Bòrd na Gàidhlig

A' Chomataidh Poileasaidh is Ghoireasan
Coinneamh air Diciadain 26/01/2022 09.30 – 12.30
Tro Teams

Policy & Resources Committee
Meeting on Wednesday 26/01/2022 09.30 – 12.30
Via Teams

CLÀR-GNOTHAICH | **AGENDA**

SEISEAN DÙINTE		**CLOSED SESSION**	09.30-10-05
1.0	**CÙISEAN TÒISEACHAIDH**	**OPENING ITEMS**	
1.1	**Fàilte & Leisgeulan**	**Welcome & Apologies**	
1.2	**A' Nochdadh Chom-pàirtean** *Bu chòir do Bhuill com-pàirt ionmhasail no neo-ionmhasail a th' aca ann an cùis sam bith air am bithear a' beachdachadh a chlàradh, le bhith a' comharrachadh na puinge buntainniche agus an t-seòrsa com-pàirt a th' aca*	**Declaration of Interests** *Members should declare any financial and non-financial interest they have in the items of business for consideration, identifying the relevant agenda item, and the nature of their interest*	
1.3	**Geàrr-chunntas na coinneamh air 09/11/2021 - ri toirt fa-near**	**Minutes from meeting on 09/11/2021 – for noting**	d. 4
1.4	**Clàr Gnìomhan**	**Actions Listing**	d. 11
1.5	**Co-dhùnaidhean eadar coinneamhan - ri toirt fa-near** Bun-riaghailtean na Comataidh	**Decisions taken between meetings – for noting** Committee Terms of Reference	
1.6	**Gnothach Iomchaidh sam Bith Eile –** *Bu chòir iarrtas sam bith airson puingean eile a chur fo GISBE a chur gu Cathraiche na Comataidh ron choinneimh.*	**AOCB -** *Any items for AOCB should be sent for consideration to the Committee Chair prior to the meeting.*	
2.0	**IONMHAS**	**FINANCE**	
2.1	**Ri Aontachadh** Buidseat Bliadhnail *Nicola Pearson, Ceann an Ionmhais is Chùisean Corporra*	**For Decision** Annual Budget *Nicola Pearson, Head of Finance & Corporate Affairs*	d. 12
2.2	**Ri Aontachadh** Plana Ionmhas Meadhan-ùine *Iain MacMillan, Stiùiriche Leasachaidh (eadar-amail)*	**For Decision** Medium-term Financial Plan *Iain Mac a' Mhaoilein, Interim Development Director*	d. 19
3.0	**SEISEAN FOSGAILTE**	**OPEN SESSION**	10.05-12.30
3.1	**Fàilte & Leisgeulan**	**Welcome & Apologies**	
3.2	**A' nochdadh Chom-pàirtean**	**Declarations of Interest**	
4.0	**IONMHAS**	**FINANCE**	
4.1	**Airson Fiosrachadh** * Aithisg Ionmhais gu 30/11/2021* *Nicola Pearson, Ceann an Ionmhais is Chùisean Corporra*	**For Information*** Finance Statement to 30/11/2021 *Nicola Pearson, Head of Finance & Corporate Affairs*	d. 34
4.2	**Ri Aontachadh** Prìomhachasan is riaghailtean GLAIF 2022/23 *Steven Kellow, Oifigear Maoineachaidh is Phròiseactan*	**For Decision** GLAIF Priorities and rules 2022/23 *Steven Kellow, Funding & Projects Officer*	d. 37
5.0	**PLANA GNÌOMH**	**OPERATIONAL PLAN**	
5.1	**Airson Fiosrachadh*** Plana Gnìomh 2021/22 -Sgrùdadh	**For Information*** Operational Plan 2021/22 – Monitoring	d. 45

	PT1 –Coileanadh a' phlana gnìomh 21/22 *Shona NicIllinnein, Ceannard*	PT1 –Operational plan delivery 21/22 *Shona MacLennan, Ceannard*	
	STAD	**BREAK**	
6.0	**CLEACHDADH**	**USAGE**	
6.1	**Ri Aontachadh** Amasan Àrd Ìre PT1 – airson Eagran 03, PGR001 Alba Chruthachail PT2 – airson Eagran 03, PGR009 Comhairle Bhaile Dhùn Èideann PT3 – airson Eagran 02, PGR059 SpòrsAlba *Shona NicIllinnein, Ceannard* *Kyle Orr, Oifigear nam Planaichean* *Anna Walker, Oifigear nam Planaichean*	**For Decision** High Level Aims PT1 – for Edition 03, PGR001 Creative Scotland PT2 – for Edition 03, Edinburgh City Council PT3 – for Edition 02, SportScotland *Shona MacLennan, Chief Executive* *Kyle Orr, Plans Officer* *Anna Walker, Plans Officer*	d. 56 d. 58 d. 64 d. 69
6.2	**Ri Aontachadh** Planaichean Gàidhlig *Jim Whannel, Stiùiriche Foghlaim* *Kyle Orr, Oifigear nam Planaichean* *Anna Walker, Oifigear nam Planaichean* PT1 – Eagran 01, PGR067 Coimisean Fearainn na h-Alba 2022 – 2027 PT2 – Eagran 02, PGR007 Comhairle Aonghais 2022-2027	**For Decision** Gaelic Language Plans *Jim Whannel, Director of Gaelic Education* *Kyle Orr, Plans Officer* *Anna Walker, Plans Officer* PT1 – Edition 01, PGR067 Scottish Land Commission 2022 – 2027 PT2 – Edition 02, PGR007 Angus Council 2022-2027	d. 74 d. 76 d. 112
6.3	**Airson Fiosrachadh*** Buaidh bho aontaidhean 3-bliadhna *Nicola Pearson, Ceann an Ionmhais is Chùisean Corporra*	**For Information*** Impact of 3-year agreements *Nicola Pearson, Head of Finance & Corporate Affairs*	d. 155
7.0	**IONNSACHADH**	**LEARNING**	
7.1	**Airson Fiosrachadh*** Adhartas air Foghlam Àrd-sgoile PT1 – Co-chomhairleachadh GTCS PT2 - Measaidhean Buaidh mu ullachaidhean airson a bhith a' tilleadh dhan Sgoil san Fhaoilleach 2022 *Seumas Whannel, Stiùiriche Foghlaim*	**For Information*** Progress with Secondary School Education PT1 – GTCS Consultation PT2 – Impact Assessment for preparations for returning to school in January 2022 *Jim Whannel, Director of Gaelic Education*	d. 158 d. 161 d. 173
7.2	**Airson Fiosrachadh*** Adhartas air a' trusadh agus a' glèidheadh luchd-teagaisg *Seumas Whannel, Stiùiriche Foghlaim*	**For Information*** Progress on recruiting and retaining teachers *Jim Whannel, Director of Gaelic Education*	d. 177
8.0	**PLANA OBRACH NA COMATAIDH**	**COMMITTEE WORK PLAN**	
8.1	**Ri Aontachadh** Plana Obrach na Comataidh Poileasaidh is Ghoireasan PT1 – Plana obrach *Shona NicIllinnein, Ceannard*	**For Decision** Policy & Resources Committee Work Plan PT1 – Work plan *Shona MacLennan, Ceannard*	d. 180 d. 182
9.0	**GNOTHACH IOMCHAIDH SAM BITH EILE**	**ANY OTHER BUSINESS**	
	Ceann-latha na h-ath choinneimh: 10/05/2022	Date for the next meeting: 10/05/2022	
10.0	**TAISBEANADH**	**PRESENTATION**	
	Comhairle nan Leabhraichean *Alison Lang, Ceannard* *Lèirmheas den choinneimh às dèidh làimh*	**Gaelic Books Council** *Alison Lang, CEO* *Post-meeting Review of meeting*	

- 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 : Open Session
Cuspair 4.1

For	Policy and Resources Committee
Date of Meeting	26/01/2022
Location:	Online
Item on Agenda	4.1

Paper Title	Finance Report to 30th November 2021	
Recommendation	For Information *	
Spokesperson	Nicola Pearson, Head of Finance & Corporate Affairs	
Governance Route	**Date of Meeting**	**Decision**
Leadership Team	15/12/2021	For Information
Appendices:	PT1 – Finance Report to 30.11.2021	

1.0	**Purpose**
1.1	To give information to the Committee on the financial position as at 30 November 2021. The paper is in English as it will be presented by the Head of Finance and Corporate Affairs.
2.0	**Background**
2.1	PT1 provides an overview of the last 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 additional staffing in BnG and £200k for additional Gaelic officer posts.
3.0	**Main Points**
3.1	At the end of the November 2021, total spend was 23% under budget. This variance was primarily driven by Development spend which was underspent by c£900k: • £580k – 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 December and January; and • £215k – Grant Schemes other. Again, this is a budget phasing issue and the budget is forecast to be fully utilised. Only £353k of the total £3,845k development spend budget remains uncommitted - £197k of this also relates to GLAIF Grant Schemes. Running costs are 12% behind budget year-to-date. This is a general underspend across a number of cost categories.

	We are currently forecasting a full year underspend of c£84k. This is primarily driven by having received additional funding for new posts part way through the year some of which remain unfilled.
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

Seisean Fosgailte
PT1 - Cuspair 4.1

Finance report (against strategic priorities and full year forecast) – November 2021

	QUARTER 2 (1 Jul - 30 Sept)			YTD (1 Apr - 30 Nov)			FULL YEAR			COMMITMENTS			
	BUDGET	ACTUAL	VAR	BUDGET	ACTUAL	VAR	BUDGET	FORECAST	VAR	FORECAST	YTD SPEND	COMMITTED	UNCOMMITTED
Opening Available Budget	89,638	89,638		89,638	89,638		89,638	89,638					
Grant In Aid	1,272,000	1,272,000		4,402,000	4,402,000		5,579,000	5,579,000					
Funding From External Bodies	25,000	25,000		75,000	50,000	(25,000)	100,000	75,000	(25,000)				
Returned Funding		4,384	4,384		19,777	19,777		19,777	19,777				
AVAILABLE BUDGET	**1,386,638**	**1,391,022**	**4,384**	**4,566,638**	**4,561,415**	**(5,223)**	**5,768,638**	**5,763,415**	**(5,223)**				
Using Gaelic	522,777	428,060	94,717	2,199,260	1,574,355	624,905	2,532,824	2,553,817	(20,993)	2,553,817	1,574,355	765,322	214,139
Learning Gaelic	314,047	270,117	43,930	881,005	651,923	229,081	1,034,620	1,015,633	18,987	1,015,633	651,923	246,040	117,670
Promoting Gaelic	55,507	43,187	12,320	236,722	193,245	43,477	277,557	275,551	2,006	275,551	193,245	61,554	20,752
DEVELOPMENT SPEND	**892,331**	**741,363**	**150,968**	**3,316,986**	**2,419,523**	**897,463**	**3,845,000**	**3,845,000**	**(0)**	**3,845,000**	**2,419,523**	**1,072,916**	**352,561**
Salaries	302,915	289,673	13,241	874,439	782,840	91,598	1,411,658	1,238,142	173,516				
Other Costs	115,312	93,691	21,621	295,054	245,287	49,767	422,342	512,178	(89,836)				
RUNNING COSTS	**418,226**	**383,364**	**34,862**	**1,169,493**	**1,028,127**	**141,366**	**1,834,000**	**1,750,320**	**83,680**				
TOTAL SPEND	**1,310,558**	**1,124,727**	**185,830**	**4,486,479**	**3,447,650**	**1,038,829**	**5,679,000**	**5,595,320**	**83,680**				
BUDGET CARRIED FORWARD	**76,081**	**266,295**	**190,214**	**80,160**	**1,113,765**	**1,033,606**	**89,638**	**168,095**	**78,457**				

UNCOMMITTED DEV BUDGET:	352,561

Seisean Fosgailte
Cuspair 4.2

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	26/01/2022
Àite:	Air MS Teams
Nì a' Chlàir-ghnothaich	4.2

Tiotal a' Phàipeir	Prìomhachasan sgeamaichean taic-airgid GLAIF is Tabhartasan Cùrsaichean Bogaidh 2022/23
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	17/01/2022	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 airson sgeama taic-airgid GLAIF (*Gaelic Language Act Implementation Fund*) agus sgeama taic-airgid Tabhartasan Cùrsaichean Bogaidh 2022/23.
2.0	**Cùl-fhiosrachadh**
2.1	Tha sgeama taic-airgid GLAIF air a bhith a' ruith fad iomadh bliadhna gus taic a chumail ri iarrtasan bho bhuidhnean poblach aig a bheil plana Gàidhlig reachdail no a tha ag ullachadh plana Gàidhlig reachdail, is dùil gun tèid na sgeamaichean seo fhoillseachadh airson 2022/23 sna seachdainean a tha romhainn.
2.2	Tha an sgeama seo a' dèanamh feum den chuid as motha den bhuidseat shònraichte a tha Bòrd na Gàidhlig a' faighinn bho Riaghaltas na h-Alba airson leasachadh ro-innleachdail, is seo aig ìre £1.14m ann an 2021/22.
2.3	'S e seo an treas cuairt de sgeama Tabhartasan nan Cùrsaichean Bogaidh, is tha seo air tighinn mar an ath cheum do thaic bogaidh às dèidh taic a chùm Bhòrd na Gàidhlig ris a' chùrsa GIFT (*Gaelic Immersion for Teachers*) eadar 2014 is 2019.
2.4	Chaidh £162,640 de thaic-airgid aontachadh airson sgeama Tabhartasan Cùrsaichean Bogaidh ann an 2020/21 agus 2021/22, is tha seo air taic a chumail ri 5 tidsearan.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	**<u>GLAIF</u>** 'S e àrd-amas sgeama GLAIF (*Gaelic Language Act Implementation Fund*) taic-airgid a chumail ri buidhnean poblach ann a bhith lìbhrigeadh nam planaichean Gàidhlig reachdail aca, is airson obair ro-innleachdail a chur an gnìomh dhan Ghàidhlig.
3.2	Tha measgachadh de phròiseactan air am maoineachadh tron sgeama seo eadar pròiseactan mòra a tha air a bhith ruith fad iomadh bliadhna agus pròiseactan beaga cuspaireil gus freagairt air feum sònraichte.
3.3	Am-bliadhna, leis an taic-airgid a tha air aontachadh ann am prionnsapal airson taic a chumail ri SpeakGaelic agus airgead a bhios a dhìth airson gnìomhan eile (leithid taic a chumail ri cuid de dh'oifigearan Iomairtean aig Comunn na Gàidhlig/tràth-ìrean aig Comann nam Pàrant) thathar an dùil gum bi buidseat nas lugha ann airson sgeama 2022/23 na bha ann an-uiridh.

3.4 Mar sin, thathar ag amas gum bi na prìomhachasan airson an sgeama am-bliadhna coltach ris a' bhliadhna an-uiridh, ach le barrachd fòcas air pròiseactan a tha ro-innleachdail agus a tha a' brosnachadh chom-pàirteachasan eadar buidhnean aig a bheil planaichean Gàidhlig agus am measg nam buidhnean seo is nan coimhearsnachdan a tha iad a' frithealadh. Cuideachd thèid casg a chur air buidhnean bho bhith a' cur a-steach airson còrr is 5 pròiseactan, gus an dèan na h-ùghdarrasan prìomhachas air na pròiseactan as freagarraiche.

3.5 Leis gu bheilear a' cumail taic ri goireasan SpeakGaelic tro aontaidhean le MG ALBA is Sabhal Mòr Ostaig, is na goireasan aig ìre A1 is A2 air an sgèile CLAG (Comasan Labhairt ann an Gàidhlig) rim fhaighinn, thathar cuideachd an dùil nach tèid taic-airgid a chumail ri clasaichean Gàidhlig aig na h-ìrean sin tro GLAIF.

3.6 Thathar cuideachd airson leantainn leis an riaghailt gum bi pròiseactan leantainneach an dùil airgead aig an aon ìre no nas lugha fhaighinn, ach a-mhàin ma tha adhbhar sònraichte ann, gus àbhaisteachadh na Gàidhlig tro obair na buidhnean a bhrosnachadh, is gus am bi airgead air a chumail airson pròiseactan ùra.

3.7 Mar as àbhaist, tha buidseat GLAIF air a roinn le airgead sònraichte ann airson pròiseactan Cleachdadh na Gàidhlig, Foghlaim agus Cur air adhart na Gàidhlig gus an ghabh taic fhreagarrach a chumail ris na diofar raointean seo.

3.8 Thèid tuilleadh beachdachadh a dhèanamh sa bhliadhna ri teachd air mar a ghabhas sgeama GLAIF a leasachadh san àm ri teachd gus àbhaisteachadh na Gàidhlig a bhrosnachadh am measg obair bhuidhnean poblach is gus luach an airgid as fheàrr fhaighinn bhon sporan a th' aig Bòrd na Gàidhlig, is cothrom ath-bheothachadh a dhèanamh air an sgeama (le ainm ùr) bho 2023 air adhart.

3.9 Gu h-ìosal gheibhear iomradh air an sgeama, le moladh airson clàr-ama, prìomhachasan an sgeama airson 2022/23 agus bun-riaghailtean sònraichte dhan sgeama.

