have to meet.

Tha na slatan-tomhais san Ìre Nàiseanta a' cuimseachadh air na bu chòir clann agus an teaghlaichean a bhith an dùil bhon TIC aca, ge b' e càite am faigh iad a' chòir mhaoinichte aca. Bu chòir na h-ìrean nàiseanta a lìbhrigeadh ann an suidheachaidhean Tràth-ionnsachadh is Cùram-chloinne an dà chuid tron Ghàidhlig agus tron Bheurla.

The criteria in the National Standard focus on what children and their families should expect from their ELC experience, regardless of where they access their funded entitlement. The National Standards should be delivered in both English Medium and Gaelic Medium ELC settings.

Bidh toirt a-steach 1140 uairean a thìde de TIC sa Ghàidhlig a' toirt deagh bhuaidh air togail cànain agus air fileantachd a ruigsinn. Le 1140 uairean a thìde, tha cothrom ann cur ri buileachadh agus a bhith a' toirt piseach air eadar-ghluasad airson clann, an teaghlaichean agus ùghdarrasan foghlaim tro bhith a' faighinn barrachd cothrom a' Ghàidhlig a chluinntinn is a chleachdadh bho aois 2 no 3. Tha seo a' cuideachadh gus na slighean-ionnsachaidh bho 3-18 a neartachadh.

The introduction of 1140 hours of Gaelic Medium ELC will have a positive impact on language acquisition and the development of fluency. 1140 hours provides an opportunity to raise attainment and enhance the transition experience for children, their families & education authorities through increased exposure to Gaelic from the age of 2 or 3, this helps to strengthen the 3 – 18 learner journeys.

4.0 FEALLSANACHD A THAOBH NA CLOINNE ÒGA AGAINN

RATIONALE FOR OUR YOUNG CHILDREN

Tha rannsachadh làithreach a' sealltainn gu bheil bunait airson slàinte agus sunnd chloinne air a stèidheachadh aig an ìre as tràithe de bheatha.

Current research shows that the foundation for future health and wellbeing of children is established at the earliest stages of life.

Tha rannsachadh air sealltainn gu bheil comas aig bèibidhean agus clann òga a bhith a' togail chànanan a bharrachd bho aois òg agus gun urrainn do TIC tron Ghàidhlig an comas seo a thoirt air adhart.

Research shows that babies and young children have the ability to acquire additional languages from an early age and Gaelic Medium ELC can support and develop this ability.

A bharrachd air seo, is urrainn do Thràth-ionnsachadh is Cùram-chloinne taic a chumail ri teaghlaichean a tha a' cleachdadh na Gàidhlig mar chànan na dachaigh.

'Tha fios againn gur e àrainneachd ionnsachaidh na dachaigh as cudromaiche fhathast dhan chloinn. Ach tha an leudachadh, gu sònraichte nuair a thèid a lìbhrigeadh còmhla ri taic teaghlaich eile, a' cruthachadh deagh chothrom a bhith a' neartachadh bun-stèidh ionnsachaidh thràth a' phàiste. (Blueprint 2017)

Tha fios againn gu bheil an cùram agus an t-àrach a gheibh pàiste bho ro-bhreith air adhart a' toirt buaidh air an turas beatha aca agus tha ro-innleachd soilleir gus ionnsachadh na Gàidhlig a lìbhrigeadh anns na bliadhnaichean tràtha aca deatamach.

Cumaidh Sgioba Foghlam a' Bhùird orra ag obair còmhla ri ar com-pàirtichean nàiseanta leithid Foghlam Alba gus stiùireadh a bharrachd a thoirt seachad mu na ceumannan bunaiteach a bu chòir planadh, ann a bhith a' togail Gàidhlig aig aois tràth ann an suidheachaidhean bogaidh.

'Feumaidh clann agus daoine òga eòlas fhaighinn air làn-bhogadh de dh'àrd-chàileachd mar phàirt de dh'Fhoghlam tro Mheadhan na Gàidhlig gus am bi bunait thèarainte aca sa chànan agus ìre fileantachd a bheir an comas dhaibh togail air an adhartas a tha iad air a dhèanamh sa Ghàidhlig.' (Comhairle air Foghlam Gàidhlig, Foghlam Alba.)

Tha an **Stiùireadh Reachdail air Foghlam Gàidhlig** a' mìneachadh na lèirsinn airson solar Tràth-bhliadhnaichean, Bun-sgoil agus Àrd-sgoil mar leantaileachd ionnsachaidh, a' togail sgilean thar gach ìre de leasachadh chloinne.

Tha còir aig a h-uile pàiste a bhith a' faighinn gràdh gun chumhaichean agus a bhith a' faireachdainn tèarainte nam beatha làitheil. Gus na blocaichean-togail a bhios a dhìth orra gus fàs agus soirbheachadh nam beatha a thoirt dhaibh. Gus taic a thoirt do leasachadh adhartach, feumaidh sinn na rudan a leanas a thoirt seachad:

- Taic a bharrachd do phàrantan agus luchd-cùram aig clann ann am FtG oir is iad na h-inbhich as cudromaiche ann am beatha pàiste.

In addition, Gaelic ELC can support families where Gaelic is the language of the home.

'We know that the home learning environment continues to be most influential for children. However, the expansion, particularly when delivered alongside other family support, provides a real opportunity to strengthen the foundations of a child's early learning journey. (Blueprint 2017)

We know that the care and nurture a child receives from pre-birth onwards influences their life journey and a clear strategy for delivering Gaelic language learning in their early years is crucial.

The Bòrd Education Team will continue to work with our national partners such as Education Scotland to provide further guidance on the fundamental steps to be planned for, in the early acquisition of Gaelic in immersion settings.

'Children and young people need to experience high-quality total immersion as part of Gaelic Medium Education until they have a secure foundation in the language and a level of fluency that will enable them to build on the progress made in Gaelic.' (Advice on Gaelic Education, Education Scotland.)

The **Statutory Guidance on Gaelic Education** outlines the vision for the provision of Early Years, Primary and Secondary as a continuum, building skills across each of the stages in child development.

Every child has a right to experience unconditional love and feel secure in their daily lives. To equip them with the building blocks they require to enable them to grow and flourish in life. To support positive development, we must provide the following:

- Appropriate support for GME parents and carers as they are the most important adults in a child's life

- Àrainneachdan FtG far a bheil comas aig a' chloinn an ionnsachadh fhèin a chruthachadh agus a bhith a' dol an sàs ann an ionnsachadh cànan gnìomhach.

- GME environments where children are enabled to actively construct their own learning and engage in active language learning

- Com-pàirteachasan le pàrantan gus dèanamh cinnteach gu bheil an toiseach-beatha as fheàrr aig a h-uile pàiste a tha a' gabhail pàirt ann an TIC sa Gàidhlig. Le bhith a' toirt cothrom air buannachdan an dà-chànanais do chloinn, tha sinn gan cuideachadh gus soirbheachadh

- Partnerships with parents to ensure that all children, taking part in Gaelic ELC, have the best possible start in life. By offering children the opportunity to benefit from being bilingual, we help them to be ready to succeed

- Ro-innleachdan gus modalan àraich teaghlaich a neartachadh a thaobh com-pàirteachadh, gu sònraichte leis an fheadhainn air a bheil neo-ionannachd slàinte agus sòisealta a' toirt buaidh.

- Strategies to strengthen family nurture models of engagement, particularly with those who may be impacted by health and social inequalities.

Feumaidh an fheallsanachd iomlan airson tràth-ionnsachadh agus cùram-chloinne tro mheadhan na Gàidhlig a bhith ag amas air solar àrd-chàileachd, a tha sùbailte, ruigsinneach agus air prìs reusanta. Bu chòir dha a bhith a rèir feumalachdan na cloinne is nan teaghlaichean fa leth agus a bhith air a thogail air na neartan aig teaghlaichean fa leth. Tha e deatamach gum bi co-ionannachd solair ann eadar Foghlam tro Mheadhan na Gàidhlig agus Foghlam tro Mheadhan na Beurla.

The overarching rationale for early learning and childcare provision in Gaelic Medium ELC must be focused on high quality provision, which is flexible, accessible and affordable. It should be well matched to the individual needs of the children and families and built on strengths of individual families. It is essential that there is equality in provision between GME and EME.

Tha TIC tron Ghàidhlig na chiad cheum chudromach ann am Foghlam tro Meadhan na Gàidhlig oir tha e a' toirt a' chiad bhlas dhan Ghàidhlig do theaghlaichean agus do chloinn ann an dòigh spòrsail agus sìmplidh tro bhith a' dol gu Buidhnean Pàrant is Pàiste Gàidhlig no Cròileagan Gàidhlig. Tha e cudromach a chionn 's gu bheil e a' brosnachadh ionnsachadh na Gàidhlig bho aois òg agus a' cur clann òga air an t-slighe gu Gàidhlig fhileanta.

Gaelic Medium ELC is an important initial stage of Gaelic Medium Education because it introduces families and children to Gaelic in a fun and simple way through attendance at Gaelic Pàrant is Pàiste Groups (parent and toddler groups or Gaelic "Cròileagan" (Gaelic playgroups). Its importance is that it encourages Gaelic language learning from an early age and puts young children on a path towards Gaelic fluency.

Tha dleastanas air ùghdarrasan foghlaim a bhith a' toirt seachad uairean a thìde stèidhichte de TIC gach bliadhna do chloinn 3-4 bliadhna a dh'aois agus do chloinn 2 bliadhna a dh'aois a tha ion-roghnach. Ach, san fharsaingeachd, chan eil dleastanas air ùghdarrasan foghlaim a bhith a' toirt seachad tràth-ionnsachadh is cùram-chloinne dhan fheadhainn 0-3 bliadhna a dh'aois. Tha cumhachd roghnach aig ùghdarrasan ionadail tràth-ionnsachadh agus cùram-cloinne a thoirt dhan bhuidhinn aois seo agus faodaidh iad sin a dhèanamh iad fhèin no le bhith a' planadh le solaraichean sna roinnean prìobhaidich no saor-thoileach. **(Faic Eàrr-ràdh A)**

Education authorities are under a duty to provide a mandatory amount of ELC every year to those ages 3-4 and to eligible 2-year olds. However, there is, generally no duty on education authorities to provide early learning and childcare to those aged 0-3. Local authorities have a discretionary power to provide early learning and childcare to this age group and can do so themselves or by planning with private or voluntary sector providers. **(See Appendix A)**

Faic gu sònraichte Earrann 50-52 den Stiùireadh Reachdail air Tràth-ionnsachadh agus Cùram-chloinne, 2021:

- Earrann 50: Dleastanas a bhith a' cumail co-chomhairle agus planadh a dhèanamh air lìbhrigeadh tràth-ionnsachadh agus cùram-chloinne, a' gabhail a-steach puingean 98, 99, 102, 103, 104 agus 105.
- Earrann 50: Feumalachdan Taic a Bharrachd.
- Earrann 51: Dòigh-lìbhrigidh tràth-ionnsachadh is cùram-chloinne
- Earrann 52: Sùbailteachd san dòigh anns am bithear a' toirt seachad tràth-ionnsachadh agus cùram-chloinne

Thathar den bheachd gu bheil e riatanach gum bi TIC Gàidhlig air a stiùireadh le cleachdaidhean TIC le Gàidhlig aig a bheil na teisteanasan cùram-chloinne buntainneach agus a tha comasach air làn-bhogadh a lìbhrigeadh sa Ghàidhlig. Bu chòir thoirt fa-near gur e TIC tron Ghàidhlig a' chiad cheangal a th' aig pàiste ris a' Ghàidhlig gu tric agus mar sin gu bheil e deatamach gum bi cùisean air an deagh dhealbhadh agus den chàileachd as àirde.

Tha TIC sa Gàidhlig fosgailte dhan a h-uile duine agus chan feum Gàidhlig sam bith a bhith aca ro làimh.

5.0 GEÀRR-CHUNNTAS AIR SOLAR LÀITHREACH

5.1 Solar Tràth-ionnsachadh agus Cùram-chloinne maoinichte tron Ghàidhlig

Gheibhear fiosrachadh air Tràth-ionnsachadh agus Cùram-chloinne sa Ghàidhlig air duilleag Dàta Foghlam Bhòrd na Gàidhlig. Tha TIC Gàidhlig a' cruthachadh cothrom airson 'làn-bhogadh'- a' toirt cothrom do chloinn a bhith ag ionnsachadh, a' tuigsinn agus a' cleachdadh Gàidhlig fhad 's a tha iad a' faighinn cothrom air curraicealam a tha a rèir nam feumalachdan aca agus aig a bheil fòcas air ionnsachadh tro chluich agus gnàth-eòlasan fìor-bheatha. Feumaidh clann agus daoine òga ann an FtG a bhith a' faighinn làn-bhogaidh gu deireadh clas a trì gus deagh ghreim fhaighinn air a' chànain.

See particularly Section 50-52 of Early Learning Statutory National Guidance 2021:

- Section 50: Duty to Consult and plan on delivery of early learning and childcare including points 98, 99, 102, 103, 104 and 105.
- Section 50 Additional Support Needs
- Section 51 Method of delivery of early learning and childcare
- Section 52 Flexibility in the way in which early learning and childcare is made available

It is considered essential that Gaelic ELC is led by Gaelic speaking ELC practitioners who hold the relevant childcare qualifications and who can deliver total immersion in Gaelic. It should be noted that GME ELC is often a child's first engagement with Gaelic therefore it is crucial that the experiences are well-planned and of the highest quality.

Gaelic ELC is open to all with no previous knowledge of Gaelic necessary.

OVERVIEW OF EXISTING PROVISION

Funded Gaelic Medium ELC Provision

Information on Gaelic-medium ELC can be found via Bòrd na Gàidhlig's information on Education Data. Gaelic ELC offers the opportunity for 'total immersion' - enabling children to learn, understand and use Gaelic while accessing a curriculum that is well-matched to their needs and has a focus on learning through play and real-life experiences. Children and young people in GME must be exposed to a total immersion phase until the end of primary three for them to develop a good foundation in the language.

A chionn 's gum bi tràth-ionnsachadh a' tòiseachadh san dachaigh, feumaidh solar TIC tron Ghàidhlig a bhith air fhilleadh a-steach le taic do theaghlaichean, a' toirt taic do phàrantan agus luchd-cùraim gus àrainneachd ionnsachaidh na dachaigh a mheudachadh agus a neartachadh. Faodaidh sinn cur ri seo tro na h-iomairtean làithreach againn mar eisimpleir: Gàidhlig nan Òg, Parent Club agus Urras Leabhraichean na h-Alba agus seiseanan Bookbug le bhith a' toirt seachad taic agus stuthan gus teaghlaichean agus luchd-cùram a chuideachadh gus bondachadh le an cuid chloinne agus gus an toiseach-beatha as fheàrr a thoirt dhaibh, agus beagan spòrs a bhith aca ag ionnsachadh na Gàidhlig aig an aon àm. Sheall stadastaireachd nàiseanta ann an 19/20 gun robh 148 seiseanan ann le 644 inbhich agus 956 clann a' gabhail pàirt le 1600 a' gabhail pàirt ann uile gu lèir.

As early learning starts in the home, Gaelic Medium ELC provision must be integrated with support for families, supporting parents and carers to maximise and enrich the home learning environment. We can enhance this through our existing initiatives such as: Gàidhlig nan Òg, Parent Club and Scottish Book Trust Bookbug sessions by providing support and material to help families and carers to bond with and give their children the best start in life and have some fun learning Gaelic at the same time. In 19/20 national statistics showed that there were 148 sessions with 644 adults and 956 children with an overall participation of 1600.

5.2 Solar 0 -3

Faic Eàrr-ràdh A

Aig an àm seo, tha 18 Ùghdarrasan Ionadail a' toirt seachad farsaingeachd de sheiseanan 0-3 air feadh na h-Alba. Tha Bòrd na Gàidhlig agus Comann nam Pàrant ag obair ann an com-pàirteachas le Bunait CORRA gus maoineachadh a thoirt do mhòran de na buidheann seo gus cuideachadh le cosgaisean luchd-obrach, cosgaisean, àiteachan agus àrachais ma tha feum aca air.

Gheibhear barrachd fiosrachaidh mu na buidhnean maoinichte sin an seo.

0-3 Provision

See Appendix A

There are currently 18 Local Authorities offering a variety of Gaelic 0-3 sessions across Scotland. Bòrd na Gàidhlig and Comann nam Pàrant currently work in partnership with the CORRA Foundation to provide funding to many these groups to assist with staffing costs, accommodation costs and insurance if they require it.

More information on these funded groups is available here.

5.3 Stadastaireachd bho Bhòrd na Gàidhlig

Tha cothroman ionnsachaidh ann am Foghlam tro Mheadhan na Gàidhlig (FtG) bho na Tràth-bliadhnaichean gu cothroman aig ìre fho-cheumnach agus iar-cheumnach. Tha Plana Nàiseanta na Gàidhlig 2018-23 ag amas air fàs is piseach a thoirt air foghlam is ionnsachadh Gàidhlig aig gach ìre.

Bidh iomadh Ùghdarras Ionadail ann an Alba a' toirt seachad FtG aig diofar ìrean airson clann aois 0-18. Gheibhear fiosrachadh an seo.

Statistics from Bòrd na Gàidhlig

Gaelic Medium Education (GME) provides learning opportunities, which can take you from Early Years to undergraduate and post-graduate studies. The National Gaelic Language Plan 2018-23 aims to expand and improve Gaelic education and learning at all levels.

Many Local Authorities in Scotland offer GME at different levels for children and young people aged 0-18. See information here.