3.10 Clàr-ama

A' fosgladh	A' dùnadh	Pròiseactan a' ruith
7 Gearran 2022	21 Giblean 2022	Lùnastal 2022 – Lùnastal 2023

3.11 Tuairmse buidseit: £440k (~£260k a thaobh cleachdadh is cur air adhart na Gàidhlig, ~£180k a thaobh foghlaim)

3.12 Prìomhachasan

- A' brosnachadh cleachdadh na Gàidhlig is a' togail chomasan airson leasachadh na Gàidhlig anns a' choimhearsnachd, gu h-àraidh am measg dhaoine òga
- A' cur ri inbhe, cunbhalachd is faotainneachd na Gàidhlig tro sheirbheisean coitcheann agus conaltradh an ùghdarrais
- A' neartachadh chomasan Gàidhlig, a' cur ri mothachadh Gàidhlig agus a' cruthachadh barrachd chothroman gus Gàidhlig a chleachdadh am measg ùghdarrasan poblach agus an luchd-obrach aca
- A' brosnachadh leasachadh agus leudachadh foghlam Gàidhlig (foghlam tro mheadhan na Gàidhlig agus foghlam do luchd-ionnsachaidh na Gàidhlig) agus ionnsachadh na Gàidhlig do dh'inbhich
- A' toirt cothroman do dhaoine òga Gàidhlig a chleachdadh san àite-obrach is sgilean-obrach a thogail

3.13 Bun-riaghailtean

- Tha an sgeama fosgailte do bhuidhnean poblach aig a bheil plana Gàidhlig reachdail, no a tha an sàs sa phròiseas gus a' chiad phlana Gàidhlig aca ullachadh (no buidheann leth-eisimeileach [ALEO] aig buidheann aig a bheil plana Gàidhlig)
- Chan fhaod buidhnean còrr is 5 iarrtasan a chur a-steach *(Riaghailt ùr airson 2022/23 gus am bi buidhnean nas ro-innleachdaile)*
- Chan fhaodar iarrtas a chur a-steach airson còrr is £25,000, ach a-mhàin ma tha cead air a thoirt seachad ro làimh le oifigearan a' Bhùird (is seo airson pròiseactan air am meas ro-innleachdail)
- Nach tèid taic-airgid a chumail ri lìbhrigeadh curraicealam-sgoile Gàidhlig, no clasaichean Gàidhlig airson luchd-tòisichidh aig ìrean A1 is A2 air sgèile CLAG *(Pìos a thaobh clasaichean A1 is A2 ùr airson 2022/23)*
- Thèid iarrtasan a roinn eadar da phannal-measaidh (Pannal Cleachdadh is Cur air adhart na Gàidhlig agus Pannal Foghlaim) gus eòlas iomchaidh luchd-obrach a' Bhùird a chur gu feum
- Ma tha barrachd iarrtasan freagarrach ann na th' ann de thaic-airgid ri thoirt seachad, thèid co-dhùnaidhean a dhèanamh a-rèir sgòradh nan pannalan is gus taic a chumail ris an fharsaingeachd as motha de bhuidhnean a tha comasach

3.14 Slatan-tomhais measaidh

- Buaidh is càileachd a' phròiseict ann a bhith a' freagairt air prìomhachasan na maoin
- Buaidh air cur an gnìomh phlanaichean Gàidhlig reachdail
- Ùr-ghnàthachas is com-pàirteachas
- Luach an airgid
- Comasan gus pròiseactan a lìbhrigeadh
- Mar a tha am pròiseact mothachail air dleastanasan a thaobh a bhith:
    - 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

Tabhartasan Cùrsaichean Bogaidh

3.15 'S e amas an sgeama seo taic a chumail ri ùghdarrasan ionadail gus tidsearan no luchd-obrach tràth-bhliadhnaichean a tha clàraichte aca a chur air cùrsa bogaidh Gàidhlig gus an urrainn dhaibh teisteanas fhaighinn gus Gàidhlig no chuspairean Gàidhlig a theagaisg.

3.16 Thathar den bheachd gu bheil an t-slighe seo cudromach ann a bhith brosnachadh thidsearan aig a bheil ùidh gluasad eadar foghlam Beurla is foghlam Gàidhlig, is ged nach eil mòran iarrtasan air a bhith ann tron sgeama san dà bhliadhna a dh'fhalbh (is 5 tidsearan air an cuideachadh gu h-iomlan thairis air an dà bhliadhna sa chaidh), thathar airson leantainn leis an sgeama.

3.17 Aig an ìre seo, tha cùrsaichean bogaidh freagarrach airson an sgeama seo ri fhaighinn bho Oilthigh Ghlaschu is Oilthigh na Gàidhealtachd is nan Eilean (tha an fheadhainn seo air an lìbhrigeadh aig Sabhal Mòr Ostaig agus Colaisde a' Chaisteil).

3.18 Tuairmse Buidseat – £120,000

3.19 Clàr-ama

A' fosgladh	A' dùnadh	Pròiseactan a' ruith
1 Màrt 2022	6 Cèitean 2022	Lùnastal 2022 – Lùnastal 2023

	Prìomhachasan
3.20	San fharsaingeachd thèid iarrtasan freagarrach aontachadh ma tha iad leantainn nam bun-riaghailtean, ach ma tha barrachd iarrtasan freagarrach ann na tha comasach dhuinn coileanadh a thaobh buidseat, thèid prìomhachas a chur air iarrtasan bho ùghdarrasan ionadail a tha – • A' cur an cèill mar a bhios na tidsearan/luchd-obrach tràth-bhliadhnaichean seo a' cur gu mòr ri solar foghlam tro mheadhan na Gàidhlig anns an sgìre ùghdarrais aca • A' cur an cèill mar a bhios na tidsearan/luchd-obrach tràth-bhliadhnaichean seo a' cur ris an fheachd-obrach foghlaim Gàidhlig aig an ùghdarras san fharsaingeachd • A' sealltainn mar a bhios an t-suim a tha air sireadh a' toirt seachad deagh luach an airgid airson airgead Bhòrd na Gàidhlig
	Bun-riaghailtean

3.21	• Faodar suas ri £37k iarraidh uile-gu-lèir, is am figear seo stèidhichte air tuairmse de –
	  • Suas ri £30k airson cosgaisean solarachaidh an àite an tidsear a tha air a chur air cùrsa bogaidh (mas e is gur e cùrsa làn-thìde a th' ann)
	  • Suas ri £5k airson àite-fuirich agus cosgaisean siubhail gus an cùrsa a fhrithealadh
	  • Suas ri £2k airson cìsean a' chùrsa
	• Feumaidh an tidsear a dhol a-steach gu dreuchd teagaisg Gàidhlig anns an ath bhliadhna-sgoile às dèidh dhaibh an cùrsa crìochnachadh, is feumaidh an t-ùghdarras ionadail dreuchd den leithid a ghealltainn dhaibh
	• Feumaidh sgilean Gàidhlig a bhith aig an tidsear a tha co-ionnan ri ìre B1 air sgèile FICE (Frèam Ionnsachaidh Cànanan Eòrpach) ro thòiseach a' chùrsa

3.22	Thathar a' cur fàilte air beachdan buill na Comataidh air prionnsabalan is riaghailtean an dà sgeama seo.
4.0	**Moladh**
	Thathar ag iarraidh air buill na Comataidh:
4.1	Am fiosrachadh sa phàipear agus ann am PT1 a thoirt fa-near.
4.2	Aontachadh ris na riaghailtean is prìomhachasan airson sgeama GLAIF agus sgeama Tabhartasan Cùrsaichean Bogaidh mar a tha air ainmeachadh.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas**
5.1.1	Thèid na sgeamaichean a ruith taobh a-staigh buidseatan a thèid aontachadh airson 2022/23, is nì iad feum air na tha air fhàgail ri chosg anns an loidhnichean GLAIF nuair a tha na sgeamaichean air a ruith.
5.1.2	Ma tha barrachd iarrtasan freagarrach ann na tha e comasach dhan Bhòrd taic a thoirt a thaobh buidseat, thèid cuid de dh' iarrtasan aontachadh "ann am prionnsapal", is cothrom aca airgead fhaighinn nas fhaide air adhart sa bhliadhna ma tha airgead ùr ri fhaighinn (m.e. ma tha pròiseactan 2021/22 ann nach do chleachd an t-airgead slàn a bha a dhìth orra).
5.2	**Buaidhean air Luchd-obrach**
5.2.1	Tha luchd-obrach an sàs ann a bhith a' measadh nan iarrtasan, is tha iarrtasan GLAIF air an roinn eadar pannal Cleachdadh is Cur air adhart agus pannal Foghlaim gus eòlas iomchaidh a chur an cèill sa mheasadh agus am feum as èifeachdaiche a dhèanamh de na buidseatan sònraichte.
5.2.2	Thèid measadh a dhèanamh air na h-iarrtasan Tabhartasan Cùrsaichean Bogaidh le riochdairean iomchaidh de sgioba an fhoghlaim is sgioba nan tabhartasan.
5.3	**Buaidhean air Trèanadh**
	Thèid trèanadh a thoirt seachad do bhuill nam pannalan-measaidh nach robh an sàs a-cheana gus am bi iad eòlach air a' phròiseas is air deagh chleachdadh, is bidh an trèanadh is beachdan

	bhon luchd-obrach seo na neart ann a bhith a' toirt eòlas is cùl-fiosrachaidh eadar-dhealaichte a-steach dhan phròiseas measaidh.
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 (is tha fios air sgeamaichean eile airson 2022/23 a chaidh aontachadh ann mar fhios).
5.4.2	Tro na pròiseactan uile thèid iarraidh air pròiseactan fiosrachadh a thrusadh a thaobh buaidh air slatan-tomhais sa Phlana Chorporra agus cuideachd buaidh a thaobh sunnd nan com-pàirtichean, is tha seo a' freagairt air gnìomh sa Phlana Gnìomh 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 agus Òigridh	☒
	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 aon de na prìomh sgeamaichean taic-airgid againn, ach leis nach eil an uimhir de bhuidseat ann am-bliadhna dh'fhaodadh gun toir seo buaidh air cliù.
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 na h-iarrtasan uile le tè 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 na h-iarrtasan uile le tè 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	GLAIF	Tabhartasan Cùrsaichean Bogaidh
	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	A’ brosnachadh cleachdadh na Gàidhlig anns a’ choimhearsnachd, gu h-àraidh am measg daoine òga	
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			A’ toirt cothroman do dhaoine òga Gàidhlig a chleachdadh san àite-obrach is sgilean-obrach aca a thogail	
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			A’ neartachadh chomasan Gàidhlig, a’ cur ri mothachadh Gàidhlig agus a’ cruthachadh barrachd chothroman gus Gàidhlig a chleachdadh am measg ùghdarrasan poblach agus an luchd-obrach aca	
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			
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		

Gnìomhan Plana Chorporra Bòrd na Gàidhlig 2018-23		Prìomhachasan Sgeamaichean Taic-airgid Bòrd na Gàidhlig 2022/23			
		Taic Freumhan Coimhearsnachd	Colmcille	GLAIF	Tabhartasan Cùrsaichean Bogaidh
	Ionnsachadh Gàidhlig				
L1	A’ toirt comhairle seachad air poileasaidhean agus a’ toirt stiùireadh don obair gus ro-innleachdan a dhealbh airson foghlam na Gàidhlig			A’ brosnachadh leasachaidh agus leudachadh foghlam Gàidhlig (FtG agus FLi) agus ionnsachadh na Gàidhlig do dh’ inbhich	
L2	Ag obair còmhla ri buidhnean de phàrantan is buidhnean buntainneach gus fàs a thoirt air FtG			A’ brosnachadh leasachaidh agus leudachadh foghlam Gàidhlig (FtG agus FLi) agus ionnsachadh na Gàidhlig do dh’ inbhich	
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			A’ neartachadh chomasan Gàidhlig, a’ cur ri mothachadh Gàidhlig agus a’ cruthachadh barrachd chothroman gus Gàidhlig a chleachdadh am measg ùghdarrasan poblach agus an luchd-obrach aca	Sgeama cur taic ris a seo
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 dòighean-ionnsachaidh 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	A’ brosnachadh leasachaidh agus leudachadh foghlam Gàidhlig (FtG agus FLi) agus ionnsachadh na Gàidhlig do dh’ inbhich	
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		A’ neartachadh chomasan Gàidhlig, a’ cur ri mothachadh Gàidhlig agus a’ cruthachadh barrachd chothroman gus Gàidhlig a chleachdadh am measg ùghdarrasan poblach agus an luchd-obrach aca A’ brosnachadh leasachaidh agus leudachadh foghlam Gàidhlig (FtG agus FLi) agus ionnsachadh na Gàidhlig do dh’ inbhich	Sgeama cur taic ris a seo

Gnìomhan Plana Chorporra Bòrd na Gàidhlig 2018-23		Prìomhachasan Sgeamaichean Taic-airgid Bòrd na Gàidhlig 2022/23			
		Taic Freumhan Coimhearsnachd	Colmcille	GLAIF	Tabhartasan Cùrsaichean Bogaidh
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			A’ cur ri inbhe, cunbhalachd is faotainneachd na Gàidhlig tro sheirbheisean coitcheann agus conaltradh an ùghdarrais A’ neartachadh chomasan Gàidhlig, a’ cur ri mothachadh Gàidhlig agus a’ cruthachadh barrachd chothroman gus Gàidhlig a chleachdadh am measg ùghdarrasan poblach agus an luchd-obrach aca	
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			A’ toirt cothroman do dhaoine òga Gàidhlig a chleachdadh san àite-obrach is sgilean-obrach aca a thogail	
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	26/01/2022
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	13/01/2022	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 le dàil air beagan ghnìomhan air sgàth dìth luchd-obrach no buaidh COVID air buidhnean eile. 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: 22 (43%) Fo sheòl le dùil gum bi iad dèante taobh a-staigh na bliadhna: 25 (49%) Gun a bhith air tòiseachadh ach le dùil gum bi iad dèante ro dheireadh na bliadhna: 1 (2%) Nach tèid a libhrigeadh air sgàth atharrachaidhean sa bhuidhinn no COVID-19: 3 (6%) 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.
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.

Seisean Fosgailte

Cuspair 5.1 PT1

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 31/12/2021	Coileanadh gu 31/12/2021	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 gus aithisgean iarraidh a sgaoileadh gu 46 buidhnean poblach.			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 31/12/2021	Coileanadh gu 31/12/2021	Dùil aig 31/03/2022	Oifigear-stiùiridh aithris
			Dearg/Oraind/ 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.			Manaidsear Com-pàirteachasan is Maoineachaidh (MCM)
	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			MCM
	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"	Bhuannaich Cànan Graphic Studio a' chùmhnant airson pròiseact #cleachdi Còmhla a lìbhrigeadh dhuinn agus tha adhartas a' tighinn leis. Bidh cleachdi.scot aig amas air luchd na Gàidhlig agus a' brosnachadh conaltradh aig diofar ìrean (gun a bhith dèanamh sgaradh eadar luchd-ionnsachaidh agus fileantaich).			MCM
	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. Tha na buidhnean lìbhrigidh 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 fàire.			SPCLC

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

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 31/12/2021	Coileanadh gu 31/12/2021 Dearg/Oraiinds/Uaine	Dùil aig 31/03/2022	Oifigear-stiùiridh aithris
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 Foghlaim
	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 Foghlaim
	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 Foghlaim
	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 2465 an làthair bhon a' Ghiblean gu deireadh an Dùbhlachd le 229 sessions uile gu lèir le 69 teaghlaichean.; 16 buidhnean a nis air fhosgladh agus a' lìbhrigeadh seiseanan air a' bhlàr a-muigh le 1209; 136 seiseanan agus 315 teaghlaichean an làthair aca bhon a' Ghiblean chun an Dùbhlachd.			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 Foghlaim

Seisean Fosgailte

Cuspair 5.1 PT1

Prìomh Chomharra Coileanaidh	Targaid	Adhartas gu 31/12/2021	Coileanadh gu 31/12/2021	Dùil aig 31/03/2022	Oifigear-stiùiridh aithris
			Dearg/Oraiinds/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 Foghlaim
	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. Lìbhrig 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 Foghlaim
	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	Bidh dà sheisean trèanaidh air Gàidhlig nan Òg san Fhaoilleach. Bidh seisean air-loidhne ann mu Heuristic Play and Treasure Baskets tro mheadhan na Gàidhlig san Fhaoilleach cuideachd. Bidh CALA a' lìbhrigeadh trì seiseanan air-loidhne le 30 àiteachan do luchd-frithealaidh air cuspairean eadar-dhealaichte sa Ghearran agus sa Mhàrt.			Oifigear Leasachaidh 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 Foghlaim
	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	Thòisich a' chùrsa Samhain 21 agus a' ruith gus an Dùbhlachd 22, le cùrsaichean FLI ann an àrd-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 Foghlaim
	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'aindeoin COVID-19.			Stiùiriche Foghlaim
	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	Tha coinneamhan air a bhith ann eadar an t-oifigear leasachaidh is Leasachadh Sgilean na h-Alba, ag obair air tachartas sa Mhàrt 2022.			
	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' leantainn le Fìobha agus Rinn Friù airson obair ann an com pàirteachas a dhèanamh. Coinneamh dhen Bhuidheann-fòcais Phàrantan 13.07.21			Stiùiriche Foghlaim