5.4 Comann nam Pàrant

'S e Comann nam Pàrant (CnP) a' bhuidheann nàiseanta a bhios a' toirt comhairle agus taic do phàrantan/luchd-cùraim nan sgoilearan ann am foghlam tron Ghàidhlig (FtG).

Comann nam Pàrant

Comann nam Pàrant (CnP) is the national organisation that advises and supports parents/carers of those in Gaelic Medium Education (GME).

Tha Comann nam Pàrant a tha na lìonra de bhuidhnean ionadail le buidheann nàiseanta, a' riochdachadh leas nam pàrantan aig a bheil clann ann am foghlam tro mheadhan na Gàidhlig bho ìre na bun-sgoile gu ìre na h-àrd-sgoile. 'S e am prìomh amas aig a h-uile buidheann CnP a bhith "a' brosnachadh agus a' cumail taic ri stèidheachadh agus glèidheadh foghlam tro mheadhan na Gàidhlig."

Comann nam Pàrant, which consists of a network of local groups and a national body, represents the interests of parents whose children are educated through the medium of Gaelic, from pre-school to secondary level. The main aim of all CnP groups is "to promote and support the establishment and maintenance of education through the medium of Gaelic".

Ann an siostam foghlaim sam bith, tha àite ro chudromach aig pàrantan agus tha an dreuchd seo air leth cudromach a thaobh na Gàidhlig oir is ann mar thoradh air oidhirpean phàrantan a thòisich FtG ann an 1985 agus tha e fhathast fìor gum bi a' mhòr-chuid de sholarachadh ùr mar fhreagairt air iarrtas phàrantan.

In any education system, parents have a crucial role to play and where Gaelic is concerned this role takes on an added dimension; it was because of the efforts of parents that GME began in 1985 and it is still the case that most new provision will be in response to parental demand.

Cuiridh tòrr theaghlaichean eòlas air a' Ghàidhlig an toiseach nuair a bhios clann 0-3 bliadhna a dh'aois aig pàrantan/luchd-cùraim, agus 's ann aig an ìre seo gu sònraichte a tha àite aig CnP gus dèanamh cinnteach gum faigh pàrantan fiosrachadh ceart mu gach taobh de FtG. Bithear a' brosnachadh theaghlaichean gus feum a dhèanamh air a' chòir aca air tràth-ionnsachadh reachdail ann an suidheachaidhean tro mheadhan na Gàidhlig mar ullachadh airson foghlam tro mheadhan na Gàidhlig anns a' bhun-sgoil.

Initial contact with Gaelic for many families may be when parents / carers have children in the 0-3 age group, and it is at this stage especially that CnP have a role in ensuring that parents have access to accurate information on all aspects of GME. Families are encouraged to access their entitlement to statutory early learning provision in Gaelic medium settings in preparation for Gaelic medium primary education.

Tha buidhnean CnP nan deagh dhòigh do dh'ùghdarrasan Ionadail agus do bhuidhnean eile a bhith a' com-pàirteachadh le pàrantan FtG. Tha oifigearan leasachaidh aig a' bhuidhinn, air am maoineachadh le Bòrd na Gàidhlig, a tha gu mòr airson co-obrachadh le ùghdarrasan Ionadail agus buidhnean eile gus solar FtG a chur air adhart.

CnP groups are an important mechanism for local authorities and other agencies to engage with GME parents. The organisation also has development officers at national level, funded by Bòrd na Gàidhlig, who are keen to work collaboratively with local authorities and other organisations in advancing GME provision.

Tha Comann nam Pàrant air maoineachadh fhaighinn bho Bhòrd na Gàidhlig airson sgeama pìleit ann an 2020/2021 gus taic a chumail ri roinn nan tràth-bhliadhnaichean Gàidhlig ann an dà sgìre – Meadhan na h-Alba agus na h-Eileanan an Iar. Cumaidh oifigearan taic ri leasachadh bhuidhnean tràth-bhliadhnaichean saor-thoileach agus bheir iad brosnachadh do theaghlaichean a tha airson barrachd Gàidhlig a chleachdadh san dachaigh. Thòisich an t-seirbheis seo san Lùnastal 2021 agus gheibhear barrachd fiosrachaidh an seo.

Comann nam Pàrant have secured funding from Bòrd na Gàidhlig for a pilot scheme in 2020/2021 in support of the Gaelic early years sector in two areas – The Central Belt and the Western Isles. Officers will support the development of voluntary early years groups and provide encouragement to families who would like to expand their use of Gaelic in the home. This service began delivery in August 2021 and further information can be accessed here.

Tha làrach-lìn aig CnP le fiosrachadh air FtG agus mu bhith a' cleachdadh na Gàidhlig ann an dachaighean agus coimhearsnachdan, cho math ri goireasan eile. Thathar an dùil làrach-lìn ùr a bhios na "ionad-uile-freastail" airson fiosrachadh mu FtG, a' gabhail a-steach Tràth-ionnsachadh is Cùram-chloinne, a chur air bhog ann an 2021 - leis an ainm "***Tog i***", bidh barrachd fiosrachaidh mu bhogadh na làraich-lìn ri fhaighinn air làrach-lìn Chomann nam Pàrant. Bidh a' bhuidheann a' sgaoileadh fiosrachadh tro na meadhanan sòisealta cuideachd.

www.parant.org.uk
www.facebook.com/ComannNamParant

Airson barrachd fiosrachaidh mu Chomann nam Pàrant, cuir fios gu Magaidh Wentworth magaidh@cnag.org

CnP have a website with information on GME and the use of Gaelic in homes and communities, as well as several other resources. A new "one-stop shop" website for information on GME, including ELC, is due to launch in 2021 – called "***Tog i"***, further information on the website going live will be available on the Comann nam Pàrant website. The organisation also shares information through social media.

www.parant.org.uk
www.facebook.com/ComannNamParant

For further information on Comann nam Pàrant please contact Magaidh Wentworth magaidh@cnag.org

5.5 Sabhal Mòr Ostaig (SMO)

Tha Sabhal Mòr Ostaig air a bhith a' feuchainn ri aghaidh a chur air feumalachdan na roinne agus tha e air cùrsaichean a chruthachadh: SVQ 3 Seirbheisean Sòisealta (Clann agus Òigridh) agus Preantasachd Bun-ìre (FA) ann an Seirbheisean Sòisealta (Clann agus Òigridh) aig ìre SCQF 6. Thèid an dà chùrsa seo a thoirt seachad tro mheadhan na Gàidhlig.

Tha a' Phreantasachd Bun-ìre (FA) ann an Seirbheisean Sòisealta (Clann agus Òigridh) aig ìre SCQF ri fhaighinn an-dràsta. Tha an teisteanas seo airson clann ann an ÀS5 agus ÀS6. Nì sgoilearan Duais Adhartais Nàiseanta (NPA) aig SCQF Ìre 6. Tha seo a' gabhail a-steach aonadan eòlais a tha a' cumail taic ri sgoilearan gus tuigse a thogail air mar a bhios clann a' fàs, ag ionnsachadh, agus air dìon chloinne. Nì iad cuideachd na ceithir Aonadan riatanach anns an SVQ2 ann an Seirbheisean Sòisealta (Clann agus Òigridh). Tha a' Phreantasachd Bun-ìre air a dhèanamh suas den dà phàirt seo, cho math ri greis gnìomhachais a nithear ann an àrainneachd tro mheadhan na Gàidhlig.

Sabhal Mòr Ostaig (SMO)

Sabhal Mòr Ostaig has been looking to address the needs of the sector and has been developing courses SVQ 3 Social Services (Children and Young People) and Foundation Apprenticeship (FA) in Social Services (Children and Young People) at SCQF level 6. Both these awards will be delivered through the medium of Gaelic.

Currently available is The Foundation Apprenticeship (FA) in Social Services (Children and Young People) at SCQF level 6. This qualification is for pupils in S5 and S6. Pupils complete a National Progression Award (NPA) at SCQF level 6. This includes knowledge units that support pupils to develop an understanding of how children develop and learn, play and child protection. They also complete the 4 mandatory Units of the SVQ2 Social Services (Children and Young People). These two parts, along with associated work placement, which is undertaken within a Gaelic-medium environment, form the Foundation Apprenticeship.

5.6 Stòrlann Nàiseanta na Gàidhlig

Bidh Stòrlann a' co-òrdanachadh, ag adhartachadh agus a' cumail taic ri goireasan airson ionnsachadh Gàidhlig, aig gach aois agus aig gach ìre foghlaim ann an Alba. Tha obair Stòrlann aig cridhe cruthachadh

Stòrlann Nàiseanta na Gàidhlig

Stòrlann co-ordinates, promotes and supports resources for Gaelic enriched learning, at all ages and stages of education in Scotland. Stòrlann outputs underpin the

deagh àrainneachd ionnsachaidh, com-pàirteachasan le pàrantan agus luchd-foghlaim le cuideam air brosnachadh deagh mhodailean com-pàirteachaidh bho bhreith air adhart.

creation of positive learning environments, partnerships with parents and education practitioners with an emphasis on supporting positive models of engagement from birth onwards.

Bidh tràth-ionnsachadh a' tòiseachadh san dachaigh agus feumaidh TIC Gàidhlig a bhith co-fhillte le taic do theaghlaichean, a' cumail taic ri pàrantan agus luchd-cùraim gus an àrainneachd ionnsachaidh san dachaigh a leasachadh is a bheartachadh. Air an adhbhar seo, cumaidh Stòrlann air le iomairtean làithreach, mar eisimpleir: Gaelic4parents; taic airson Ionnsachadh Proifeiseanta Leantainneach, stuthan ionnsachaidh cànain agus frèaman-obrach agus goireasan airson cleachdadh anns an roinn TIC.

Early learning starts in the home, Gaelic ELC provision must be integrated with support for families, supporting parents and carers to improve and enrich the home learning environment. For this purpose, Stòrlann will maintain existing initiatives such as: Gaelic4parents; Support for Continuous Lifelong Professional Learning; Language learning aids and extended learning frameworks and resources for use within the ELC sector.

Tha Stòrlann air goireas air-loidhne ùr a chruthachadh airson cleachdadh ann an ionadan TIC agus ann an dachaighean. Bheir an goireas air-loidhne 'Gàidhlig nan Òg' pailteas de ghoireasan cuspaireil do phàrantan/luchd-cùraim agus cleachdaidhean tràth-bhliadhnaichean gus cothroman a chruthachadh airson Gàidhlig a chleachdadh anns an dachaigh agus ann an suidheachaidhean tràth-bhliadhnaichean ann an dòigh fheumail agus spòrsail.

Stòrlann has developed a new online resource for use in the ELC learning centres and in homes. The online 'Gàidhlig nan Òg' resource will provide parents/carers and early years practitioners with an abundance of themed resources to open up opportunities for Gaelic to be used in the home and early years settings in both a functional and fun way.

6.0 MOLAIDHEAN

RECOMMENDATIONS

6.1 Mholamaid gum beachdaicheadh Ùghdarrasan Ionadail air na rudan a leanas nuair a bhios iad a' planadh airson TIC agus airson TIC tro mheadhan na Gàidhlig.

We would recommend that Local authorities consider the following when planning for ELC and GME ELC:

1 Bu chòir do dh' Ùghdarrasan Ionadail ceist mu TIC sa Ghàidhlig a chur ri co-chomhairle sam bith a nithear a thaobh leudachadh no lìbhrigeadh TIC sna sgìrean aca.

1 Local Authorities should include a question about Gaelic ELC in parental consultations regarding the expansion or delivery of ELC in their areas.

2 Nuair a dh'iarras Bòrd na Gàidhlig air Ùghdarras Ionadail Plana Gàidhlig ullachadh, thèid na prìomhachasan as cudromaiche aontachadh. Nì am Bòrd cinnteach gum bi TIC na phàirt de na prìomhachasan sin, a' dèanamh cinnteach gu bheil Ùghdarrasan Ionadail a' gabhail a-steach TIC na Gàidhlig anns na h-ìrean dealbhaidh air poileasaidh sam bith a bheir buaidh air an roinn. Bu chòir do dh' Ùghdarrasan Ionadail le Planaichean Gàidhlig dèanamh cinnteach gu bheil leasachadh Tràth-ionnsachadh is Cùram-chloinne air fhilleadh a-steach dhan phlanadh aca.

2 When a Local Authority is asked by Bòrd na Gàidhlig to prepare a Gaelic Language Plan, key priorities are agreed. The Bòrd will ensure that ELC is included in these priorities, thus ensuring that Local Authorities are including Gaelic ELC at the planning stages of any policy affecting the sector. Local Authorities with Gaelic Language Plans should ensure that the development of GME ELC is integrated into their planning.

3 Bu chòir do dh' Ùghdarrasan Ionadail beachdachadh air leudachadh air leasachaidhean Tràth-ionnsachadh agus Cùram-chloinne tron Ghàidhlig nuair a bhios iad ag ullachadh an tagraidhean gu Sgeama Tabhartasan Sònraichte airson na Gàidhlig agus Maoin Calpa na Gàidhlig aig Riaghaltas na h-Alba, agus tagraidhean maoineachaidh iomchaidh sam bith eile.

3 Local Authorities should consider the expansion of Gaelic Medium ELC developments as they prepare their bids to the Scottish Government's Gaelic Specific Grant Scheme and Gaelic Capital Fund and any other appropriate funding bids

4 Bu chòir do dh' Ùghdarrasan Ionadail beachdachadh air mar a dh'fhaodadh luchd-labhairt fileanta na Gàidhlig sa choimhearsnachd cur ri bogadh Gàidhlig ann an suidheachaidhean TIC gus an urrainn dhaibh co-theacs coimhearsnachd bheairteach na Gàidhlig a chleachdadh, a tha ann an dà chuid gu nàiseanta agus ann an coimhearsnachdan ionadail.

4 Local Authorities should consider how fluent Gaelic speakers from the community could enhance Gaelic immersion in ELC settings so that they can utilise the rich Gaelic community context, which exists both nationally and in local communities.

5 Bu chòir do dh' Ùghdarrasan Ionadail beachdachadh a bheil clann a' cleachdadh solar TIC Gàidhlig aig a bheil Gàidhlig mar chiad chànan. Bidh na feumalachdan aig a' bhuidhinn seo eadar-dhealaichte bho an co-aoisean, oir bidh na comasan Gàidhlig aca nas adhartaiche. Bu chòir planadh iomchaidh a dhèanamh gus na feumalachdan aig a' chlann uile ann an seirbheis TIC Ghàidhlig a choileanadh.

5 Local Authorities should consider whether there are children accessing Gaelic ELC provision whose first language is Gaelic. The needs of this cohort will differ from their peers, as their Gaelic language abilities will be further advanced. Appropriate planning should be developed to meet the needs of all children within a GME ELC service.

6 Tha cothroman ann fo Phròg̀ram Leasachadh an Sgioba-obrach Òig gus sgoilearan a bhrosnachadh aig an Ìre as Àirde ann am FtG com-pàirteachadh le luchd-obrach ann an suidheachaidhean TIC tron Ghàidhlig agus mar thoradh air sin, blasad a thoirt do na daoine òga sin air TIC Gàidhlig mar chothrom obrach. Bu chòir do dh' Ùghdarrasan Ionadail na cothroman seo a mheudachadh.

6 Opportunities exist under the Developing the Young Work Force Programme to encourage pupils in the senior phase of GME to engage with staff in GME ELC settings and also consequently, offer these young people an introduction to GME ELC as a career opportunity. Local Authorities should maximise these opportunities.

7 Tha sinn ag aithneachadh gu bheil dùbhlain ann le bhith a' lìbhrigeadh nan uairean leudaichte agus bu chòir dhan Ùghdarras Ionadail a bhith a' cumail taic ri luchd-obrach a tha a' stiùireadh seo gus dèanamh cinnteach gun tuig iad dè th' ann an TIC agus mar a tha e ag obair.

7 We recognise that there are challenges in managing the move to the delivery of the increased hours and the Local Authority should support staff managing this, to ensure that they understand what Gaelic Medium ELC is and how it works.

Bu chòir toirt fa-near gu bheil dleastanas air Ùghdarrasan Ionadail fo Achd an Fhoghlaim (Alba) 2016 – Earrann 15 (6) gus a bhith: '*A' brosnachadh agus a' cumail taic ri ionnsachadh agus foghlam tro mheadhan na Gàidhlig*.'

It should be noted that Local Authorities have a duty under The Education (Scotland) Act 2016 – Section 15 (6) to: '*Promote and support Gaelic medium education and learning.*'

Nuair a bhios TIC an dà chuid sa Ghàidhlig agus sa Bheurla a' dol air adhart san aon ionad, feumaidh Ùghdarrasan Ionadail dèanamh cinnteach nach bi toirt a-steach nan 1140 uairean a thìde a' toirt droch bhuaidh air làn-bhogadh taobh a-staigh an t-suidheachaidh FtG.

Where EME and GME ELC meet in the same premises, Local Authorities must ensure that the introduction of 1140 hours does not compromise total immersion within the GME setting.

6.2 Feumalachdan Theaghlaichean

Bu chòir do dh'ùghdarrasan ionadail meòrachadh air na leanas agus na prìomh chuspairean sin fhilleadh a-steach dhan phlanadh aca airson leasachadh Tràth-ionnsachadh is Cùram-chloinne san sgìre aca:

1 Bu chòir cothrom a bhith aig teaghlaichean gus suidheachaidhean TIC ruigsinneach tro mheadhan na Gàidhlig a thaghadh airson an cuid chloinne a tha aig an ìre as àirde. Tha e cudromach gum bi ùghdarrasan ionadail a' dèanamh co-chomhairleachadh le pàrantan aig a bheil clann ann an solar Tràth-bhliadhnaichean Gàidhlig mar-thà gus faighinn a-mach dè na feumalachdan aca agus iad a' gluasad air adhart leis an turas ionnsachaidh Ghàidhlig aca. Tha Riaghaltas na h-Alba air stiùireadh a sgrìobhadh airson pàrantan gus sealltainn dhaibh mar a thaghas iad TIC a tha a rèir nam feumalachdan aca. Gheibhear stiùireadh air làrach-lìn Parent Club.