Seisean Fosgailte

Cuspair 5.1 PT1

Prìomh Chomharra Coileanaidh	Targaid	Adhartas gu 31/12/2021	Coileanadh gu 31/12/2021	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	Bidh cleachdi.scot a’ dol beò ann an 2022 agus bheir seo fiosrachaidh do dhaoine far am bi cothroman Gàidhlig a bhruidhinn còmhla (air-loidhne is gu beò).			Manaidsear Com-pàirteachasan is Maoineachaidh (MCM)
	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 chaidh a cur air bhog san t-Samhain 2021.			Stiùiriche Foghlaim
	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** 31/12/2021	**Coileanadh gu 31/12/2021** **Dearg/Orainds/Uaine**	**Dùil aig 31/03/22**	**Oifigear-stiùiridh aithris**
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 nam freagairtean do cho-comhairlean poblach. Tha an obair ga dèanamh eadar Reference Economic Consultants agus sgiobaidhean aig BnG. Tha 23 freagairtean air a dhol a-steach eadar an t-Ògmhios agus deireadh na Dùbhlachd 2021.			Manaidsear Chom-pàirteachasan is Maoineachaidh (MCM)
	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 còig buidhnean mu phoileasaidhean/ùidh anns a' Ghàidhlig. 'S iad Highland Wildlife Park, Gaelic Athletic Association – Scotland, CHARTS, Highlife Highland, Hebridean Housing.			MCM
	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 7 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; Pròiseactan òigridh - Royal Scottish National Orchestra. Chùm sinn, gu soirbheachail, còig bùthan-obrach poblach (air-loidhne) air "Leasachadh is Lìbhrigeadh Pròiseactan Gàidhlig".			MCM
	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 is chaidh an Aithisg Bhliadhnail is Aithisg Luchd-sgrùdaidh a sgaoileadh do BPA san Dùbhlachd. Bha coinneamh de Bhuidheann Thar-phàrtaidh na Gàidhlig air 25.10.2021 le taisbeanadh air Dàta Foghlaim agus Plana Nàiseanta #4 air a lìbhrigeadh le BnG. Chaidh coinneamh eile a chumail air 6.12.2021 is bidh tè eile ann air 9/2/2022.			Ceannard
	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	Bidh làrach-lìn ùr - www.cleachdi.scot a' tighinn ann an 2022 tron phròiseact #cleachdi còmhla. Bidh seo a' toirt stiùir is brosnachadh do dhaoine coinneachadh is bruidhinn na Gàidhlig còmhla.			MCM
	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.			MCM

Seisean Fosgailte

Cuspair 5.1 PT1

Prìomh Chomharra Coileanaidh	Targaid	Adhartas gu 31/12/2021	Coileanadh gu 31/12/2021	Dùil aig 31/03/22	Oifigear-stiùiridh aithris
			Dearg/Oraindsh/Uaine		
	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 07 Faoilleach 2022: Twitter BnG – 7,007, Twitter BnG Foghlam – 894 (7,901), Facebook – 5,429 (followers), 4,921 (likes), Instagram BnG - 2,090, Instagram BnG Foghlam – 707 (2,797)			OC
	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 ann an 2022 tron pròiseact #cleachdi còmhla.			MCM
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 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	Dreachd de speac a' phròiseict air ullachadh às dèidh grad-lèirmheas a dhèanamh air litreachas eadar-nàiseanta air sunnd.			Manaidsear Rannsachaidh is Planadh Corpais
	Plana Nàiseanta na Gàidhlig 7.4 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; pròram 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.

Seisean Fosgailte

Cuspair 5.1 PT1

Prìomh Chomharra Coileanaidh	Targaid	Adhartas gu 31/12/2021	Coileanadh gu 31/12/21	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 agus tha i a’ dèanamh diofar.”	**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
	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.			Manaidsear Gnìomhan
	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 a 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; agus tha sinn a’ cleachdadh Microsoft Planner gus siostam nas làidir a thaobh gnìomhan.			Manaidsear Gnìomhan
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	Às 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 ach thèid lèirmheas a dhèanamh ron Ghearran 2022.			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.	Tha an obair seo air tòiseachadh le cruthachadh eòlais bho bhuidhnean poblach eile air ciamar a tha iadsan a’ lìbhrigeadh seo. Chaidh dreachd phlana a sgrìobhadh agus a chuairteachadh aig Sgioba na Àrainneachd taobh a-staigh na buidhne airson beachd mus tèid e air adhart gu Sgioba-stiùiridh san Fhaoilleach 2022.			Manaidsear Gnìomhan

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

Seisean Fosgailte

Cuspair 5.1 PT1

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 06.1

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	26/01/2022
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	05.1

Tiotal a' Phàipeir	Amasan Àrd-ìre	
Moladh do Bhuill	Ri Aontachadh	
Neach labhairt:	Shona NicIllinnein, Ceannard Anna Walker, Oifigear Phlanaichean Cànain Kyle Orr, Oifigear Phlanaichean Cànain	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
-	-	-
Pàipear-taice air a cheangal ris	PT1 - PGR001 EO3 Alba Chruthachail PT2 – PGR009 EO3 Comhairle Bhaile Dhùn Èideann PT3 – PGR059 EO2 SpòrsAlba	

1.0	**Adhbhar**
1.1	A' sireadh aonta na Comataidh airson dreachd de na h-amasan àrd-ìre airson trì ùghdarrasan poblach.
2.0	**Cùl-fhiosrachadh**
2.1	Chaidh an dreachd de na h-amasan àrd-ìre ann am PT1 – PT2 ullachadh ann an com-pàirteachas leis na h-ùghdarrasan poblach seo.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	Tha na h-Amasan Àrd-ìre stèidhichte air na prìomhachasan anns a' Phlana Cànain Nàiseanta Gàidhlig 2018-23.
3.2	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 agus PT2.
4.2	Aonta a chur ris na h-amasan àrd-ìre ann am PT1 agus PT2.
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 obair Bhòrd na Gàidhlig a' cur Plana Nàiseanta na Gàidhlig agus Plana Corporra Bhòrd na Gàidhlig 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 is Òigridh	☒
Cultar	☒	Coimhearsnachdan	☒
Àrainneachd	☐	Bochdainn	☐
Slàinte	☐	Eadar-nàiseanta	☐
Foghlam	☒	Eaconamaidh	☒
Gnothachasan soirbheachail is ùr-ghnàthach	☒		

5.6 **Buaidhean air Cliù**
Le bhith a' co-obrachadh leis na h-ùghdarrasan poblach seo gus na h-amasan àrd-ìre a chur ri chèile, bidh seo a' neartachadh a' cheangail eadar Bòrd na Gàidhlig agus na h-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.

Amasan Àrd-Ìre Alba Chruthachail| Creative Scotland High Level Aims

Plana Gàidhlig Eagran 3| Gaelic Language Plan Edition 3

Amasan Àrd-Ìre	High-level Aims
Airson an cur a-steach do dh'eagran 3 de Phlana Gàidhlig Alba Chruthachail	**For inclusion in edition 3 of Creative Scotland's Gaelic Language Plan**
A' cleachdadh na Gàidhlig	**Using Gaelic**
A' cumail a' dol le pròiseactan agus buidhnean ro-innleachdail a mhaoineachadh a lìbhrigeas ealain is cultar tro mheadhan na Gàidhlig. A' brosnachadh bhuidhnean maoinichte gus planaichean a leasachadh airson cleachdadh na Gàidhlig a mheudachadh. A' dèanamh cinnteach gu bheil cothrom aig luchd-ealain Gàidhlig air a h-uile sruth-maoineachaidh aig Alba Chruthachail.	Continue to fund projects and strategic organisations which deliver arts and culture through the medium of Gaelic. Encourage funded organisations to develop plans to increase the use of Gaelic. Ensure that Gaelic artists have access to all Creative Scotland funding streams.
Ag ionnsachadh na Gàidhlig	**Learning Gaelic**
A' cumail a' dol le pròiseactan agus buidhnean ro-innleachdail a mhaoineachadh a tha ag amas air ionnsachadh na Gàidhlig a mheudachadh. Ag ath-stèidheachadh agus ag ùrachadh nan goireasan a chaidh a leasachadh roimhe airson taic a chumail ri ionnsachadh na Gàidhlig ceangailte ri ealain is cultar ann an Alba (mar eisimpleir susbaint air-loidhne airson Learn Gaelic agus/no Speak Gaelic).	Continue to fund projects and strategic organisations which aim to increase the learning of Gaelic. Re-establish and update the previously developed resource to support Gaelic learning connected to arts and culture in Scotland (for example digital content for Learn Gaelic and/or Speak Gaelic).
A' cur na Gàidhlig air adhart	**Promoting Gaelic**
A' cumail a dol le pròiseactan a mhaoineachadh a bhios a' taisbeanadh cànan is cultar na Gàidhlig.	Continue to fund projects which showcase Gaelic language and culture.

A’ gabhail dreuchd ceannardais ro-innleachdail airson ealain is cultar na Gàidhlig aig ìre chruinneil, nàiseanta is eadar-nàiseanta. (M.e. a’ gabhail pàirt ann am fòram Adhartas nas Luaithe agus a’ dol an sàs gu for-gnìomhach ann an Ro-innleachd Turasachd na Gàidhlig agus buidhnean eile mar NGAS – National Gaelic Advisory Forum). A’ dealbhachadh gu soilleir nan ceumannan a ghabhas Alba Chruthachail airson lìonra ion-obrachail a chumail suas airson ealain is cultar na Gàidhlig a lìbhrigeadh ann an Alba (mar eisimpleir an lìonra RFO). A’ cruthachadh sgioba buileachaidh a’ Phlana Ghàidhlig taobh a-staigh Alba Chruthachail airson dèanamh cinnteach gun tèid na h-amasan is miannan tarsainn na buidhne.	Take a strategic leadership role for Gaelic arts and culture at a global, national and international, level. (E.g. participate in the Faster Rate of Progress forum and actively participate in the Gaelic Tourism Strategy Implementation Group and other groups such as NGAS – National Gaelic Advisory Forum). Clearly layout the measures that Creative Scotland will take to sustain a viable network of organisations to deliver Gaelic arts and culture in Scotland (for example the RFO network). Establish a Gaelic Language Plan implementation group within Creative Scotland to ensure delivery of the aims and ambitions across the organisation.

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.

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.

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**

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

Amasan Àrd-ìre Comhairle Baile Dhùn Èideann
Plana Gàidhlig Eagran 3

City of Edinburgh Council High Level Aims
Gaelic Language Plan Edition 3

Amasan Àrd-ìre	High-level Aims
Airson an cur a-steach do dh'eagran 3 de Phlana Gàidhlig Comhairle Baile Dhùn Èideann (CBDÈ)	**For inclusion in edition 3 of City of Edinburgh Council's (CEC) Gaelic Language Plan**
A' cleachdadh na Gàidhlig	**Using Gaelic**
Dèan cinnteach gun leasaich clann agus daoine òga ann am Foghlam tro Mheadhan na Gàidhlig (FtG) mothachadh làidir air cultar is coimhearsnachd na Gàidhlig, ceangailte ri feallsanachd, lèirsinn agus amasan nan sgoiltean aca. Thèid seo a thoirt air adhart ann an co-obrachadh le com-pàirtichean, a' gabhail a-steach Comunn na Gàidhlig.	Ensure that children and young people in Gaelic Medium Education (GME) develop a strong sense of Gaelic culture and community, linked to the ethos, vision and aims of their schools. This will be taken forward in collaboration with partners, including Comunn na Gàidhlig.
Thoir taic for-gnìomhach do leasachadh ionad coimhearsnachd Gàidhlig, ceangailte ri solar FtG, tro cho-obrachadh dlùth le coimhearsnachd Ghàidhlig a' bhaile.	Actively support the development of a Gaelic community centre, linked to GME provision, through close partnership with the Gaelic language community in the city.
Ag ionnsachadh na Gàidhlig	**Learning Gaelic**
Dèan cinnteach gu bheil solar FtG 0-18 àrd-chàileachdail leudaichte air a lìbhrigeadh, an dèidh pròiseas co-chomhairleachaidh poblach, a' gabhail a-steach solar FtG bun-sgoile agus tràth-bhliadhnaichean a bharrachd.	Ensure expanded provision of high-quality, immersive 0-18 GME provision is delivered, following a public consultation process, including additional GME primary and early years provision.
An dleastanas a th' ann an Achd an Fhoghlaim (Alba) 2016 a ghabhail os làimh gus foghlam tro mheadhan na Gàidhlig agus foghlam Gàidhlig do luchd-ionnsachaidh a bhrosnachadh do luchd-còmhnaidh sgìre CBDÈ mar a thathar a' meas iomchaidh, a' gabhail a-steach a' chothruim a th' ann do phàrantan iarraidh gun tèid foghlam tro mheadhan na Gàidhlig a stèidheachadh anns an sgìre.	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 the CEC residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education.
A' cur na Gàidhlig air adhart	**Promoting Gaelic**
Stiùir air leasachadh a' phròiseict agus brannd Capital Gàidhlig, a' togail air a' chomas a th' aige air a bhith a' toirt còmhla a' choimhearsnachd chultarail is cànain Ghàidhlig san fharsaingeachd agus an roinn turasachd, ceangailte ri agus a' toirt taic do leasachaidhean ann am FtG.	Lead on developing the Capital Gaelic project and brand, building on its potential for coalescing the wider Gaelic cultural and linguistic community and the tourism sector, linked to and supporting developments in GME.

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.

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.

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

Amasan Àrd-Ìre SpòrsAlba | SportScotland High Level Aims

Seisean Fosgailte
Cuspair 6.1 PT3

Plana Gàidhlig Eagran 2

Amasan Àrd-Ìre	High-level Aims
Airson an cur a-steach do dh'eagran 2 de Phlana Gàidhlig SpòrsAlba	**For inclusion in edition 2 of Sportscotland's Gaelic Language Plan**
A' cleachdadh na Gàidhlig	**Using Gaelic**
Obraichidh sinn còmhla ri ar com-pàirtichean an ùghdarrais ionadail agus urrasan cur-seachad agus buidhnean spòrs Gàidhlig làithreach gus cleachdadh na Gàidhlig a bhrosnachadh ann an spòrs. Nì seo fòcas air sgìrean aig a bheil goireasan foghlam tro mheadhan na Gàidhlig no far a bheil sgilean Gàidhlig aig 20% no barrachd de muinntir an sgìre. Rannsaichidh, leasaichidh agus nì sinn sgrùdadh air mòideal ionnsachadh air loidhne gus a' Ghàidhlig a chleachdadh ann an coidseadh, an dà chuid ann an àrainneachdan tro mheadhan na Gàidhlig agus dà-chananach, tron làrach ionnsachaidh didseatach agus leasachaidh againn. Brosnaichidh sinn cleachdadh iomairt Cleachdi ri luchd-obrach agus com-pàirtichean: #cleachdi Initiative	We will work with our local authority and leisure trust partners and existing Gaelic sporting organisations to encourage and support the use of Gaelic in sport. This will focus on areas with Gaelic medium education facilities or where 20% or more of the local population have Gaelic skills. We will research, develop and test an e-learning module for using Gaelic in coaching, in both Gaelic medium and bilingual environments, through our digital learning and development platform. We will promote the use of the Cleachdi initiative to staff and partners: #cleachdi Initiative
Ag ionnsachadh na Gàidhlig	**Learning Gaelic**
Bhrosnaichidh sinn ionnsachadh na Gàidhlig tro co-theacsa spòrs agus sunnd.	We will promote the learning of Gaelic through the context of sport and well-being.
A' cur na Gàidhlig air adhart	**Promoting Gaelic**
Obraichidh sinn còmhla ri pàirtearan ionadail gus taic agus brosnachadh a thoirt do chleachdadh stuthan sanasachd dà-chananach, gu sònraichte airson tachartasan a thèid an cumail ann an sgìrean far a bheil sgilean Gàidhlig aig muinntir an sgìre agus/no tachartasan le cudrom aig ìre sgìreil, nàiseanta no eadar-nàiseanta.	We will work with local partners to support and encourage the use of bilingual promotional material, particularly for events which take place in areas where the local population have Gaelic skills and/or events with regional, national or international importance.

Seallaidh sinn air cleachdadh ***Alba*** agus faclan is abairtean Gàidhlig iomchaidh eile air èideadhan an Ionad Nàiseanta agus **spòrs**alba institiud an spòrs, agus brosnaichidh sinn buidhnean riaghlaidh an spòrs ann an Alba an aon rud a dhèanamh, far a bheil seo iomchaidh.	We will look to incorporate the use of ***Alba*** and other appropriate Gaelic words and phrases on National Centre and **sport**scotland institute of sport uniforms, and encourage Scottish governing bodies of sport to do the same, where applicable.