2 Bu chòir iomairtean ùra a tha a' toirt taic do theaghlaichean le bhith a' cleachdadh Gàidhlig le an cuid chloinne a chruthachadh mar phàirt de phlanadh Gàidhlig an Ùghdarrais Ionadail

3 Bu chòir cothrom a bhith aig teaghlaichean aig a bheil Gàidhlig mar phrìomh chànan TIC Gàidhlig fhaighinn a tha a' coileanadh nam feumalachdan sònraichte aca.

4 Bu chòir do theaghlaichean a bhith an dùil ri sùbailteachd anns an t-solar a bhios a rèir feumalachdan beatha an teaghlaich agus a bheir dhaibh cothrom a bhith ag obair, a' trèanadh no ag ionnsachadh.

5 Bu chòir cothrom a bhith aig teaghlaichean air ELC (3-4) anns a' Ghàidhlig air prìs reusanta.

6 Tha feum air slighean-ionnsachaidh airson ionnsachadh Gàidhlig a bhios a' cumail suas ùidh agus com-pàirteachadh nam pàrantan.

The needs of families

Local Authorities should reflect on the following and integrate these key themes into their planning for the development of ELC in their area:

1 Families should be enabled to choose accessible Gaelic Medium ELC settings that are of the highest quality for their children. It is important for local authorities to consult with parents who have children currently using Gaelic Early years provision to ascertain their needs as they move forward on their Gaelic learning journey. The Scottish Government has produced guidance for parents to inform them of how to choose an ELC setting that meets their needs. This can be found on the Parent Club website.

2 New initiatives which support families to use Gaelic with their children should be developed as art of Local Authority Gaelic Language planning

3 Families whose first language is Gaelic should be able to access Gaelic Medium ELC that meets their specific needs.

4 Families should expect flexibility in the provision that meets the needs of their family life and enable them to work, train or study.

5 Families should have access to affordable Gaelic ELC (3-4)

6 The need for journey pathways for Gaelic learning that sustain parental attention and engagement.

EÀRR-RÀDH A
Solar 0 -3

Tha seiseanan Gàidhlig airson clann 0-3 bliadhna a dh'aois a' ruith airson pàrantan, luchd-cùraim, clann agus teaghlaichean ann an 18 ùghdarrasan Ionadail air feadh na h-Alba. Bidh a' mhòr-chuid a' biadhadh a-steach do sholarachadh TIC Gàidhlig airson clann 2-5 bliadhna a dh'aois agus an uair sin a' gluasad air adhart gu Foghlam tro Mheadhan na Gàidhlig sa Bhun-sgoil.

Tha a' mhòr-chuid de na buidhnean sin air an ruith le comataidhean de shaor-thoilich a tha a' faighinn taic bho Chomann nam Pàrant, Comunn na Gàidhlig agus sgiobaidhean taic TIC aig ùghdarrasan ionadail le oifigearan Bhòrd na Gàidhlig a' tabhann comhairle agus taic proifeasanta. Tha luchd-obrach ann an iomadh buidheann gus a' chlann a chuideachadh gus Gàidhlig a thogail tro dhòigh-obrach stèidhichte air cluich: òrain, rannan, geamannan agus sgeulachdan. Bidh clann a' fàs cleachdte ri bhith a' cluinntinn agus a' bruidhinn na Gàidhlig gach latha, tro ghnìomhan stèidhichte air cluich a bhios a' toirt misneachd dhaibh le bhith a' cleachdadh na Gàidhlig. Bidh an fheadhainn aig nach eil Gàidhlig a' togail sgilean gu luath a tha toirt cothrom aca Gàidhlig a chleachdadh sna seiseanan agus is urrainn do na daoine aig a bheil Gàidhlig mar-thà an cànan a chleachdadh ann an suidheachadh spòrsail le an co-aoisean.

"Tha Comhairle mu Fhoghlam Gàidhlig aig Foghlam Alba *(gu sònraichte caibideil 7), cho math ri Realising the Ambition* , (gu sònraichte caibideil 6 agus 7), a' toirt oide-eòlas èifeachdach do luchd-cleachdaidh airson tràth-ionnsachadh ann am FtG. *Ma tha sinn airson a' bheàrn coileanaidh a dhùnadh ann am FtG, feumaidh sinn aithneachadh gu bheil buannachdan tràth ann bho làn-bhogadh làidir mar phàirt de dh'ionnsachadh tràth agus cùram-chloinne."*
(Joan Esson, Neach-sgrùdaidh na Banrigh agus Prìomh Oifigear airson sgrùdadh air Foghlam tro Meadhan na Gàidhlig, An t-Iuchar 2017.)

Bu chòir cuideachd dèanamh cinnteach gur e feumalachdan cloinne as cudromaiche an dà chuid ann an roinnean FtG agus Foghlam tron Bheurla. Bu chòir do na seirbheisean TIC Gàidhlig againn dèanamh cinnteach:

- Gu bheil chlann sàbhailte, fallain, soirbheachail, air an àrach, air am meas agus air an gabhail a-steach.

APPENDIX A
0-3 PROVISION

There are currently Gaelic 0-3 sessions for parents, carers, children and families in 18 local authorities across Scotland. Most feed into Gaelic ELC provision for children aged 2-5 years and then move on to Gaelic Medium Primary Education.

The majority of these groups are run by voluntary led committees who are supported by Comann nam Pàrant, Comunn na Gàidhlig and local authority ELC support teams and officers with Bòrd na Gàidhlig offering professional advice and support. Staff are on hand in many groups to support the children in acquiring Gaelic through play-based approaches: songs, rhymes, games and stories. Children get used to hearing and speaking Gaelic daily, through these play-based activities which helps with their confidence in using Gaelic. Those who aren't Gaelic speakers soon develop skills which enable them to use Gaelic in the sessions and those who are, are able to use Gaelic in a fun setting with their peers.

"Education Scotland's Advice on Gaelic Education (particularly chapter 7), coupled with Realising the Ambition (particularly chapters 6 and 7), present practitioners with effective pedagogy for early learning in GME. If we are to close the attainment gap in GME, we need to recognise the early gains from a strong total immersion experience as part of early learning and childcare"
(Joan Esson, HM Inspector and Lead Officer for inspection of Gaelic Medium Education June 2017)

It should be furthermore ensured that in both the GME and EM sectors children's needs should be at the forefront of our concerns. Our GME ELC services should ensure that:

- Children are safe, healthy, achieving, nurtured, actively respected and included.

- Gu bheil clann air an aithneachadh mar dhaoine fa leth a tha comasach.
- Gu bheil ionnsachadh na cloinne gnìomhach, freagairteach agus iomlanach.
- Gum faigh clann taic gus an urrainn dhaibh a bhith cho math ’s as urrainn le còir a bhith a’ tòiseachadh agus a’ stiùireadh an ionnsachaidh fhèin.
- Bithear a’ toirt làn spèis do na còraichean aig cloinn a bhith a’ cluich agus ag ionnsachadh mar a tha air a mhìneachadh ann an Cunnradh nan Dùthchannan Aonaichte air Còraichean Chloinne, alt 31 (1).

- Children are recognised as capable and competent individuals.
- Children’s learning is active, responsive and holistic.
- Children are supported to be the best they can be, with a right to start and lead their own learning.
- Children’s rights to play and learn are fully respected as set out in the United Nations Convention on the Rights of the Child, article 31(1).