Amasan Sheirbheisean Corporra	Corporate Service Aims
Inbhe	**Status**
Suaicheantas agus brannd A' cleachdadh an t-suaicheantais chorporra agus am brannd sa Ghàidhlig agus sa Bheurla aig a' chiad chothrom agus mar phàirt de phròiseas ath-nuadhachaidh sam bith. Bu chòir dhan t-suaicheantas a bhith a' comharrachadh cothromachd a thaobh an dà chànan.	**Logo and brand** Render the corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.
Soidhneadh Bidh soidhneadh a' gabhail a-steach na Gàidhlig agus na Beurla mar phàirt de phròiseas ath-nuadhachaidh sam bith.	**Signage** Signage will include Gaelic and English as part of any renewal process.
Conaltradh leis a' phoball	**Communicating with the public**
Adhartachadh Bidh fiosan deimhinneach gu bheilear a' cur fàilte air conaltradh leis a' phoball sa Ghàidhlig air an ath-aithris gu riaghailteach.	**Promotion** Positive messages that communication from the public in Gaelic is always welcome are regularly repeated.
Conaltradh ann an sgrìobhadh Thathar an-còmhnaidh a' gabhail ri conaltradh ann an sgrìobhadh sa Ghàidhlig (sa phost, post-dealain agus na meadhanan sòisealta) agus bidh freagairtean air an toirt sa Ghàidhlig a rèir a' phoileasaidh choitcheann.	**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.
Fàilteachas agus fòn Far a bheil e comasach do luchd-obrach a bhruidhneas a' Ghàidhlig an t-seirbheis seo a lìbhrigeadh, bidh iad a' faighinn taic gus seo a thabhann agus bidh am poball air a dhèanamh mothachail air an t-seirbheis. Mur eil luchd-obrach ann a lìbhrigeas an t-seirbheis seo, thèid comas a thogail tro threànadh agus trusadh.	**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. If there are not staff available to deliver this service, capacity will be built through training and recruitment.
Coinneamhan Poblach Bithear gu riaghailteach a' sgrùdadh agus ag adhartachadh chothroman gus coinneamhan poblach a chumail gu dà-chananach no sa Ghàidhlig. Sna suidheachaidhean cruinn-eòlach sin sa bheil na ceudadan no na h-àireamhan de luchd-labhairt na Gàidhlig nas àirde, bithear	**Public meetings** Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted. In those geographical locations in which the percentages or numbers of Gaelic speakers is greater, working towards this will be expected as standard.

a’ sùileachadh gum bi strì a dh’ionnsaigh seo àbhaisteach.	

Fiosrachadh	Information
Fiosan naidheachd Tha fiosan-naidheachd de dh’àrd-phrofail agus fiosan-naidheachd co-cheangailte ris a’ Ghàidhlig air an cuairteachadh an dà chuid sa Ghàidhlig agus sa Bheurla.	**News releases** High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
Meadhanan Sòisealta Tha susbaint Gàidhig air a chuairteachadh gu riaghailteach tro na meadhanan Gàidhlig, ag obair a dh’ionnsaigh meadhanan sòisealta a tha gu tur dà-chànanach.	**Social Media** Gaelic content distributed regularly through social media, working towards fully bilingual social media.
Làrach-lìn Tha susbaint Gàidhig ri fhaotainn air làrach-lìn an ùghdarrais phoblaich, le cudrom air a chur air na duilleagan leis an ruigsinneachd a dh’fhaodadh a bhith nas àirde, ag obair a dh’ionnaigh làrach-lìn a tha gu tur dà-chànanach sna h-àiteachan cruinn-eòlach sin sa bheil na ceudadan no na h-àireamhan de luchd-labhairt na Gàidhlig aig an ìre as àirde sa choimhearsnachd, bithear a’ sùileachadh gum bi seo mar nì àbhaisteach.	**Website** Gaelic content available on the public authority’s website, with emphasis given to the pages with the highest potential reach; working towards fully bilingual website in those geographical locations in which the percentages or numbers of Gaelic speakers is greater, speakers in the community, this will be expected as standard.
Foillseachaidhean Corporra Air an ullachadh sa Ghàidhlig agus sa Bheurla, le prìomhachas air a thoirt dhan fheadhainn aig a bheil an ruigsinneachd agus a’ bhuaidh a dh’fhaodadh a bhith na b’ àirde.	**Corporate Publications** Produced in Gaelic and English, with priority given to those with the highest potential reach and impact.
Cànan Tha pròiseas ann an àite gus deanamh cinnteach gu bheil càileachd agus ruigsinneachd na Gàidhlig àrd anns an fhiosrachadh chorporra air fad.	**Language** A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.
Taisbeanaidhean Bu chòir a bhith a’ sgrùdadh chothroman gu riaghailteach gus a bhith a’ lìbhrigeadh thaisbeanaidhean poblach ann an riochd dà-chànananch no sa Ghàidhlig, le prìomhachas air a thoirt do fheadhainn a bu mhotha aig am biodh buaidh.	**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
In-sgrùdadh Dèan in-sgrùdadh air sgilean Gàidhlig agus feumalachdan trèanaidh tro bheatha gach iris den phlana	**Internal audit** Conduct an internal audit of Gaelic skills and training needs through the life of each edition of the plan.

Inntrigeadh Tha eòlas air plana Gàidhlig an ùghdarrais phoblaich agus na cothroman trèanaidh air an leapachadh ann an inntrigeadh luchd-obrach ùra.	**Induction** Knowledge of the public authority's Gaelic language plan and training opportunities are embedded in new staff inductions
Trèanadh cànain Sgilean cànain Gàidhlig trèanadh agus leasachadh, air a lìbhrigeadh gu luchd-obrach, gu h-àraidh a thaobh a bhith a' cur an sàs plana Gàidhlig an ùghdarrais phoblaich.	**Language training** Gaelic language skills training and development, delivered to staff, particularly in relation to implementing the public authority's Gaelic language plan.
A' Cleachdadh na Gàidhlig Tha an luchd-obrach air am brosnachadh a bhith a' cleachdadh na Gàidhlig nan cuid obrach.	**Using Gaelic** Staff are encouraged to use Gaelic in their work.
Trèanadh a thaobh mothachadh Tha trèanadh air a lìbhrigeadh a thaobh aire mun Ghàidhlig , le prìomhachas air a thoirt a thaobh àrd-luchd-obrach, feadhainn eile a tha mar phrìomh luchd-co-dhùnaidh agus luchd-obrach a bhios a' dèiligeadh gu dìreach ris a' phoball.	**Awareness training** Gaelic awareness training delivered, with priority given to senior staff, other key decision makers and staff dealing directly with the public.
Trusadh Tha sgilean cànain Gàidhlig air an aithneachadh agus tha ùidh air a nochdadh dhaibh sa phròiseas trusaidh tron ùghdarras phoblach air fad.	**Recruitment** Gaelic language skills are recognised and respected within the recruitment process throughout the public authority
Tha a' Ghàidhlig air a h-ainmeachadh mar riatanach agus/ no ion-mhiannaichte ann an tuairisgeulan-obrach gus am plana cànain a lìbhrigeadh agus a bhith a rèir comhairle trusaidh Bhòrd na Gàidhlig.	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.
Sanasan-obrach dà-chànanach no sa Ghàidhlig a-mhàin airson gach dreuchd anns a bheil a' Ghàidhlig na sgil riatanach.	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 Bithear a' cleachdadh na Gnàthachasan Litreachaidh na Gàidhlig as ùire a thaobh nan nithean sgrìobhte air fad a bhios air an ullachadh leis an ùghdarras poblach.	**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 Bithear a' sireadh agus a' cleachdadh comhairle mu ainmean-àite bho Ainmean-Àite na h-Alba.	**Place-names** Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.

Seisean Fosgailte
Cuspair 6.2

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	26/01/2022
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	6.2

Tiotal a' Phàipeir	Planaichean Gàidhlig	
Moladh do Bhuill	Ri Aontachadh	
Neach-labhairt:	Jim Whannel, Stiùiriche Foghlaim	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba-stiùiridh	14/01/2022	Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 - PGR067 EO1 Coimisean Fearainn na h-Alba 2022-2027 PT2 - PGR007 E02 Comhairle Aonghais 2022-2027	

1.0	**Adhbhar**
1.1	A' sireadh aonta air 2 phlana reachdail fo Achd na Gàidhlig (Alba) 2005
2.0	**Cùl-fhiosrachadh**
2.1	Chaidh measadh a dhèanamh air an dà dhreachd phlana PGR067 E01 Coimisean Fearann na h-Alba agus PGR007 EO2 Comhairle Aonghais le pannal nam planaichean. Thug am pannal sùil-mhìonaideach air na planaichean agus mhol iad atharrachaidhean.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	Ghabh Coimisean Fearainn na h-Alba ris a' mhòr-chuid de na molaidhean aig a' phannal agus far nach do ghabh, tha oifigearan a' Bhùird riaraichte leis a' bhriathrachas a chleachd iad. Thathas a' moladh gun tèid aontachadh ris a' phlana seo.
3.2	Ghabh Comhairle Aonghais ris a' mhòr-chuid de na h-atharrachaidhean a mhol am pannal. agus far nach do ghabh, tha oifigearan a' Bhùird riaraichte leis a' bhriathrachas a chleachd iad. Thathas a' moladh gun tèid aontachadh ris a' phlana seo.
4.0	**Moladh**
4.1	Aire a thoirt don fhiosrachadh ann am PT1 agus PT2
4.2	Aonta a chur ris na dreachd phlanaichean PGR067 E01 Coimisean Fearainn na h-Alba 2022-2027 agus PGR007 E02 Comhairle Aonghais.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas** Chan eil buaidh ann.
5.2	**Buaidhean air Luchd-obrach** Chan eil buaidh ann.
5.3	**Buaidhean air Trèanadh** Chan eil buaidh ann.
5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra** Tha dlùth cheangal ann eadar na planaichean reachdail seo agus a' cur air adhart cleachdadh, ionnsachadh agus ìomhaigh na Gàidhlig anns na sgìrean seo agus gu nàiseanta.

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**
Tha cunnart ann gum bi eus-aonta eadar Bòrd na Gàidhlig agus ùghdarras poblach a' toirt droch bhuaidh air gach buidheann. Anns an t-suidheachadh seo ge-tà, bha oifigearan a' Bhùird agus na h-oifigearan aig Coimisean Fearainn na h-Alba agus Comhairle Aonghais ag obair gu math còmhla, dhan ìre far a bheil e comasach moladh aonta a thoirt seachad.

5.7 **Buaidhean air Slàinte is Sàbhailteachd**
Chan eil buaidh ann.

5.8 **Buaidhean Laghail**
Tha na planaichean reachdail seo a' tighinn fo sgèith Achd na Gàidhlig (Alba) 2005 agus tha dleastanasan aig Comhairle Aonghais fo sgèith Achd an Fhoghlaim (Alba) 2016 co-cheangailte ri foghlam Gàidhlig a bhrosnachadh.

5.9 **Buaidhean air Co-ionannas**
Chan eil buaidh dhìreach air co-ionannas tron phlana seo ach bidh oifigearan a' Bhùird a' cumail sùil air cùisean co-ionannachd mar phàirt den phròiseas dearcnachaidh ann an co-bhonn leis an ùghdarras seo.

5.10 **Buaidhean air an Àrainneachd**
Cha bhi buaidh ann.

SCOTTISH LAND COMMISSION
COIMISEAN FEARAINN NA H-ALBA

Scottish Land Commission Gaelic Language Plan

Coimisean Fearainn na h-Alba Plana Gàidhlig

2022-2027

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on [insert date] 2022.

Seisean Fosgailte
Cuspair 6.2 PT1

Foreword

The Gaelic language plays an important role in many communities thoughout Scotland and in the culture and heritage of many areas across the country. This dualchas, or heritage, is also present in the idea of the land. Land is at the heart of Scotland's identity, economy and communities. The Scottish Land Commission is driving a programme of land reform spanning both urban and rural land, to improve the productivity, diversity and accountability of the way Scotland's land is owned and used.

There is a longstanding connection between land reform, the Gaelic language, and people. 'An Tìr, an Cànan 's na Daoine' – which translates as 'the land, the language and the people' – was the motto of the Highland Land League, a 19th century land reform association. Their choice of this phrase as their motto reflects how the three elements are so closely interlinked. This heritage of the connection between language, people and land continues today and the Scottish Land Commission is committed to supporting the Gaelic language through the development and implementation of our Gaelic Language Plan.

Since it was established in 2017, the Scottish Land Commission has upheld the values of integrity, challenge, innovative and empowerment. Our values of integrity '*working for and accountable to the people of Scotland*' and challenging '*leading change by challenging ourselves and others*' are particularly relevant to the development of our Gaelic Language Plan. The Scottish Land Commission's work contributes to the successful delivery of the Scottish Government's aim in ensuring the language has a sustainable future in Scotland. By enabling the use of Gaelic in the delivery of our services we are helping to ensure that the language is supported in all areas of Scottish public life.

We are working for the people of Scotland by demonstrating inclusivity of language as we move forward and continue to grow as an organisation, and we are leading change by demonstrating our support for the Gaelic language in the hopes that our commitment is an inspiration for others to do so.

We are committed to the aspirations and objectives included 'in the Gaelic Language (Scotland) Act 2005 and the National Gaelic Language Plan'. We will deliver our Gaelic language plan commitments giving equal respect to Gaelic and English. We will actively keep staff and the public informed of the opportunities that exist to use Gaelic in relation to our work, and our vision for the Scottish Land Commission includes active use of Gaelic.

Andrew Thin
Chair
Scottish Land Commission

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Summary

The Scottish Land Commission recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. There is a time-honoured interconnection between the people of Scotland, their close connection to living on and working the land, and the Gaelic language. The Scottish Land Commission is committed to the objectives set out in the National Gaelic Language Plan and has put in place the necessary structures and initiatives to help create a sustainable future for Gaelic Scotland.

The Scottish Land Commission recognises that the position of Gaelic is extremely fragile and if Gaelic is to continue as a living language in Scotland, a concerted effort on the part of government, the public and private sectors, community organisations and individual speakers is required to:

- Enhance the status of Gaelic
- Promote the acquisition and learning of Gaelic
- Encourage the increased use of Gaelic.

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

The Scottish Land Commission's Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act, with regard to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.

Introduction

Setting the context for developing Gaelic Language Plans

The Gaelic Language (Scotland) Act 2005

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

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig (the Scottish Government's principal Gaelic development body) to require public bodies to prepare a Gaelic Language Plan. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising its status and profile and creating practical opportunities for its use.

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

The requirement to prepare a Gaelic Language Plan

The requirement for a public body to prepare a Gaelic Language Plan is initiated by Bòrd na Gàidhlig issuing a formal notice to that effect under section 3 of the 2005 Act.

Approval of the Scottish Land Commission's Gaelic Language Plan:

The Scottish Land Commission's Gaelic Language Plan was approved by Bòrd na Gàidhlig on [insert date] 2022.

Consultation on a Draft Gaelic Language Plan

The 2005 Act requires public bodies to bring the preparation of their Gaelic Language Plans to the attention of all interested parties. The Scottish Land Commission consulted publicly on the draft of its Gaelic Language Plan and took representations made to it into account during the consultation process. Results of this consultation can be found in Appendix B. The draft plan was promoted through the Commission's various media channels including social media, newsletters and media releases and the public was invited to comment on the draft via email or letter.

The Scottish Land Commission

The Scottish Land Commission is a NDPB (non-departmental public body) accountable to Scottish Ministers, who are themselves accountable to the Scottish Parliament. The Commission was established on 1 April 2017 by the Land Reform (Scotland) Act 2016 and is wholly funded by the Scottish Government with a budget of £1.5m. It is working to make more of Scotland's land by stimulating fresh thinking, supporting change on the ground and making recommendations to Scottish Ministers, where appropriate, for legislative and policy change across its three priority areas of work, reforming land

rights, embedding responsible land ownership and use and reforming land markets.

Structure

The Scottish Land Commission's Board of Commissioners comprises six Commissioners, including one Tenant Farming Commissioner, all of whom were appointed by the Minister for Environment, Climate Change and Land Reform. The Commissioners are publicly appointed by and accountable to Scottish Ministers. According to the Land Reform (Scotland) Act 2016, Section 11 – Eligibility for appointment, subsection (2): "In appointing the Land Commissioners, the Scottish Ministers must take every reasonable step to ensure that at least one of the Commissioners is a speaker of the Gaelic language."

The Scottish Land Commission's 16 members of staff are employed directly by the Scottish Land Commission and are accountable to the Chief Executive. The Chief Executive, as Accountable Officer, is accountable to Scottish Ministers. There are currently no language requirements for Commission staff members to have Gaelic language skills.

The Scottish Land Commission's office is located in Longman House, Inverness. The Commission's logo is bilingual and it currently publishes its Annual Report and Strategic Plan in both English and Gaelic.

Gaelic within the Commission's area of operation

The Scottish Land Commission is driving a programme of land reform spanning both urban and rural land, to improve the productivity, diversity and accountability of the way Scotland's land is owned and used. The Scottish Land Commission operates across the whole of Scotland and recognises the diverse and distinct cultural heritage of the country. The Commission recognises that Gaelic speakers are spread across Scotland. According to the most recent census (2011) 87,100 people in Scotland (1.7% of the population) had some Gaelic skills, with 57,600 people across the country recording they could speak Gaelic (1.1% of the population).

In the Highlands and Islands there is a rich heritage of Gaelic and strong areas of modern usage. Over half of Gaelic speakers live in the Highland counties and Gaelic is spoken by a majority of people in the *Comhairle nan Eilean Siar* (Western Isles) council area, an area with particularly strong historical links to the language. Research prepared by the Crofting Commission suggests that there is a particularly strong relationship between the proportion of Gaelic speakers and registered crofters across the Highlands and Islands.

In other areas such as the Central Belt and the Borders, Gaelic is experiencing a revival. In contrast, in other areas of the Commission's area of operation – Orkney and Shetland – there are not strong historical links with Gaelic and the number of speakers reflects this.

The Scottish Land Commission has adopted a standardised level of provision applying to all of our areas of operation, with the aim of providing an enhanced level of provision in areas where the number of Gaelic speakers is greater.

In terms of developing the next generation of Gaelic speakers, in 2018-19 there were 6,777 children in Gaelic medium education (GME) across Scotland:

- Gaelic Provision (0-3) – 931 children in 60 locations
- Gaelic nurseries (aged 2-4) – 1,078 in 56 nurseries
- Gaelic medium education in primary (P1-P7) – 3,471 pupils in 60 schools

- Gaelic medium education in secondary (S1-S6) – 1,423 pupils in 34 schools.