	FOILLSEACHAIDHEAN TRÀTH-IONNSACHADH AGUS CÙRAM CHLOINNE	ELC PUBLICATIONS
	https://education.gov.scot/improvement/learning-resources/realising-the-ambition/ A Blueprint for 2020: The Expansion of Early Learning and Childcare in Scotland - 2017–18 Action Plan A Blueprint for 2020: Early Learning and Childcare Expansion Planning Guidance for Local Authorities A Blueprint for 2020: The Expansion of Early Learning and Childcare in Scotland – Next Steps - Analysis Report A Blueprint for 2020: Expansion of Early Learning and Childcare Consultation Out to Play; practical guidance for creating outdoor play experiences in early learning and childcare The Growing Up in Scotland study report 'Growing Up in Scotland: Changes in Language Ability over the Primary School Years'. https://education.gov.scot/media/zqqazljv/gael3-7total-immersion.pdf https://www.gaidhlig.scot/wp-content/uploads/2020/06/15038_BNG_Parent-and-toddler-group_Introduction_final.pdf	https://education.gov.scot/improvement/learning-resources/realising-the-ambition/ A Blueprint for 2020: The Expansion of Early Learning and Childcare in Scotland - 2017–18 Action Plan A Blueprint for 2020: Early Learning and Childcare Expansion Planning Guidance for Local Authorities A Blueprint for 2020: The Expansion of Early Learning and Childcare in Scotland – Next Steps - Analysis Report A Blueprint for 2020: Expansion of Early Learning and Childcare Consultation Out to Play; practical guidance for creating outdoor play experiences in early learning and childcare The Growing Up in Scotland study report 'Growing Up in Scotland: Changes in Language Ability over the Primary School Years'. https://education.gov.scot/media/zqqazljv/gael3-7total-immersion.pdf https://www.gaidhlig.scot/wp-content/uploads/2020/06/15038_BNG_Parent-and-toddler-group_Introduction_final.pdf
	LÀRAICHEAN-LÌN BUNTAINNEACH	**RELEVANT WEBSITES**
	Làrach-lìn Parent Club UNCRC – goireasan Gàidhlig Foghlam Alba – Ionnsachadh tràth agus Cùram-chloinne Parentzone Comhairle mu Fhoghlam Gàidhlig Stiùireadh Reachdail airson Foghlam Gàidhlig Comann nam Pàrant Stòrlann Nàiseanta na Gàidhlig Sabhal Mòr Ostaig Bòrd na Gàidhlig	Parent Club website UNCRC – Gaelic resources Education Scotland – Early Learning and Childcare Parentzone Advice on Gaelic Education Statutory Guidance on Gaelic Education Comann nam Pàrant Stòrlann Nàiseanta na Gàidhlig Sabhal Mòr Ostaig Bòrd na Gàidhlig

	A' CUMAIL TAIC RIS A' GHÀIDHLIG TAOBH A-STAIGH NA DACHAIGH	SUPPORTING GAELIC WITHIN THE HOME
	Gaelic 4 Parents Gàidhlig nan Òg Learn Gaelic Tha SpeakGaelic na iomairt nàiseanta farsaing, ioma-thaobhach ùr, a tha a' lìbhrigeadh pròg̀ram coileanta gus an cànan ionnsachadh. Thèid a chur air bhog ann an 2021 agus gheibhear barrachd fiosrachaidh aig www.speakgaelic.scot Goireasan Gàidhlig	Gaelic 4 Parents Gàidhlig nan Òg Learn Gaelic Speakgaelic is a new national, wide-ranging, multi-faceted initiative, offering a comprehensive programme for learning the language. It is launching in 2021 and further information can be accessed at www.speakgaelic.scot Goireasan Gàidhlig
	MODALAN SEIRBHEIS	**SERVICE MODELS**
	Funding follows the child and the national standard for early learning and childcare providers: transition options guidance on contracting Funding follows the child and the national standard for early learning and childcare providers: guidance for setting sustainable rates from August 2020 Funding follows the child and the national standard for early learning and childcare providers: guidance on criteria 7 - business sustainability ELC providers: delivery support plan Funding Follows the Child and the National Standard for early learning and childcare providers: Principles and practice Funding follows the child and the national standard for early learning and childcare providers: operating guidance Funding follows the child and the national standard for early learning and childcare providers: guidance for local authorities Early learning and childcare service model for 2020: consultation analysis	Funding follows the child and the national standard for early learning and childcare providers: transition options guidance on contracting Funding follows the child and the national standard for early learning and childcare providers: guidance for setting sustainable rates from August 2020 Funding follows the child and the national standard for early learning and childcare providers: guidance on criteria 7 - business sustainability ELC providers: delivery support plan Funding Follows the Child and the National Standard for early learning and childcare providers: Principles and practice Funding follows the child and the national standard for early learning and childcare providers: operating guidance Funding follows the child and the national standard for early learning and childcare providers: guidance for local authorities Early learning and childcare service model for 2020: consultation analysis

Seisean Fosgailte
Cuspair 7.2

Aithris do	Choinneamh den Chomataidh Poileasaidh is Ghoireasan
Ceann-là na Coinneimh	9.11.21
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	7.2

Tiotal a' Phàipeir	Ùrachadh mu dheireadh: Leasachadh a' Churraicealaim taobh a-staigh Foghlam Àrd-sgoile FMG	
Moladh do Bhuill	Airson Fiosrachadh *	
Air a riochdachadh le:	Seumas Whannel, Stiùiriche Foghlaim	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-là na Coinneimh**	**Seòrsachadh na h-Aithris**
An Sgioba Stiùiridh	26/10/2021	Airson Aontachadh
Pàipear-taice air a cheangal ris:		

1.0	**Adhbhar**
1.1	Gus cunntas as ùr a thoirt do bhuill na Comataidh air Leasachadh a' Churraicealaim san Raon Àrd-sgoile FMG.
2.0	Cùl-fhiosrachadh
2.1	Tha an Lèirmheas Nàiseanta air a' Churraicealam agus air na buidhnean foghlaim nàiseanta, mar thoradh air Aithisg an Lèirmheis a rinneadh leis an OECD, a-nis a' gluasad air adhart fo cheannardas Rùnaire ùr a' Chaibineit airson Foghlam agus Sgilean, Shirley-Anne Somerville. Tha an t-Àrd-ollamh Ken Muir air obair a thòiseachadh air structaran eagrachaidh an ama ri teachd, le fòcas air an SQA agus Foghlam Alba mar phàirt de dh'ath-leasachadh iomlan foghlam na h-Alba. Tha Bòrd na Gàidhlig a' riochdachadh an raoin FMG air Buidheann Comhairleachaidh Luchd-cleachdaidh is Luchd-ùidhe (Practitioner and Stakeholder Advisory Group—**PSAG**), a tha a' comhairleachadh an Àrd-ollaimh Muir. Tha am Bòrd an geall air sgrùdadh a dhèanamh air Planadh Leasachadh Sgoile (School Improvement Planning—SIP) anns a h-uile àrd-sgoil a tha a' lìbhrigeadh FMG agus geàrr-chunntas nàiseanta a chur ri chèile air mar a tha an raon a' planadh airson leasachadh. Tha Comhairle Earra-Ghàidheal is Bhòid air am frèam-obrach planaidh aca airson SIP a leasachadh gus dèanamh cinnteach gu bheil a h-uile àrd-sgoil FMG air planadh sònraichte a stèidheachadh, agus thug an t-oifigear-stiùiridh seisean trèanaidh mu dheidhinn an leasachaidh seo san Ògmhios 2021. Tha am Bòrd air Aithisg Anailis a chur ri chèile a gheibhear an cois nan staitistigean bliadhnail air Foghlam Gàidhlig. Tha seo a' gabhail a-steach anailis air solar àrd-sgoile. Tha Sgioba an Fhoghlaim a' cumail orra a' dèanamh ceangal ri e-Sgoil gus obair com-pàirteachais a bharrachd a leasachadh agus buaidh nas fharsainge a lìbhrigeadh taobh a-staigh solar FMG agus FLI.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	**PSAG** Tha Stiùiriche an Fhoghlaim a' riochdachadh Bòrd na Gàidhlig air a' Bhuidheann Chomhairleachaidh Luchd-cleachdaidh is Luchd-ùidhe (PSAG) agus tha e air a bhith an làthair aig gach coinneamh nàiseanta ro-shuidhichte, a' gabhail a-steach coinneamh a bha a' fòcasachadh gu sònraichte air FMG san Dàmhair 2021. Tha obair an Àrd-ollaimh Muir a' fòcasachadh air an àm ri teachd airson Foghlam Alba agus an SQA. Tha seo a' gabhail a-steach cnuasachadh air raon de chùisean, a' gabhail a-steach measadh (m.e. mar a tha measadh ceangailte ri teisteanasan nàiseanta, mar a bhios sinn a' dèanamh measadh air adhartas, agus dè na buidhnean nàiseanta ùra a dh'fheumtar gus measadh de dh'àrd-chàileachd a lìbhrigeadh ann an Alba). Bidh am Bòrd a' cur a-steach tagradh foirmeil do lèirmheas an Àrd-ollaimh Muir an dèidh co-chomhairleachadh le buidhnean com-pàirteachais nàiseanta airson FMG (leithid Comann nam Pàrant Nàiseanta, Stòrlann Nàiseanta, Fèisean nan Gàidheal agus CLAS). Tha Stiùiriche an Fhoghlaim, le taic bho Mhanaidsear an Fhoghlaim, air Pàipear Cnuasachaidh ullachadh, a thèid a chleachdadh gus taic a