There are numerous opportunities for adult Gaelic classes across the Commission's national area of operation, ranging from informal 'conversation café' sessions and evening courses to formal higher education courses. Further information can be found on www.learngaelic.net.

There is a wide range of Gaelic organisations and community organisations involved in Gaelic located across the Commission's national area of operation, from local Gaelic societies to national organisations such as Comann nam Pàrant representing parents whose children are educated through GME nationwide. There are also a wide range of Gaelic events held across Scotland for speakers all levels of the language from 'conversation cafés' at local bun-sgoils to the Mòd Nàiseanta Rìoghail.

Across the Commission's area of operation, there are also numerous Gaelic organisations such as Fèisean nan Gàidheal, An Lòchran, Tobar an Dualchais, Comunn na Gàidhlig and An Comunn Gàidhealach, amongst others.

It is designated for one of the Land Commissioners to be a Gaelic speaker: there are currently two Commissioners with Gaelic language skills. There are currently no designations and/or requirements for the Commission's staff to have Gaelic language skills, though some members of staff do have Gaelic language skills and this is under consideration.

The Scottish Land Commission commits to supporting the aims of the National Gaelic Language Plan to increase the use of Gaelic, increase the learning of Gaelic and to promote a positive image of Gaelic.

Gaelic within the Scottish Land Commission

The Scottish Land Commission believes that land is at the heart of Scotland's identity, economy and communities. With a strong historical connection between people and the land, especially Gaelic-speaking people in the Highlands and the Western Isles, the Commission is in a significant position to contribute to the development of Gaelic within an organisational setting.

By working towards the Scottish Land Commission's vision of "a fair, inclusive and productive system of ownership, management and use of land that delivers greater benefit for all the people of Scotland," as stated in the Commission's Strategic Plan 2020-23, the following successful outcomes will be achieved in relation to supporting Gaelic:

- The status of indigenous languages and dialects raised within our organisation
- The opportunity to learn Gaelic is provided within our organisation.

The Commission works with a range of partner organisations and we will be exploring opportunities with our partners in linking the heritage and future of land reform and Gaelic.

Internal Gaelic Capacity Audit

The Scottish Land Commission conducted an audit of existing internal Gaelic capacity as part of the preparation of this Gaelic Language Plan. The results of this audit were taken into consideration when developing commitments in the plan, and have assisted the Commission in ascertaining how to establish, maintain or improve practices in order to develop the use of the Gaelic language.

A Gaelic Language Survey was carried out in February 2020 on Commission staff to determine their understanding and ability to speak, read, write and understand Gaelic. Due to the relatively new status of the organisation, this was the first time for such a survey and it will be used as a baseline measurement in future staff surveys, demonstrating our commitment to maintaining viable data on our staff Gaelic language skills.

Out of 16 individuals invited to participate in the survey, 13 – or 81% – responded.

The survey found that out of those who responded, when asked about their Gaelic language skills (speaking/reading/writing/understanding):

- 85% of staff self-identify as having no Gaelic skills
- 15% of staff self-identify as having basic to intermediate Gaelic skills
- 0% of staff currently consider themselves to be fluent in Gaelic.

It is unknown whether the members of staff who do have some level of Gaelic use Gaelic day to day in the workplace: this question will be added to the next staff survey.

Of the 85% of respondents who do not currently have Gaelic language skills:

- 46% would be interested in developing Gaelic skills through further training
- 23% would be interested in developing awareness of Gaelic through further training.

For those staff interested in taking part in Gaelic awareness training and Gaelic language skills development, this will be taken forward in our plan commitments.

The Commission produces its Annual Report and Strategic Plan in Gaelic. It has conducted a feasibility study into producing its website in Gaelic which will be reviewed with results incorporated into the next edition of the Commission's Gaelic language plan.

The full audit and Gaelic Language Survey results can be found in Appendix 1.

The Gaelic Language Plan in the Corporate Structure

This plan is the policy of the Scottish Land Commission and has been endorsed by its senior management team and Board members.

Position with operational responsibility over the plan

The senior officer with operational responsibility for overseeing the preparation, delivery and monitoring of the Scottish Land Commission's Gaelic Language Plan is:

Posy MacRae
Head of Communications and Corporate Services
Scottish Land Commission
Longman House
28 Longman Road
Inverness
IV1 1SF
01463 423 309
posy.macrae@landcommission.gov.scot

Position with day-to-day responsibility over the plan

The officer with operational responsibility for the day-to-day operation of the Scottish Land Commission's Gaelic Language Plan is the Communications Manager. Questions about the day-to-day operation of the plan should be addressed to:

Jess Barbier-Marsden
Communications Manager
Scottish Land Commission
Longman House
28 Longman Road
Inverness
IV1 1SF
01463 423 313
jess.barbier-marsden@landcommission.gov.scot

Individual staff members

The Scottish Land Commission will inform staff of their duties under the Gaelic Language Plan through regular internal communications, including monthly conversations with line managers, team meetings and use of the staff intranet.

Services delivered by third parties and Arm's Length Organisations

The Scottish Land Commission will ensure that those who deliver services/goods on the Commission's behalf are aware of and will adhere to the commitment of our Gaelic Language Plan through stating the requirement in the tendering and contracting of services/goods. Any services delivered by third parties will adhere to the principles of the Scottish Land Commission Gaelic Language Plan where Gaelic is a required part of the contract.

Planning and Policy Implications for Gaelic

Mainstreaming Gaelic

The Scottish Land Commission recognises that the various priority areas identified in the National Gaelic Language Plan will be primarily implemented through our Gaelic Language Plan but that opportunities will arise to promote and develop the language through existing policy measures. The Commission will examine current policy commitments to identify areas where Gaelic can be proactively incorporated and the priorities of the National Gaelic Language Plan initiated through additional methods. We see this development as corresponding to the normalisation principle which aims to include Gaelic as an everyday part of life in Scotland.

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

Commitment to the objectives of the National Gaelic Language Plan

The Scottish Land Commission is committed to ensuring that the National Gaelic Language Plan is implemented and we are committed to the National Gaelic Language Plan's main objectives of increasing the use of Gaelic, increasing the learning of Gaelic and promoting a positive image of Gaelic. We will work towards these three aims in the following areas

Home and early years

The Scottish Land Commission recognises that a sustainable future for Gaelic requires more people to learn the language and that attention requires to be focused on the home, education and adult learning as the key means of achieving this. Some members of staff currently have their children enrolled in GME and they have been open to explaining the benefits of bilingual education to other staff members.

Education

The Scottish Land Commission recognises that creating a sustainable future for Gaelic requires not only increasing the number of people able to speak the language, but also in supporting increasing its actual daily usage. We recognise the importance of enabling more people to use Gaelic as their preferred and normal mode of communication in an increasingly wide range of daily activities. Staff are encouraged to take advantage of opportunities to develop Gaelic awareness and to acquire Gaelic language skills.

Community

The Scottish Land Commission recognises that the status of a language is affected by its presence in the daily environment and the extent to which it is used, valued, and perceived to be valued by those institutions which play an important role in our daily lives:

- Increasing the profile and use of Gaelic through the availability of a range of Gaelic medium services in areas where 20% or more of the population have Gaelic abilities
- Supporting initiatives that make use of the skills and abilities of Gaelic speakers in community activities.

The Workplace

The Scottish Land Commission recognises the need to strengthen the relevance and consistency of Gaelic, the importance of facilitating translation services, and expanding the use of Gaelic in places of work:

- Creating a positive attitude to Gaelic in the workplace through awareness-raising and signage
- Increasing opportunities for staff to learn Gaelic and for speakers to develop their language skills
- Promoting recruitment of Gaelic speakers to ensure the language is increasingly visible and used in the workplace and in providing services to the public.

Those members of staff that do have Gaelic language skills are encouraged to speak it and to utilise it as part of their daily working practices.

Arts & Media; Heritage & Tourism

The Scottish Land Commission recognises the role of arts and media, heritage and tourism as a means of promoting Gaelic, attracting people to it and enhancing their commitment through opportunities to learn, use and develop Gaelic. To increase the profile of Gaelic, the Commission will have its sign within Longman House translated into Gaelic and will continue to develop its relationship with a reputable translation service.

Corpus

The Scottish Land Commission recognises the need to coordinate initiatives to strengthen the relevance and consistency of Gaelic, and its visibility. To achieve this the Commission will continue to develop its relationship with a reputable translation service.

Scottish Government National Priorities

The Commission is working to strengthen the language across our communications and its use across our organisation. The Scottish Land Commission is committed to achieving the Scottish Government's national outcomes that focus on:

- Creating a more successful country
- Giving opportunities to all people living in Scotland
- Increasing the wellbeing of people living in Scotland
- Creating sustainable and inclusive growth
- Reducing inequalities and give equal importance to economic, environmental and social progress.

Plan Commitments

High Level Commitments

The following high-level aims have been outlined as the key priorities for the Commission in support of the current National Gaelic Language Plan and National Outcomes:

- Using Gaelic – Provide Gaelic services and resources in delivering the Commission's Strategic Plan
- Learning Gaelic – Increase Gaelic awareness and support the learning of Gaelic in the workplace
- Promoting Gaelic – Promote a positive image of Gaelic across the Land Commission's work.

The Commission is committed to achieving these high-level commitments through the implementation of this Gaelic Language Plan.

Service Standard Commitments

In its statutory *Guidance on the Development of Gaelic Language Plans*, Bòrd na Gàidhlig notes that creating the right environment for the use of Gaelic in public life is one of the key components of language regeneration.

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

- Visibility
- Staffing
- Day to day operations
- Communications
- Corpus.

The core area commitments play an important role in raising the profile and visibility of Gaelic. The Commission will enable and encourage the use of Gaelic through the above core areas, to raise the profile of Gaelic in its business functions and in the delivery of its regulatory services.

The Scottish Land Commission is committed to furthering the usage of Gaelic, and this section sets out the level of Gaelic provision which it intends to provide in the four-year lifetime of the plan. This first edition of the Gaelic Language Plan represents a starting point, and the Scottish Land Commission hopes to exceed targets and increase Gaelic provision gradually over the lifetime of the plan.

The following pages detail the actions the Scottish Land Commission will be taking, in relation to the service standard commitments, over the next four years to deliver this Plan effectively.

The Commission will ensure that an active offer is made on all of its Gaelic and bilingual services and ensure that equal respect is shown to Gaelic through these services.

Visibility

The presence of Gaelic in the corporate identity and signs of a public authority greatly enhances the visibility of the language, increases its status and makes an important statement about how Gaelic is valued and how it is given recognition. Developing the use of Gaelic through signage can also enrich speakers' vocabulary, raise public awareness of the language and contribute to its development.

We will explore the opportunities for Gaelic resource/activity sharing with other organisations in Longman House for example, on bilingual signage and offering Gaelic training to other organisations.

The Scottish Land Commission recognises the importance of extending the visibility of Gaelic and enhancing its status.

No.	Outcome	Current Practice and/or Action Required	Current	2022	2023	2024	2025	2026	Lead
Corporate logo									
1	Visible and tangible normalisation of Gaelic as a core element of the Scottish Land Commission's identity and signage	The Commission's logo is fully bilingual	✓						Comms
		The Commission review it's logo to ensure equal respect to Gaelic and English, including through font size and colour						✓	Comms
2		The Commission's corporate stationary including letterheads, compliment slips and business cards is fully bilingual			✓				Comms

3		Job titles, divisional and team names published bilingually across all channels including email signatures			✓				Comms

No.	Outcome	Current Practice and/or Action Required	Current	2022	2023	2024	2025	2026	Lead
4		Publish corporate publications, e.g. Annual Report, bilingually	✓						Comms
Signage									
5	Visible and tangible normalisation of Gaelic as a core element of the Scottish Land Commission's identity and signage	External signs on office buildings and in parking areas are fully bilingual			✓				Longman House User Group
6		All internal signage is fully bilingual				✓			Longman House User Group

7		Signs and information for the public in the building's reception area is fully bilingual where possible	✓						Longman House User Group

Staffing

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

The use of Gaelic in advertising also helps recognise that Gaelic should be used in public life and that Gaelic users have an important role to play within public organisations. Whatever the level of Gaelic skills required it is important that authorities and organisations ensure that Gaelic is a genuine occupational requirement. Authorities should adopt and apply objective criteria to ensure appointments are made in each case on a fair and consistent basis, and reflect the identified skills needs of the post.

According to the Land Reform (Scotland) Act 2016 which established the Scottish Land Commission, one of the Commissioners must be a Gaelic speaker; this Commissioner currently acts as the Commission's Gaelic spokesperson. The Scottish Land Commission recognises the importance of seeing Gaelic as an important job skill and of identifying situations in which its use is essential or desirable. The Commission also recognises the importance of enabling staff and Commissioners to develop their Gaelic skills if they wish to do so.

No.	Outcome	Current Practice and/or Action Required	Current	2022	2023	2024	2025	2026	Lead
Advertising of Posts and Recruitment of Gaelic Speakers									
8	The Scottish Land Commission's recruitment policy increases the number of Gaelic users within the organisation.	Recruitment policy recognises Gaelic as a desirable job skill		✓					SMT

No.	Outcome	Current Practice and/or Action Required	Current	2022	2023	2024	2025	2026	Lead
9		Recruitment for posts in corporate services team identifies Gaelic as a desirable skill			✓				SMT
10		In line with the Land Reform (Scotland) Act 2016 Scottish Government must take reasonable steps to ensure that one of the Commissioners is a Gaelic speaker and in steps for reappointment	✓		✓				SG
11		Gaelic is specified as a desirable skill when recruiting for all posts			✓				SMT
12		Career opportunities for Gaelic users highlighted when posts are advertised			✓				SMT
13		Where a certain level of Gaelic language skills is part of the job description, the post is advertised bilingually			✓				SMT

No.	Outcome	Current Practice and/or Action Required	Current	2022	2023	2024	2025	2026	Lead
Gaelic Language Learning									
14	Scottish Land Commission staff and Commissioners supported to learn Gaelic and given opportunities to use Gaelic skills at work	Staff/Commissioners' newsletters to feature information about Gaelic learning opportunities		✓					Comms
15		Noticeboards updated with information about Gaelic learning opportunities		✓					Comms / Longman House User Group
16		Staff and Commissioners will be offered info on Gaelic language training and encouraged to develop their Gaelic language skills as part of their training plans			✓				SMT
Gaelic Awareness Training & Encouraging the Use of Gaelic in the Workplace and Internal Communication									
17	Scottish Land Commission staff and Commissioners supported to learn Gaelic and given opportunities to use Gaelic skills at work	Gaelic language plan circulated bilingually to staff and Commissioners and raise awareness of Commission's commitment to Gaelic		✓					Comms
18		Gaelic awareness training available to staff and Commissioners			✓				SMT

No.	Outcome	Current Practice and/or Action Required	Current	2022	2023	2024	2025	2026	Lead
19		Raise awareness of Gaelic information available to staff and Commissioners		✓					Comms
20		Actively promote Gaelic learning and opportunities to staff and Commissioners		✓					Comms

Day to day Operations

The use of Gaelic at the initial point of contact that members of the public have with a public organisation increases the visible and audible presence of the language, and contributes to the sense that the use of Gaelic is possible and welcome. In addition to raising the profile of the language, it also creates opportunities for its practical use and encourages members of the public to use Gaelic in subsequent dealings with the public organisation.

The use of Gaelic in interactions with the organisation by mail, email and by telephone is important in creating practical opportunities for the use of the language, and in contributing to the sense that its use is possible and welcome. The presence of Gaelic in a wide range of bilingual forms and Gaelic-only forms can also greatly enhance the visibility and prestige of the language. The preparation of Gaelic forms, applications and similar documents, can also assist in expanding the range of Gaelic terminology and the awareness of the Gaelic-speaking public of such terminology, thus helping the development of the language itself.

The Scottish Land Commission recognises the importance of creating opportunities for the practical use of Gaelic in a wide range of everyday situations and is committed to increasing its level of provision in this area.

No.	Outcome	Current Practice and/or Action Required	Current	2022	2023	2024	2025	2026	Lead
Telephone									
21	The Scottish Land Commission welcomes telephone communication in Gaelic	Members of the Corporate Services team will be given appropriate training in basic Gaelic telephone phrases and encouraged to answer the phone in Gaelic when possible			✓				SMT

No.	Outcome	Current Practice and/or Action Required	Current	2022	2023	2024	2025	2026	Lead
22		Bilingual message on Commission voicemail		✓					Corporate Services
23		Encourage and support staff to have bilingual voicemail messages			✓				Corporate Services
24		Members of the public preferring to communicate in Gaelic will be signposted to selected staff who have the appropriate language skills to fulfil this			✓				Corporate Services
Frontline services to the public									
25		Members of the Corporate Services Team will be given training in basic Gaelic phrases to communicate with members of the public preferring to communicate in Gaelic			✓				SMT

No.	Outcome	Current Practice and/or Action Required	Current	2022	2023	2024	2025	2026	Lead
Written Correspondence									
26	The Scottish Land Commission welcomes and initiates written communication in Gaelic	Commitment given to promote supportive attitude to Gaelic throughout the organisation		✓					Chief Exec
27		Mail and emails received in Gaelic will receive a response in Gaelic using a translation service in line with the Commission's communication timeframe commitment			✓				Corporate Services
28		Develop a standard bilingual email signature to be available for all staff			✓				Comms
29		Actively encourage all staff to use the bilingual email signature			✓				Comms

No.	Outcome	Current Practice and/or Action Required	Current	2022	2023	2024	2025	2026	Lead
30		Scottish Land Commission contact details are bilingual			✓				Comms
31		Automated email disclaimers are bilingual	✓						Information Systems
Forms									
32	Scottish Land Commission forms and guidance are bilingual	The organisation welcomes and encourages the completion of forms and correspondence in Gaelic			✓				SMT
33		The Commission will publish its most commonly used forms in Gaelic and increase the use and visibility of Gaelic on all other forms						✓	Comms
34		The Commission increases the number of corporate forms in Gaelic yearly until all corporate forms are available in Gaelic						✓	SMT

No.	Outcome	Current Practice and/or Action Required	Current	2022	2023	2024	2025	2026	Lead
35		Publish corporate guidance notes in Gaelic					✓		SMT
36		Feedback and complaint forms and guidance notes are available in Gaelic					✓		Comms
37		Carry out a review of additional forms and guidance which could be provided bilingually			✓				Comms
Public Meetings									
38	Members of the public participate in Scottish Land Commission meetings in their language of choice	A Gaelic speaking Commissioner and/or member of staff present at public meetings in the Western Isles, Highland and Argyll areas			✓				Comms
39		Advertise to the public that they can request that the Commission holds meetings in Gaelic by the end of 2022			✓				Comms

No.	Outcome	Current Practice and/or Action Required	Current	2022	2023	2024	2025	2026	Lead
40		Meetings conducted in Gaelic where at least 20% of the population have Gaelic speaking skills.			✓				Comms

Communications

The use of Gaelic in the media and a range of printed material can assist Gaelic development in a variety of ways. It helps increase the visibility of the language, it enhances Gaelic's status by being used in high profile publications, and it can help develop new and enhance existing terminology. The use of Gaelic in the media helps demonstrate a public organisation's commitment to making important information available through the medium of Gaelic, as well as enhancing the visibility and status of the language. As more people access information about public organisations through their websites, making provision for the use of Gaelic can significantly enhance the status and visibility of the language.

The Scottish Land Commission is committed to increasing the use of Gaelic in these areas where the subject matter is of most interest to the general public or relates specifically to Gaelic issues.

No.	Outcome	Current Practice and/or Action Required	Current	2022	2023	2024	2025	2026	Lead
Media and Public Relations									
41	Visible and tangible normalisation of Gaelic as a core element in the Scottish Land Commission's public relations	High impact press releases and press releases relating to matters where at least 20% of the population have Gaelic skills to be produced bilingually.			✓				Comms
42		A Gaelic spokesperson is provided for Gaelic interviews where possible	✓						Comms
43		Develop use of multimedia and produce bilingual videos	✓		✓				Comms

No.	Outcome	Current Practice and/or Action Required	Current	2022	2023	2024	2025	2026	Lead
Printed Materials									
44	Scottish Land Commission literature and papers published in Gaelic	Corporate publications are produced bilingually The Annual Report and Strategic Plan are currently available bilingually: in 2022 we aim to make our Annual Review available in Gaelic with all corporate publications being available bilingually by 2025.	✓		✓			✓	Comms
45		Gaelic translation of approved Board minutes published on our website						✓	Comms
46		Increase the visibility of Gaelic across all marketing materials				✓			Comms
47		Public meeting adverts to be bilingual for areas where at least 20% of the population (Western Isles, Argyll, and Highlands) uses Gaelic			✓				Comms

No.	Outcome	Current Practice and/or Action Required	Current	2022	2023	2024	2025	2026	Lead
Website and Social Media									
48	Increased visibility of Gaelic on the English version of the Scottish Land Commission social media sites and website	Increase the amount of fully Gaelic and bilingual content on all social media platforms.			✓	✓	✓	✓	Comms
49		Produce bilingual e-newsletter				✓			Comms
50		Review provision of Gaelic content on the Commission's website			✓				Comms

No.	Outcome	Current Practice and/or Action Required	Current	2022	2023	2024	2025	2026	Lead
Events and Exhibitions									
51	Visible and tangible normalisation of Gaelic as a core element in the Scottish Land Commission's functions	All corporate display materials (e.g. pop-up banners) to be bilingual on a replacement basis and/or at the first opportunity				✓			Comms
52		Strong presence of Gaelic at biennial conference, including in presentations, agenda and delegate pack				✓		✓	Comms

Corpus

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

The Scottish Land Commission recognises the importance of developing the Gaelic language to ensure that it is fit for all appropriate purposes and for use in the growing range of contexts in which it features.

No.	Outcome	Current Practice and/or Action Required	Current	2022	2023	2024	2025	2026	Lead
Gaelic Orthographic Conventions									
53	The Scottish Land Commission will adhere to Gaelic Orthographic Conventions	The Commission will ensure that translating services contracted are in line with the latest orthographic conventions	✓						Comms
Observation to correct place names									
54	The Scottish Land Commission will make certain that correct place names are being used across the organisation	Correct place names are to be used across all aspects of the organisation such as maps, correspondence and publications in line recommendations from Ainmean-Àite na h-Alba	✓						Comms

No.	Outcome	Current Practice and/or Action Required	Current	2022	2023	2024	2025	2026	Lead
Translating and Interpreting Service Standards									
55	Maintain a high level of translation standards	Review translation and interpreting services and confirm they are in line with industry standards	✓						Comms

Implementation and Monitoring

Timetable

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

In Chapter 4: Plan Commitments we have set out the individual target dates for when we expect to implement specific commitments.

Publicising the Plan

The Scottish Land Commission's Gaelic Language Plan will be published bilingually on our website. In addition, we will:

- Issue a bilingual press release announcing the approval and publication of the plan
- Arrange for media interviews to be offered in Gaelic and English
- Tell staff and stakeholders about the new plan and how to access it through newsletters and the intranet
- Raise public awareness of the plan through social media
- Informing staff members of their duties under the plan.

Resourcing the Plan

The majority of activities outlined in this plan will be, or have already been, incorporated and resourced through the Scottish Land Commission's budgets agreed with its sponsor, Scottish Government.

Monitoring the Implementation of the Plan

The Commission will monitor the implementation of the plan through regular reporting to the Commission's Senior Management Team and a quarterly discussion at the Commission Board meetings. The Board will also receive a detailed annual report on progress, which will then be submitted to Bòrd na Gàidhlig.

Appendix 1 – Internal Gaelic Capacity Audit

Gaelic Language Staff Survey Results

As part of the annual staff survey that was carried out in February 2020, Commission staff were asked to self-determine their understanding and ability to speak, read, write, and/or understand Gaelic. It is the first time that staff have been audited on their Gaelic awareness and abilities. The question will be used as a baseline in future staff surveys.

Out of the 16 individuals invited to participate in the survey, 13 responded, giving an 81% response rate. Due to the small number of responses (less than five) received to certain questions, percentages rather than exact numbers have been used in an effort to reduce the ability to identify user-specific responses in order to comply with GDPR.

Summary of Question

Q11 We are currently developing our Gaelic Language Plan. To help us, we would like to build a profile of our staff's Gaelic language abilities.

a) How would you assess your ability to:

	None	Basic	Intermediate	Fluent
Read Gaelic				
Write Gaelic				
Speak Gaelic				
Understand Gaelic				

b) Would you be interested in developing your Gaelic skills through further training? Y/N
c) Would you be interested in developing your awareness of Gaelic through further training? Y/N

Summary of Results of those surveyed

According to the responses received:

- Majority of staff self-identify as having no Gaelic skills
- Few staff self-identify as having basic to intermediate Gaelic speaking skills
- Few staff self-identify as having intermediate Gaelic reading skills
- Few staff self-identify as having basic/intermediate Gaelic writing skills
- Few staff self-identify as having basic/intermediate ability to understand Gaelic
- No staff currently consider themselves to be fluent in Gaelic.

Q11b Would you be interested in developing your Gaelic skills through further training?

- 46% – YES
- 54% – NO

Q11c Would you be interested in developing your awareness of Gaelic through further training?

- 23% – YES
- 77% – NO

Respondents were not asked about their current levels of Gaelic language awareness: the relatively high rate of disinterest in awareness training may result from a correspondingly high level of existing awareness. A question relating to existing levels of Gaelic language awareness will be added to the next staff survey in order to help quantify this gap.

Those members of staff who expressed an interest in developing Gaelic awareness and Gaelic language skills will be encouraged to take this forward through their annual personal development plans.

Inventory of the Scottish Land Commission's existing Gaelic and bilingual materials

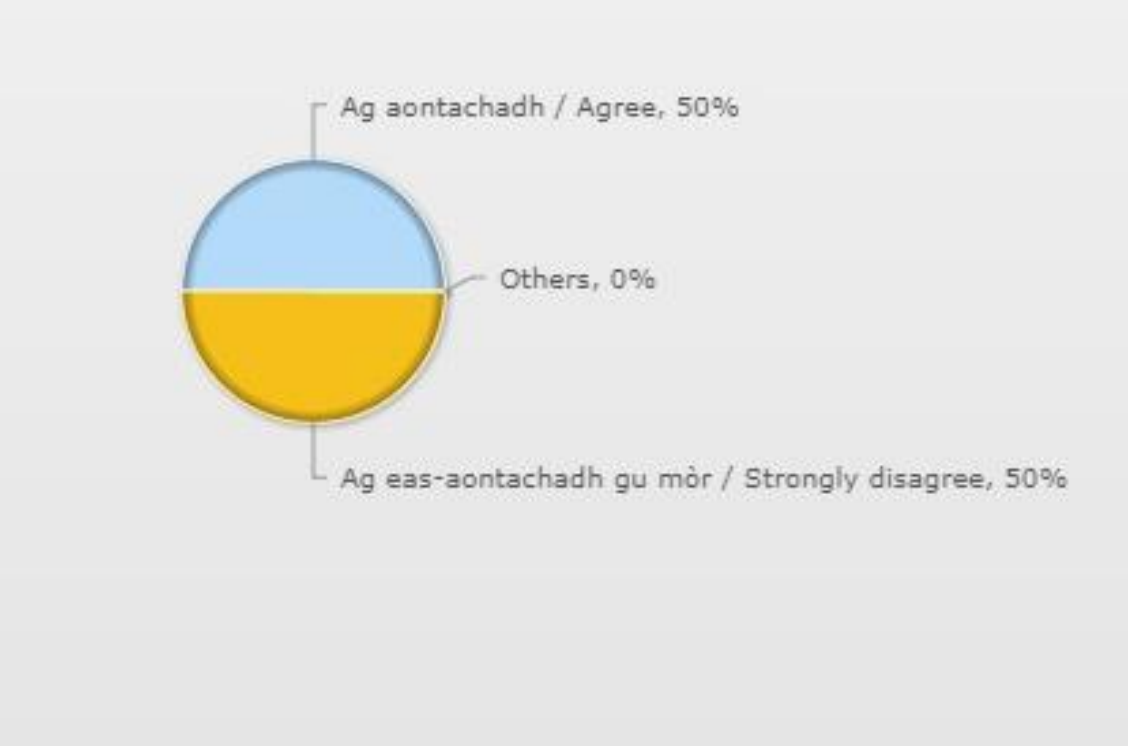
Media and Public Relations	Gaelic spokesperson for the Commission. Offer interviews in Gaelic
Printed Material	2018 Annual Report – bilingual 2019 Annual Report – bilingual 2018-2021 Strategic Plan – bilingual 2021-2023 Strategic Plan – bilingual
Website and Social Media	Gaelic tweet announcing the release of the 2019 Annual Report. We are developing our ability to produce social media posts in Gaelic.
Events and Exhibitions	Offer public meetings in Gaelic at which the Gaelic-speaking Land Commissioner(s) would be present.
Staff Training	Few staff have basic/intermediate Gaelic skills Language training currently available if requested Awareness and language skills training to be included in personal development plans.
Signage	The Scottish Land Commission is located within Scottish Government (SG)'s Longman House. SG is responsible for all signage both internally and externally. Some signage is currently bilingual.
Translation	Translation and interpretation services are currently outsourced.

Appendix 2 – Outcomes of Consultation

The Scottish Land Commission's Gaelic Language Plan 2022-2027 was open for public consultation for six weeks on the Commission's website from May to July 2020. The Commission actively promoted the Plan on social media during this period inviting comments via the online survey, email and post.

Two responses to the consultation were received from a community organisation and a member of the public. One response stated that they were fluent in Gaelic, with one response answering as 'other'.

The following answers were received in response to the question 'to what extent do you agree with the following statement: The Scottish Land Commission's Gaelic Language Plan is clear and easy to understand'?



The following comments and suggestions were made in relation to the Plan:

- "Tha mi cuir failte air a phlana. Cumaibh e sìmplidh ach cumaibh e freagarrach. *I welcome this plan. Keep it simple but keep it relevant."*

Seisean Fosgailte
Cuspair 6.2 PT2

DRAFT

ANGUS COUNCIL

GAELIC LANGUAGE PLAN

2022-2027

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

The content of this publication, or sections of it, can be made available in alternative formats or translated into other community languages. Please contact the Council's ACCESSLine on 03452 777 778 for further information.

Seisean Fosgailte
Cuspair 6.2 PT2

FOREWORD

Foreword by the Chief Executive and Provost of Angus Council

Fàilte – Welcome - to Angus Council's second edition of our Gaelic Language Plan, which sets out our ambitions for Gaelic over the next five years, to 2027, and reports on progress made since the beginning of our first Plan in 2014. We remain committed to the objectives set out in the National Plan for Gaelic of safeguarding the future sustainability of the Gaelic language by aiming to enhance the profile of the language and provide more opportunities for our communities to communicate in Gaelic.

Since 1995 Angus Council has actively supported the Gaelic language through formal primary education and Gaelic Medium Education has been at the centre of these developments.

The Gaelic language has a long history in Angus and there are Gaelic speakers resident in the county who form a small and important part of our community. It is our ambition to not only sustain but to increase these numbers through the aims and actions contained within our Gaelic Language Plan.

Our commitments within the Plan set out what we will do to promote Gaelic and raise its status in a proportionate way. We will, however, encourage our services to exceed these commitments.

This Gaelic Language Plan has been endorsed by our internal Gaelic development group, senior leadership team, and elected members.

Margo Williamson
Chief Executive

Ronnie Proctor
Provost of Angus Council

Seisean Fosgailte
Cuspair 6.2 PT2

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SECTION 1

1.GAELIC IN SCOTLAND

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect **(note[1])** with the English language.

Gaelic is a fragile language, with the number of speakers in Scotland decreasing. The 2005 Act requires the public sector in Scotland to produce a Gaelic Language Plan, subject to review every 5 years. This provision was designed to ensure that the public sector plays its part in creating a sustainable future for Gaelic by raising its status, profile and use in the home, workplace, community, and in places of learning.

The Act also established Bòrd na Gàidhlig, a statutory, non-departmental public body, to promote the use and understanding of the Gaelic language throughout Scotland. The Bòrd represents a cornerstone

[1] *Note* "The principle of equal respect was incorporated into the 2005 Act by [the Scottish] Parliament as a positive statement about the value and worth of Gaelic, in recognition of the fact that Gaelic users aspire to use Gaelic as normally as possible in their lives, that there should be a generosity of spirit towards Gaelic across Scotland, and that the language should not suffer from any lack of respect either at an individual or corporate level….Giving Gaelic equal respect does not… mean identical treatment for Gaelic and English, or that a particular level of Gaelic provision must be made available in all circumstances. Instead, public authorities should endeavour, whatever the linguistic landscape they face, to be supportive and generous to Gaelic development. [They] should not take a minimalist approach to Gaelic development….[but should] seek to expand over time the level of Gaelic provision that they provide. When delivering services in Gaelic, they should endeavour to ensure they are of a comparable standard and quality as those they provide in English."

Source: Bòrd na Gàidhlig's *Guidance on the Development of Gaelic Language Plans.*

of the Scottish Government's implementation of their duties under the European Charter for regional or community languages.

The Bòrd's aims include:

- Arrest the decline in the overall number of Gaelic speakers in Scotland by increasing the number acquiring the language.
- Encourage the use and understanding of the Gaelic language in line with the legislation's key principle of equal respect for Gaelic and English.
- Facilitate access, in Scotland and elsewhere, to the Gaelic language and Gaelic culture.
- Promote the use and understanding of the Gaelic language, Gaelic education and Gaelic culture.

Amongst other functions, Bòrd na Gàidhlig's remit includes;

- Producing a National Gaelic Plan and co-ordinating its delivery
- Overseeing the development and implementation of Gaelic Language Plans by public bodies
- Issuing statutory guidance to develop Gaelic education
- Advising Scottish ministers on Gaelic issues
- Promoting Gaelic locally, nationally and internationally
- Providing leadership and advice in Gaelic initiatives

The aim of the **National Gaelic Language Plan 2018-2023** is to drive forward the Bòrd's vision that:

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 cultural and economic asset.

The National Plan contains key messages and priorities that are relevant to groups, bodies and individuals – "Gaelic belongs to Scotland. This is about the past, the present and the future. Gaelic is part of our history and heritage". John Swinney, Deputy First Minister and Cabinet Secretary for Education and Skills said "It has been good to see that many Gaelic initiatives have been characterised by strong partnership working and co-operation. We need this to continue and I would like to encourage all authorities and bodies to continue to consider what steps they can take to cooperate in the promotion of Gaelic in their areas". (Foreword to the National Gaelic Language Plan 2018-2023).