	thoirt do chnuasachadh anns na coinneamhan co-chomhairleachaidh le buidhnean com-pàirteachais. Bu chòir toirt fa-near gu bheil sinn glè thoilichte gu bheil an t-Àrd-ollamh Muir air aontachadh a bhith an làthair aig coinneamh ceangail le pàrantan FMG a thathar a' cur air dòigh le Comann nam Pàrant Nàiseanta agus Bòrd na Gàidhilg san t-Samhain 2021. Bidh Stiùiriche Foghlam na Gàidhlig a' lìbhrigeadh taisbeanadh/seisean ceist is freagairt aig a' choinneimh LUIG san Dàmhair 2021, mar phàirt de phròiseas a' cho-chomhairleachaidh.
3.2	Tha am Bòrd air tòiseachadh air sgrùdadh nàiseanta a choileanadh air Planaichean Leasachadh Sgoile (SIPs) san raon àrd-sgoile FMG. Thugadh buaidh air seo leis a' ghalar mhòr-sgaoilte Covid-19, oir cha b' urrainn do chuid de sgoiltean an aithisg SIP aca a chlàradh air an làrach-lìn aca. An-dràsta, tha sinn a' tracadh nam planaichean SIP nach robh rim faotainn, agus tha sinn an dòchas gun tèid againn air geàrr-chunntas nàiseanta a dhèanamh ro dheireadh Teirm 2 (an Dùbhlachd 2021).
3.3	Tha sgioba an Fhoghlaim aig a' Bhòrd ag obair le LUIG gus seisean trèanaidh a thoirt seachad air an Aithisg Anailis san t-Samhain 2021 airson nan oifigearan Ùghdarrais Ionadail uile. Bidh an seisean trèanaidh cuideachd a' gabhail a-steach seisean bhon Oifigear ùr airson Leasachadh Curraicealaim na h-Àrd-sgoile aig Foghlam Alba (dreuchd air a maoineachadh le Bòrd na Gàidhlig).
3.4	Choinnich Stiùiriche Foghlam na Gàidhlig ri Prìomh Thidsear e-Sgoil agus Sgioba Gàidhlig is Albais Riaghaltas na h-Alba san t-Sultain 2021. Tha sgioba e-Sgoil a' toirt taic churraicealach a bharrachd do 3 Àrd-sgoiltean FMG. Bithear a' dèanamh measadh air a' phròiseact a tha a' tachairt ann an Obar Dheathain an-dràsta, agus dh'fhaodadh seo a chleachdadh mar eisimpleir airson barrachd obrach (far a bheilear a' toirt taic le 3 cuspairean, air stèidh chuairteil, airson 2 ghreis gach seachdain). Tha e-Sgoil cuideachd a' lìbhrigeadh Foghlam Luchd-ionnsachaidh na Gàidhlig (FLI) aig ìre Nàiseanta 5 agus Àrd-Ìre. Bidh am Bòrd a' dèanamh lèirmheas air a' chomas airson e-Sgoil a chur air adhart tron làrach-lìn againn agus thèid fiosrachadh a ghabhail a-steach san Aithris LUIG againn. Tha an ath choinneamh den Bhuidheann Reifreans e-Sgoil gu bhith a' tachairt san t-Sultain 2021.
3.5	#Cleachdiaigantaigh: Bha an iomairt seo soirbheachail ann a bhith a' toirt taic do mhòran cloinne is daoine òga agus an teaghlaichean nuair a bha sgoiltean dùinte air shàilleibh Covid-19. Bidh sinn a' dèanamh measadh air an iomairt seo agus ag aithris don ath choinneimh den Chomataidh air co-dhiù an tèid a cumail a' dol ann an cruth air choreigin ann an Teirmean 3 agus 4 san t-seisean 2021-22.
4.0	**Moladh**
4.1	Tha a' Chomataidh a' toirt fa-near am pàipear seo agus ag aontachadh gun toirear tuilleadh chunntasan as ùr aig gach coinneamh Comataidh san àm ri teachd.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Iarrtasan tabhartais** Cha bhi buaidh ann.
5.2	**Buaidhean air Luchd-obrach** Cha bhi buaidh ann.
5.3	**Buaidhean air Trèanadh** Cha bhi buaidh ann.
5.4	**Ceanglaichean ri Amasan ro-innleachdach agus** Tha an stiùireadh seo a' cur ris a' ghnìomh: "A' toirt comhairle seachad air poileasaidhean agus a' toirt stiùireadh don obair gus ro-innleachdan a dhealbh airson foghlam na Gàidhlig.
5.5	**Frèam-obrach Coileanaidh Nàiseanta**

Adhbhar	AR LUACHAN
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachail le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd,	Mar bhuidheann, tha sinn a' dèiligeadh ris na daoine againn le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an

	agus ri fàs eaconamach seasmhach agus in-ghabhalach		lagha, agus ag obair ann an dòigh a tha fosgailte agus follaiseach	
	AR LUACHAN BUILEAN NÀISEANTA			
	Còraichean daonna	☐	Clann	☒
	Cultar	☐	Coimhearsnachd	☐
	An Àrainneachd	☐	Bochdainn	☐
	Slàinte	☐	Eadar-nàiseanta	☐
	Foghlam	☐	Eaconamaidh	☐
	Gnothachasan soirbheachail is ùr-ghnàthach			☐
5.6	**Iarrtasan tabhartais** Cha bhi buaidh ann.			
5.7	**Riochdairean Slàinte is Sàbhailteachd** Cha bhi buaidh ann.			
5.8	**Iarrtasan tabhartais** Cha bhi buaidh ann.			
5.9	**Fiosrachadh co-ionannachdan** Cha bhi buaidh ann.			
5.10	**Buaidh air an Àireannachd**			
	Cha bhi buaidh ann.			

**Cuspair fiosrachaidh a bhios fosgailte airson còmhradh aig a' choinneimh.*

LUIG –Lìonra nan Ùghdarrasan Ionadail Gàidhlig (Lìonra de dh'Oifigearan Ùghdarrais Ionadail aig a bheil raon-ùghdarrais airson Gàidhlig)

OECD – Buidheann airson Co-obrachaidh agus Leasachaidh Eaconamaich

FMG/FLI – Foghlam tro Mheadhan na Gàidhlig/ Foghlam Luchd-ionnsachaidh

CLAS – Comann Luchd-teagaisg Àrd-sgoiltean

Seisean Fosgailte
Cuspair 7.3

A' freagairt ris	A' Chomataidh Poileasaidh is Goireasan
Ceann-là na Coinneimh	09/11/2021
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	7.3

Tiotal a' Phàipeir	Cunntas as ùr air Tidsearan Pròbhaidh agus Oileanach-Thidsearan	
Moladh do Bhuill	Airson Fiosrachadh *	
Neach-labhairt:	Seumas Whannel	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-là na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba Stiùiridh	26/10/2021	Ri Aontachadh
Pàipear-taice air a cheangal ris	Chan eil	

1.0	**Adhbhar**
1.1	Gus cunntas as ùr a thoirt do bhuill na Comataidh air na staitistigean làithreach a thaobh sgeama nan Tidsearan Pròbhaidh agus àireamhan airson Tùs-thrèanadh Thidsearan (cùrsaichean trèanadh luchd-teagaisg).
2.0	**Cùl-fhiosrachadh**
2.1	Tha an aithris seo a' fòcasachadh air raon de chuspairean mar a leanas: a) Tidsearan ùra FMG ag inntrigeadh an t-siostaim tron Sgeama Phròbhaidh nàiseanta. b) Tidsearan clàraichte ag ath-inntrigeadh an t-siostaim an dèidh dhaibh cùrsaichean bogaidh a choileanadh, an dèidh maoineachadh fhaighinn bho Bhòrd na Gàidhlig. c) Foir-shealladh air fiosrachadh làithreach a thaobh oileanach-thidsearan air cùrsaichean BA, MA agus PGDE. Tha pròglaman Tùs-thrèanadh Thidsearan rim faotainn an-dràsta aig na leanas: Oilthigh Shrath Chluaidh (BA, PGDE) Oilthigh Dhùn Èideann (MA Foghlam Bun-sgoile le Gàidhlig) Sabhal Mòr Ostaig (BA, PGDE) Thòisich an tagraiche soirbheachail san dreuchd ùir mar Oifigear Trusadh Luchd-teagaisg san Dàmhair 2021. Bidh i ag obair air Teagasg ann am FMG a chur air adhart mar chùrsa-dreuchd, agus bidh i a' toirt taic do luchd-lìbhrigidh Tùs-thrèanadh Thidsearan gus na Cùrsaichean FMG a tha iad a' tairgsinn a chur air adhart barrachd. Bidh i cuideachd ag obair còmhla ri GTCS gus cothroman airson teagasg san raon FMG a chur air adhart. Tha sinn air beagan fiosrachaidh a bharrachd a chruinneachadh airson na h-aithris am-bliadhna, agus bidh sinn a' cleachdadh seo mar fhrèam-obrach gus treandaichean a chomharrachadh agus coimeasan a dhèanamh bhon t-seisean seo air adhart.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	a) Dh'inntrig 23 tidsearan a' bhliadhna phròbhaidh aca ann am FMG san t-seisean 2021-22 i) Bha 15 dhiubh ann an raon na bun-sgoile agus 8 dhiubh ann an raon na h-àrd-sgoile. ii) Chaidh am fastadh air pròbhadh sna h-Ùghdarrasan Ionadail a leanas: CNES; Siorrachd Àir an Ear; Dùn Èideann; Glaschu; a' Ghàidhealtachd; Siorrachd Lannraig a Deas; Siorrachd Lannraig a Tuath; Sruighlea. iii) Tha na cuspairean ann an raon na h-àrd-sgoile mar a leanas: Gàidhlig; Bith-eòlas; Fraingis; Teicnigeachd; Eòlas Corporra; Ceòl. b) An dèidh dhaibh cùrsaichean bogaidh maoinichte a choileanadh aig SMO no Colaisde a' Chaisteil, Leòdhas, thòisich triùir thidsearan air FMG a lìbhrigeadh ann an seisean 2021-22. Tha dithis thidsearan an-dràsta an sàs ann an cùrsaichean bogaidh san t-seisean 2021-22. c) Tha am fiosrachadh airson Tùs-thrèanadh Thidsearan airson 2021-22 mar a leanas:

Thar nan solaraichean uile, tha 73 daoine a' dèanamh chùrsaichean Tùs-thrèanadh Thidsearan no cùrsaichean bogaidh.