Angus Council recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. We are committed to the objectives set out in the National Gaelic Language Plan 2018-2023 and have put in place structures and initiatives in Angus to contribute to Gaelic having a sustainable future in Scotland. In addition, we are already working in collaboration with local authorities in Aberdeenshire, Perth & Kinross, Dundee and Fife, having established a regional Gaelic group, and this will continue.

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

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

Angus Council's Gaelic Language Plan 2022-2027 has been prepared within the framework of the Gaelic Language (Scotland) Act 2005, in accordance with statutory criteria set out in the 2005 Act, having regard to the National Gaelic Language Plan 2018-2023, and the Guidance on the Development

of Gaelic Language Plans. Our plan also supports implementation of the Scottish Government's National Outcome 'We take pride in a strong, fair and inclusive national identity'. This national and cultural identity is defined by a sense of place, sense of history and sense of self. It is defined by what it means to be Scottish; to live in a modern Scotland; to have an affinity to Scotland; and to be able to participate in Scottish society. The aim is for all of Scotland's people to take pride in their country. One factor identified to achieve this is through 'our languages and the place of Gaelic within our communities'.

Our Gaelic Language Plan takes cognisance of the above, and sets out how we will use Gaelic in a proportionate way, in the operation of our functions, how we will enable the use of Gaelic in communications, and how we will promote and develop Gaelic.

Angus Council's Gaelic Language Plan

Our Gaelic Language Plan comprises four sections:

Section 1 provides the national and local context within which the Plan has been developed.

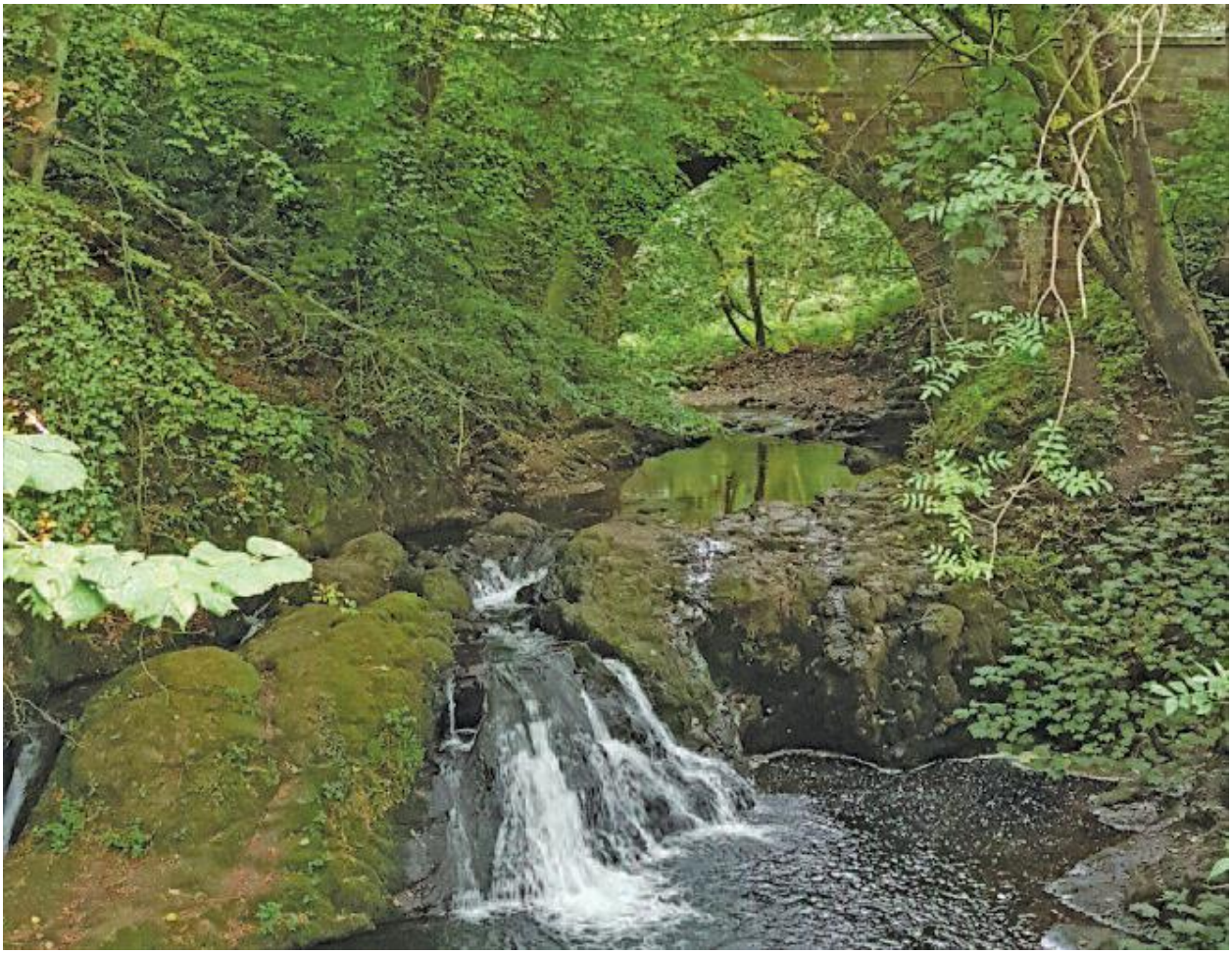
Section 2 sets out our high-level aims, which focus mainly on how we will support delivery of the National Gaelic Language Plan as set out in section 3, in addition to relating to some corporate commitments in section 2. In this section we also include how the Council will use, and enable the use of Gaelic in relation to our main business functions. It covers key areas of operation such as corporate identity, signage, communication with the public and the use of Gaelic on our website. The section also sets out the basic minimum level of Gaelic language provision to which we are committed to providing in the lifetime of the Plan.

Section 3 sets out how the Council will help implement the National Gaelic Language Plan. It also shows how we intend to promote the use of Gaelic in planning and delivery of our services, particularly in education and cultural services.

Finally, section 4 sets out how implementation of our Gaelic Language Plan will be taken forward, and monitored.

The 2005 Act requires public bodies to bring the preparation of their Gaelic Language Plans to the attention of all interested parties. Angus Council consulted widely and publicly during the preparation of this Plan and took into account representations made during the six week statutory consultation process. Results emanating from consultation are contained in appendix 2 of this report.

The Council's draft Gaelic Language Plan was submitted to Bòrd na Gàidhlig for approval on 16 September 2019, as the original date of the second edition of the Plan was 2019 – 2024. However, due to a combination of circumstances, the revised Plan is now being re-submitted for January 2022.



2. ANGUS – PLACE, PEOPLE & COUNCIL

Angus is an area of outstanding beauty, situated on the east coast of Scotland with its rugged coastline opening into scenic glens and the fertile Valley of Strathmore. The glens themselves have a strong historic affinity with Gaelic.

An area of approximately 2,180km^2 and although predominantly rural, Angus has a population of 116,700 (National Records of Scotland, 2016) mainly living within or around the seven burghs of Arbroath, Brechin, Carnoustie, Forfar, Kirriemuir, Monifieth and Montrose. Currently, over three quarters of the population live within these towns, with the remainder in the many satellite villages or smaller settlements in more rural areas.

Known around the world as Scotland's Birthplace, Angus is proud to promote the signing of the Declaration of Arbroath at Arbroath Abbey in 1320, and plans were to have Gaelic very much a part of the celebration of its 700th year anniversary in 2020 - in the Parade, and with involvement of school pupils reciting the Declaration in Gaelic. Unfortunately, due to the Covid – 19 pandemic these celebrations did not take place.

Angus also enjoys the benefits of modern living, as well as tangible links with a colourful and historically significant past.

People. The latest demographic figures from the National Records of Scotland, mid 2016 estimate that the **Angus population** accounts for 2.2% of the total population of Scotland, and in line with Scotland's total population, it continued to rise during the period from 2011 (110,630 – 2011 Census) to 2016 (116,520 – National Records of Scotland).

Angus has a population demographic split that is generally older than the Scottish average: 60.6% of the population are of working age, 16.7% are children and 22.7% are of pensionable age. The gender profile is 51.3% female to 48.7% male, similar to the national average (i.e. 51% female to 49% male)

On average from 2009 to 2011, there was a net inflow of 230 people migrating into Angus each year.

Angus Council is one of 32 unitary local authorities in Scotland which came into being on 1 April 1996 following reorganisation of local government. It is responsible for a range of areas of service delivery, including education, care of children, environmental health, planning and building control, housing, waste management, maintenance of public roads (other than trunk roads), and emergency planning.

The number of people the council employs had been decreasing, - in 2019 we had 4,194, employees which was a drop of 1,206 since the first edition of our Gaelic Language Plan in 2014. However, during that period, Angusalive, the leisure and culture Trust was established and employees previously employed by the council transferred to the Trust, therefore there is no direct comparison of council employee figures. For clarification, Angusalive delivers the council's actions in our Plan regarding culture.

By 2021, the number of council employees had increased to 4,479, largely due to the expansion in early years staffing.

The council's political governance arrangements comprise:

- Full council of 28 elected members covering eight multi member wards, with each ward having three or four councillors depending on the size of the electorate in each ward.
- Angus Council, and Policy and Resources committees deal with strategic and corporate issues that impact across the whole council.
- There are three service committees comprising Children & Learning, Communities, and Development Standards
- There is a Scrutiny and Audit Committee.

The council's administrative headquarters is based in Forfar, as is the council chambers. The council's budget net expenditure for 2019/20 is £283.853 million as per the Provisional Budget set on the 21 February 2021.

The council vision is: Angus is a great place to live, work and visit, and Gaelic can contribute to that vision.

3. GAELIC IN ANGUS

(i) The **history of Gaelic in Angus** dates from circa the eighth century. Angus lay in the territory of the Picts, a Celtic people who spoke a language thought to be similar to that which has survived in Wales.

Celtic languages are described as belonging to one of two groups known as "P" and "Q". The "P" group includes Pictish, Welsh, Cornish and Breton, and the "Q" group Gaelic, Irish and Manx.The languages of each group are related, but were sufficiently different even in the sixth century for an interpreter to be required when Columba met the Pictish King Bruide.

During the eighth and ninth centuries Kings reigned jointly in each of the Scottish Gaelic Kingdom of Dalriata and that of the Picts. From that time signs begin to emerge of an increasing Gaelic influence in the Pictish east. With the arrival of Cinaed (Kenneth) MacAlpin by 848, Gaelic became the language of the ruling classes in Pictavia, and although he was styled *Rex Pictorum,* on his death in 858 Gaelic became the language of the new Kingdom of Alba.

Gaelic survived as the spoken language of Angus well into the feudal period, but it was probably superseded by the Scots language by the thirteenth century, at least in lowland Angus.

Seisean Fosgailte
Cuspair 6.2 PT2

Gaelic continued to be spoken in the highland glens, however, and we can see from the survival of purer Gaelic place-names that most of these were coined in recent centuries. However, Gaelic then suffered a serious decline in Angus, in common with most lowland counties in Scotland. We know from contemporary accounts that Gaelic was still spoken by most inhabitants of Glen Esk in the early 17th century. The following is a map of the distribution of Gaelic spoken c. 1682.

Gaelic in Scotland in the Seventeenth Century

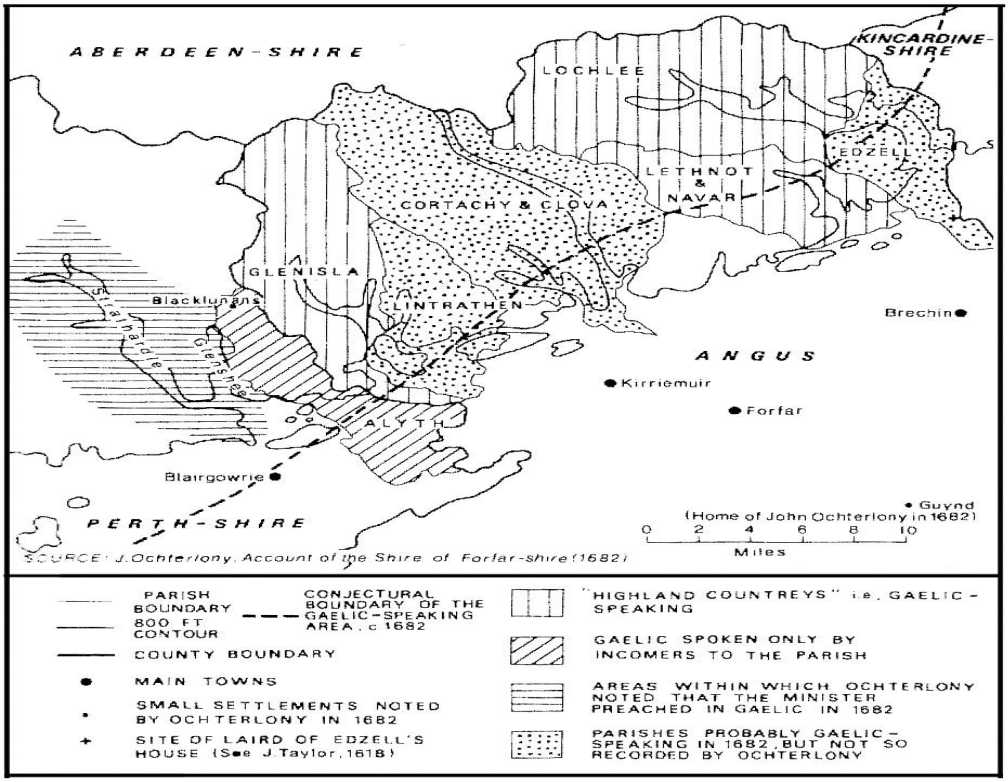


Image reproduced by kind permission of Prof Charles Withers, from his book Gaelic in Scotland 1698-1981: The Geographical History of a Language (John Donald 1984)

The last Gaelic speaker in Glen Esk was reputed to have been alive within living memory during the mid 20th Century. However, there is no information to back up this assertion or to confirm if this refers to a local native speaker or migrant from elsewhere in Scotland.

Records of Gaelic speakers from the 19th century census records suggest that Gaelic was spoken by small numbers of people in the Angus glens but they are likely to have migrated from highland areas where Gaelic was still in common usage.

In more recent times, the 2001 and 2011 Census identified that in the Angus Council area:

% Gaelic speakers 2001	0.45%
% Gaelic speakers 2011	0.37%

(ii) Education. Gaelic provision within the Council primarily centres around Gaelic Medium Education, the aim of which is to achieve competency in both Gaelic and English. Children are taught the curriculum in Gaelic, followed by the gradual use of English. By the end of primary seven, children educated in Gaelic Medium Units will have completed the curriculum and also be fluent in Gaelic. Primaries one to three are the 'total immersion' stages in which all teaching is

done through Gaelic language. In the last term of primary three, English reading and writing are gradually introduced.

Children educated through Gaelic Medium classes grow up with a deep knowledge of and respect for the culture of Gaelic-speaking Scotland. The Gaelic experience promotes a wider and forward-looking approach to the opportunities in a multi-lingual Europe.

Delivery of Gaelic education in Angus can be summarised as follows:

Pre-School
There is no pre-school provision in Gaelic, however the Gaelic primary school teacher has some input by attending the nursery on a weekly basis.

Primary School
The Angus Gaelic medium class was opened at Kirkriggs Primary School in Forfar in 1995 and relocated to Whitehills Primary School in 2007. Although it occupies its own classroom, it is very much a part of the whole school community. The children join the rest of the school for assemblies, school trips, specialist teaching, playtimes and general activities.

Parents are strongly involved in the work of the class and the wider school, and there is close collaboration with the Gaelic teacher.

Children from Whitehills Primary School participate in the school choir singing songs in both Gaelic and English.

During the academic school year 2018-19 there were nine pupils taught at the primary school. As at July 2021, this has increased to 11 pupils.

Secondary School Following the departure of Gaelic teachers during the period of our first Gaelic Language Plan we were unable to recruit replacements, despite several attempts. Digital learning of Gaelic was explored and there were issues around staffing it, including considerable challenges around timetabling. However, E-sgoil is being delivered for one current learner (2021), and we are looking to develop a pathway for other GME pupils in subsequent years.

GLPS (Gaelic Learning in Primary School) is not currently delivered in Angus.

(iii) Employee Surveys

2015 As part of our Gaelic Language Plan 2014 – 2019, we set an aim to undertake a survey of all staff and identify abilities in Gaelic. From October to December 2015 there was an employee survey undertaken to establish: the numbers of employees in the council who read, write and/or speak Gaelic; those who are learners; and those expressing a desire to learn Gaelic. Employees could respond to the survey electronically, and 1,500 paper surveys were distributed to those unable to access the electronic survey. An analysis of responses to the survey is attached in **Appendix 1 (a)**.

Eighty five employees responded by stating they were interested or very interested in finding out more about Gaelic. These employees were contacted directly regarding the Gaelic awareness sessions and Gaelic conversation sessions which we subsequently ran. The awareness classes also included elected members who were also interested.

Lunchtime Gaelic classes for 20 staff commenced in March 2020, but only two classes were able to take place before lockdown due to the pandemic. In January 2021, these classes recommenced virtually, and 12 staff attended.