Oilthigh Shrath Chluaidh
BA Bliadhna 1: 2
PGDE : 11

Oilthigh Dhùn Èideann

	Fileantaich	Luchd-ionnsachaidh
Bliadhna 1	5	5
Bliadhna 2	2	6
Bliadhna 3	1 (greis-sgoile)	8 (SMO – Bliadhna Bogaidh)
Bliadhna 4	2 (greis-sgoile)	7 (greis-sgoile)
Bliadhna 5		4 (greis-sgoile)

Iomlan / Total 40

Sabhal Mòr Ostaig
BA Bliadhna 3*: 9
BA Bliadhna 4 : 6
PGDE : 3

- Gu foirmeil, bidh tagraichean a' taghadh Tùs-thrèanadh ann am Bliadhna 3.

4.0	**Moladh**
4.1	Thathar ag iarraidh air Buill na Comataidh fiosrachadh sa phàipear a leughadh agus bidh cothrom ann airson ceistean sam bith a fhreagairt.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas**
	Cha bhi buaidh ann.
5.2	**Buaidhean air Luchd-obrach**
	Cha bhi buaidh ann.
5.3	**Buaidhean air Trèanadh**
	Cha bhi buaidh ann.
5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra**
	Tha an stiùireadh seo a' cur ris a' ghnìomh: "A' toirt comhairle seachad air poileasaidhean agus a' toirt stiùireadh don obair gus ro-innleachdan a dhealbh airson foghlam na Gàidhlig."
5.5	**Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta**

AR N-ADHBHAR	**AR LUACHAN**
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach

AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	☐	Clann	☐
Cultar	☐	Coimhearsnachdan	☐
Àrainneachd	☐	Bochdainn	☐
Slàinte	☐	Eadar-Nàiseanta	☐
Foghlam	X	Eaconamaidh	☐
Gnothachasan soirbheachail is ùr-ghnàthach			☐

5.6	**Buaidhean air Cliù**
	Cha bhi buaidh ann.
5.7	**Buaidhean air Slàinte is Sàbhailteachd**
	Cha bhi buaidh ann.
5.8	**Buaidhean Laghail**
	Cha bhi buaidh ann.
5.9	**Buaidhean air Co-ionannas**
	Cha bhi buaidh ann.
5.10	**Buaidhean air Àireannachd**
	Cha bhi buaidh ann.

GTCS – Comhairle Choitcheann Teagaisg na h-Alba

PGDE – Dioplòma Iar-cheumnach ann am Foghlam (gad thoirt do chlàradh le GTCS)

Seisean Fosgailte : Open Session
Cuspair 8.1

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	09/11/2021
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	8.1

Tiotal a' Phàipeir	Plana obrach na Comataidh	
Moladh do Bhuill	Ri Aontachadh	
Neach labhairt:	Shona NicIllinnein, Ceannard	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba-stiùiridh	28/10/2021	Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 Plana-obrach	

1.0	**Adhbhar**
1.1	Gus pròg̀ram-obrach na Comataidh aontachadh.
2.0	**Cùl-fhiosrachadh**
2.1	Tha pròg̀ram-obrach aig an dà Chomataidh agus aig a' Bhòrd-stiùiridh aig BnG. Tha iad feumail ann am planadh agus ann an dearbhadh gun tèid na cuspairean iomchaidh is cunbhalach air beulaibh choinneamhan.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	Chan eil atharrachaidhean sam bith sa phlana-obrach.
4.0	**Moladh**
4.2	Aonta a chur ris a' phlana obrach mar a tha e.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas** Chan eil buaidh ann.
5.2	**Buaidhean air Luchd-obrach** Bidh am plana obrach a' toirt stiùir dhan sgioba air an obair a tha a dhìth airson aithisgean a chur chun na Comataidh.
5.3	**Buaidhean air Trèanadh** Chan eil buaidh ann.
5.4	**Ceanglaichean ri Amasan Ro-innleachdail agus Corporra** Tha am pàipear seo a' cur ris an amas gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.
5.5	**Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta**

AR N-ADHBHAR		AR LUACHAN	
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	☐	Clann	☐
Cultar	☐	Coimhearsnachdan	☐
Àrainneachd	☐	Bochdainn	☐
Slàinte	☐	Eadar-nàiseanta	☐
Foghlam	☐	Eaconamaidh	☐
Gnothachasan soirbheachail is ùr-ghnàthach		☒	

5.6	**Buaidhean air Cliù** Tha e cudromach do chliù na buidhne gu bheil siostaman ann a bhios a' dearbhadh gu bheil deagh riaghlaidh aig a' bhuidhinn.
5.7	**Buaidhean air Slàinte is Sàbhailteachd** Chan eil buaidh air slàinte is sàbhailteachd
5.8	**Buaidhean Laghail** Bidh am plana obrach a' cur ri coileanadh nan dleastanasan reachdail agus deagh riaghlaidh aig BnG.
5.9	**Buaidhean air Co-ionannas** Cha bhi buaidh air co-ionannas
5.10	**Buaidhean air an Àrainneachd** Cha bhi buaidh air an àrainneachd.

Seisean Fosgailte
Cuspair 8.1

A' CHOMATAIDH POILEASAIDH IS GHOIREASAN
Plana Obrach 2021/22 (15/10/2021)

	MÌOS	Gear 2021	Màrt 2021	Gibl 2021	Cèit 2021	Ògmh 2021	Iuch 2021	Lùn 2021	Sult 2021	Dàmh 2021	Samh 2021	Dùbh 2021	Faoi 2022	Gear 2022
Ceann-latha Coinneamh na Comataidh					**18mh**				**1mh**		**9mh**		**26mh**	
A h-uile Coinneamh Puingean Stèidhichte	Cùisean Tòiseachaidh / Fàilte													
	Geàrr-chunntas na Coinneimh mu Dheireadh													
	Clàr Ghnìomhan								√		√		√	
	Sùil air a' Phlana Obrach				√									
	Leirmheas air a' choinneamh													
	Taisbeanaidhean													
Deagh Riaghladh	Poileasaidhean Daonna				√				√		√		√	
	Suirbhidh luchd-obrach				-				√		-		-	
	Ro-Innleachd ICT				-				√		-		-	
	Ùrachadh Bun-Riaghailtean na Comataidh				√				-		-		√	
	Èifeachdas na Comataidh				√				-		-		-	
	Aithisg Bhliadhnail na Comataidh				√				-		-		-	
	Dàta daonna				√				-		-		-	
	Slàinte is Sàbhailteachd				√				-		-		-	
	Aithisg Bhliadhnail				-				√		-		-	
	Sgrùdadh Ràitheil den Phlana Gnìomh 2021/22				√				√		√		√	
					-				-		-		-	
Ionmhas	Aithisg Ràitheil air Ionmhas				√				√		√		√	
	Tabhartasan eadar £50,001 agus £100,000				√				√		√		√	
	Plana ionmhais meadhan-ùine				-				-		-		√	
	Buidseat bliadhnail				-				√		-		√	
	Annual Procurement Report				√				-		-		-	
Cleachdadh	Planaichean Gàidhlig				√				-		√		√	
	Amasan Àrd-ìre				√				-		√		√	
	Adhartas nam prìomh bhuidhnean lìbhrigidh				-				-		-		√	
	Molaidhean taic-airgid nam prìomh bhuidhnean				-				-		-		√	
	Adhartas le cuir an gnìomh nam planaichean				-				-		-		-	
					-				-		-		-	
Ionnsachadh	Àireamhan foghlam – clann is inbhich				-				√		-		-	
	Àireamhan luchd-teagaisg ùra & oileanaich teagaisg				-				-		√		-	
	Adhartas air foghlaim àrd-sgoile				√				-		√		√	
	Adhartas air a' Trusadh agus a' Glèidheadh luchd-teagaisg				√				-		-		√	
					-				-		-		-	
Puingean Ad Hoc	Buaidh bho thaic BnG air obair òigridh				√				-		-		-	
	Buaidh bho aontaidhean 3-bliadhna				-				-		-		√	