2021. In May 2021 we undertook our second staff survey, again looking at the numbers of staff who could read/write or speak Gaelic, those who are learners and those expressing a desire to

learn more. This was an electronic survey of all staff. An analysis of the full results is in Appendix 1 (b), but a few points to highlight over the period from 2015 to 2021 include:

- The number of responses to the survey doubled from 215 to 429
- The number of staff saying they could speak some Gaelic rose from 29 to 64
- Awareness of the National Plan for Gaelic rose from 32 to 227
- Awareness of the council's Gaelic Language Plan rose from 24 to 174
- The expressions of interest in learning more/possibly learning more of some form of Gaelic rose from 85 to 211 employees: There were just over 400 responses either for Gaelic awareness in the landscape, for a lunchtime staff class, or for an evening class, which was an overwhelming number.

In September 2021, six sessions of Gaelic Awareness in the Landscape were run (three sessions each repeated once with different attendees), which included an average of 17 people at each session.

Due to the level of demand from the survey, we are looking to realign the community classes and staff classes i.e. to join the current ones together, in order to enable us to offer more opportunities to other staff/community members to be able to undertake Gaelic classes.

It was hoped that we would be able to start a drop-in cafe for Gaelic speakers, to be located in Forfar, but due to the pandemic restrictions, and the size of the room, we have been unable to start this. However, we continue to investigate having a virtual drop in café instead, and hope to have this in place before the end of 2021.

Since 2003, the council has offered to provide on request council documents, leaflets, plans etc (or relevant sections of them) in Gaelic.

There are no known Gaelic organisations with offices in Angus, nor any community organisations with a Gaelic function in Angus. Since May 2021, there has been a community Gaelic class in Angus, as detailed above.

SECTION 2

4. OUR HIGH LEVEL AIMS

In conjunction with Bòrd na Gàidhlig, Angus Council has agreed a set of high level aims it wishes to pursue during 2022 – 2028. These are tabled below:

Amasan Àrd-Ìre	High-level Aims
Amasan àrd-ìre airson dàrna chuairt de Phlana Gàidhlig Comhairle Aonghais (CA).	**High-level aims for the second edition of Angus Council's (AC) Gaelic Language Plan.**
Bidh gach gealladh bhon chiad tionndadh de Phlana Gàidhlig CA a tha fhathast mar phàirt de dhleastanasan an ùghdarrais air an toirt air adhart agus air an cur don phlana.	That all commitments from the first iteration of AC's Gaelic Language Plan which remain within its remit are carried forward and delivered.
Stèidhichte air an àireamh de chlann a tha a' dol tro fhoghlam tràth bhliadhnaichean Gàidhlig ann an 2019, ag amas air an àireamh seo a mheudachadh le 15% airson deireadh a' Phlana.	Based on the number of children in Gaelic medium early years education in 2019, aim to grow this number by 15% by the end of the Plan.

Mar phàirt de cho-chomhairleachadh air a' phlana Gàidhlig againn nì sinn conaltradh leis a' phoball gus tomhas a dhèanamh air an ùidh ann am Foghlam tro mheadhan na Gàidhlig, agus/neo ann an co-bhonn ri ùghdarrasan eile faisg air làimhe.	To engage with the public to determine where there is interest in primary GME, and/or in partnership with neighbouring authorities, through consultation on our Gaelic Language Plan.
Rannsachadh a dhèanamh air a bheil cothrom ann a bhith a' cur 1+2 Gàidhlig air dòigh ann am bun-sgoiltean ann an sgìre an ùghdarrais.	To explore potential to provide Gaelic 1+2 in primary schools in the authority area.
Leasaich cleachdadh na Gàidhlig air làrach-lìn agus eadra-lìn CA, le fiosrachadh air an làrach-lìn air ciamar as urrainn dha pàrantan tagradh a dhèanamh airson foghlam bùn-sgoil Gàidhlig, a thaobh Achd an Fhoghlaim (Alba) 2016.	To develop the use of Gaelic on our website and intranet, and to include guidance on the website for parents regarding the right to make a request for Gaelic medium primary education, in terms of the Education (Scotland) Act 2016.
Ag amas air pròg ram teagaisg airson luchd-ionnsachaidh aig ìre àrd-sgoil a leudachadh, air feadh sgìre na Comhairle.	Expand Gaelic learners secondary school provision across the Council area.
Leasaich cothroman ionnsachaidh Gàidhlig dha inbhich ann an coimhearsnachdan ann an sgìre an ùghdarrais, ('s dòcha ann an co-bhonn ri ùghdarrasan eile faisg air làimhe).	To develop, (potentially in partnership with neighbouring authorities), Gaelic learning opportunities for adults in communities in the authority area.
Leasaich clasaichean Gàidhlig, do luchd-obrach CA mar phàirt de CPD, gu h-àraid luchd-obrach fàilteachais 's luchd-obrach eile a bhios a' dèiligeadh ris a' phoball, agus luchd-obrach an sàs ann a bhith a' lìbhrigeadh a' Phlana.	To develop (potentially in partnership with neighbouring authorities) Gaelic classes for AC staff as part of CPD, particularly reception and other customer-facing staff, and staff involved directly in the implementation of the Gaelic Language plan
A' leantail le leasachadh cleachdadh na Gàidhlig ann an conaltraidhean freagarrach, a' gabhail a-steach conaltraidhean mheadhannan sòisealta.	To continue to develop the use of Gaelic in communications, including social media communications where appropriate
Cùm taic ri buidhnean Gàidhlig ann an sgìre an ùghdarrais a th' ann mu thràth, neo tha air an ùr stèidheachadh gus inbhe, cleachdadh agus togail na Gàidhlig a leudachadh agus gus daoine ùra a bhrosnachadh gus Gàidhlig ionnsachadh.	To support existing and new Gaelic language and cultural community groups within the local authority area, to help grow the profile of the language, increase usage and encourage new learners.
Leasaich na h-ealainean, meadhanan agus gnìomhan luchd-turais ann an sgìre an ùghdarrais, le bhith a' co-obrachadh le buidheann ùghdarrasan ionadail Taobh Tatha, a tha a' gabhail a-steach comhairlean Aonghais, Pheairt is Cheann Rois, Dùn Dè agus Siorrachd Obar Dheathain.	To develop Gaelic arts, media, heritage and tourism activities in the authority area, by working in partnership with the Tayside local authority group, comprising Angus, Perth and Kinross, Dundee, Fife and Aberdeenshire Councils.

Seisean Fosgailte
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Seisean Fosgailte
Cuspair 6.2 PT2

IDENTITY

Angus Council recognises the importance of extending the visibility of Gaelic and increasing its status.

Rationale:

The presence of Gaelic in the corporate identity and signs of a public authority greatly enhances the visibility of the language, increases its status and makes an important statement about how Gaelic is valued and how it is given recognition. Developing the use of Gaelic through signage can also enrich the vocabulary of Gaelic users, raise public awareness of the language and contribute to its development.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Bilingual Logo	The council logo is bilingual.	The council's bilingual logo will demonstrate equal respect in Gaelic and English to be used as standard across the organisation	Equal respect between Gaelic and English	On renewal	Strategic Policy, Transformation & Public Sector Reform
Publications, stationery etc	The council's bilingual logo appears on publications, stationery, etc	We will ensure that the bilingual logo demonstrating equal respect appears on documents, our website etc, and when stationery etc is updated. A policy to review stationery has not happened yet.	Equal respect of Gaelic by addressing the need for bilingual signage, stationery, and ID badges.	Once reviewed- by 2027	Strategic Policy, Transformation & Public Sector Reform
Vehicle Livery	Livery when renewed will include the bilingual council logo	We will add the council's corporate bilingual logo and other council information to council vehicles when they are renewed or replaced as part of the council's procurement and renewal programme.	Increase the visibility of Gaelic on council vehicles.	When livery is reviewed.	Communities
Signage	There is a policy in the use of Gaelic in signage, i.e. bilingual signs to be considered when signage is needing replaced	We will take cognisance of the need for a consistent approach across the area and neighbouring authorities When we undertake a replacement programme, boundary signs and place name signs in the area will include a Gaelic translation wherever possible	There is a policy that all new bilingual signs and street name plates will demonstrate equal respect for Gaelic and English. Increase the visibility of Gaelic entering and leaving Angus.	From 2022 On renewal	Infrastructure

	There are now 16 street names which are bilingual. And a number of signs at council buildings	When street name plates are being renewed or replaced - bilingual signs will be used whenever possible and where there is appropriate Gaelic derivation of the name, following guidance from Ainmean-Àite na h-Alba/Gaelic Place-names of Scotland.	Increase the visibility of Gaelic in street names	On renewal	
	Requesting organisations fund tourist signs in English.	We will revise the procedure for naming of streets in new developments.	Developers will be requested to make the name plates bilingual, wherever there is an appropriate Gaelic derivation of the name.	2027	Infrastructure
		When tourist signs are being renewed or replaced bilingual signs will be used whenever possible and there is an appropriate Gaelic derivation of the name.	Increase the visibility of Gaelic to tourists.	2022	
		We will revise the procedure for requests for new tourist signs. The organisation will be advised to provide bilingual signs where there is an appropriate Gaelic derivation of the name.	The requesting organisations to fund new bilingual tourist signs to increase the visibility of Gaelic.	2024	
		We will introduce the use of bilingual signs when replacement programmes of directional signs are undertaken, where a consistent approach is achievable, on an incremental/prioritised basis.	Increase the visibility of Gaelic in directional signs.	2022	
		We will introduce the use of bilingual signs when replacement programmes of ancillary road signage (finger posts; car park signs; tourist interpretation/ information boards etc) are	Consideration of widening future use of bilingual signage.	2022	

		undertaken following wider use of Gaelic signage.			

COMMUNICATION

Angus Council recognises the importance of increasing the opportunities for the practical use of Gaelic in everyday life, and is committed to progressively increasing the level of provision in this area.

Rationale:

The use of Gaelic at the initial point of contact that members of the public have with a public authority increases the audible and visual presence of the language, and contributes to the sense that the use of Gaelic is possible and welcome. In addition to raising the profile of the language it also creates the opportunities for its practical use and encourages members of the public to use Gaelic in subsequent dealings with the public authority.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Reception	Reception staff have been prioritised for Gaelic awareness training/classes	All council staff and ANGUSalive staff employed in front line services will continue to be prioritised for Gaelic awareness training/Gaelic classes.	Increase the number of front line staff who can speak Gaelic at the initial point of contact with the public.	Yearly from 2022	Business Support, Angusalive
	Front line staff in schools are prioritised for Gaelic awareness training/classes	Front line staff in schools where Gaelic is taught will continue to be prioritised for Gaelic awareness training/Gaelic classes	Increase awareness of Gaelic for reception staff dealing with pupils and parents of Gaelic speakers.	Yearly from 2022	Schools & Learning
Mail and email	We will reply in Gaelic to correspondence received in Gaelic using external translation providers.	We will welcome Gaelic correspondence received in Gaelic.	Responses made in the same time frame as responses in English as far as practically possible. Increase equal respect for Gaelic.	2023	Business Support
	Email practices are under review.	We will undertake a review of posts to identify where it would be appropriate	Raise the profile of Gaelic on electronic correspondence.	2022	HR, Digital Enablement, IT

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Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
		to add bilingual signatures. The council's disclaimers will be rendered bilingual.			and Business Support
Telephone	The current telephone interpreting service does not include Gaelic.	We will develop the process of adding Gaelic to the service providers list of languages interpreted, or look to source the provision elsewhere. We have been unable to include Gaelic welcomes on automated systems or answering machines for our ACCESSLine service, but will pursue this at a future renewal.	Provide the availability of Gaelic for those telephoning the council wishing to speak in Gaelic.	2023 2027	HR, Digital Enablement, IT and Business Support
Forms	There is no policy on how to respond to forms completed in Gaelic.	We will accept forms completed in Gaelic, unless there are reasons why it is not possible, and clearly stipulate when this will be, e.g. legal restrictions.	Enable those wishing to complete forms in Gaelic the opportunity to do so wherever possible.	2022	HR, Digital Enablement, IT and Business Support
Public meetings	Interpretation facilities can be provided in Gaelic if advised Gaelic speakers will be in attendance and have requested an interpreter. Welcomes in Gaelic are made at the start of all Gaelic related meetings, both internal and involving external partners etc.	We will continue to provide interpretation facilities in Gaelic if advised Gaelic speakers will be in attendance and have requested an interpreter. This facility will be promoted where Gaelic is the main subject. We will continue to use a Gaelic greeting at Gaelic related meetings.	Meet our obligations regarding Gaelic language provision. Increase equal respect for Gaelic in internal and other meetings.	Ongoing from 2022 Ongoing from 2022	HR, Digital Enablement, IT and Business Support HR, Digital Enablement, IT and Business Support

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PUBLICATIONS

Angus Council recognises the importance of increasing the use of Gaelic, with the long term aim of promoting the language across its services.

Rationale:

The use of Gaelic in a range of printed material can assist Gaelic development in a variety of ways. It helps increase the visibility of the language, it enhances Gaelic's status by being used in high profile publications, and it can help develop new and enhance existing terminology. The use of Gaelic in the media helps demonstrate a public authority's commitment to making important information available through the medium of Gaelic, as well as enhancing the visibility and status of the language. As more people access information about public authorities through their websites, making provision for the use of Gaelic can significantly enhance the status and visibility of the language.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Public relations and media	We publicise news and information about the council's Gaelic related activities.	We will continue to publicise council news and information relating to Gaelic, particularly in relation to education and culture.	Raise the profile of Gaelic and what has been achieved in respect of Gaelic. A council spokesperson for Gaelic.	From 2022	Strategic Policy, Transformation & Public Sector Reform
Printed material	We provide the option for Gaelic speakers to request a Gaelic translation of external material. To date no-one has requested any translations.	We will continue to provide a translation service on request for all external council publications. This is stated in our publications.	Meet Gaelic language translation requests.	From 2022	HR, Digital Enablement, IT and Business Support
	We review the usage of printed and audio material available in Gaelic in libraries and resources as indicated by data on usage, or requests, for example, twenty	We will continue to review the usage of printed and audio material available in Gaelic in libraries and resources.	Help promote the language, history and culture of the area. To enable Gaelic readers to have access to or request, new/up-to-date materials	From 2022	Angusalive

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Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
	six books in Gaelic were purchased for the libraries and ten specifically for Whitehills GME unit.				
Website	There is some information in Gaelic on our websites. There is now a link to Bòrd na Gàidhlig's website.	We will develop Gaelic content on our websites, which will demonstrate equal respect for Gaelic and English. Maintain link.	Highlight the commitment to Gaelic in Angus Council Ensure users have easy access to more detailed information about Gaelic issues, which is up-to-date	2023 2022	HR, Digital Enablement, IT and Business Support
Exhibitions	There is now provision for including Gaelic in exhibitions where relevant. One museum exhibition took place including Gaelic (see p21)	We will provide information in Gaelic where it is relevant to the exhibition. Any exhibitions, marketing and promotional materials used in schools in Gaelic education in Angus will be produced bilingually, demonstrating equal respect for Gaelic and English. We will feature Gaelic language in marketing and promotional materials where Gaelic tradition, history or culture features in council associated or funded cultural activity.	Promote cultural aspects of Gaelic wherever relevant to individual exhibitions/cultural activity.	From 2022 2022	Angusalive Schools & Learning

STAFFING

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

Rationale:

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

The use of Gaelic in advertising also helps recognise that Gaelic should be used in public life and that Gaelic users have an important role to play.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Training	We have provided staff training in Gaelic language and raised	We will continue to use a range of methods to communicate our Gaelic Language Plan to employees.	Increase the awareness of our Gaelic Language Plan via different methods.	2022-2027	HR, Digital Enablement, IT

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Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
	employees' awareness of Gaelic.				and Business Support
	In 2015 we conducted an initial employee survey to identify employees who speak, read and or write Gaelic. We also identified those who wanted to learn Gaelic and or gain a better awareness of Gaelic language, history and culture. Our second audit was completed in 2021 and included those staff indicating a interest in Gaelic language skills training. Over 400 requests were received. A third audit will be due in the lifetime of our next GLP.*1	We will audit skills on a regular basis, within the lifetime of each Plan.	Monitor changes in language skills acquisition.	2027	
	Gaelic classes for staff were offered to everyone, and anyone who was front line was prioritised.	We will prioritise Gaelic language skills training to front line staff prioritised and based on the findings of the staff Gaelic language skills audit.	Increased numbers of employees speaking Gaelic.	2022	
			Increase appreciation of Gaelic amongst employees and elected	2022	

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
	Gaelic awareness sessions have taken place *2 In 2021 Gaelic awareness in the landscape sessions were also offered to staff and the community	Gaelic Awareness training sessions will continue to be delivered to staff and elected members	members once new members elected in 2022		
	We support teachers CPD when opportunities arise*3	We will continue to support teaching staff to attend Gaelic CPD events.	Reinforce our commitment to Gaelic for staff in Education.	Continuing from 2022	Schools & Learning
	We introduced a page on the staff intranet with the most commonly used phrases and words in Gaelic, but this has lapsed. We added information on the training section of our intranet of sources of various Gaelic learning materials available, with links to various websites.	We will re- introduce a page on the staff intranet with the most commonly used phrases and words in Gaelic.	Employees become familiar with some basic Gaelic on a regular basis.	2022	Strategic Policy, Transformation & Public Sector Reform
Language Learning	Staff classes for Gaelic learning are taking place*4	We will promote the availability of Gaelic language training available which staff can access in their own time.	Promote and encourage employees to take advantage of opportunities to learn Gaelic.	Continuing from 2022	HR, Digital Enablement, IT and Business Support

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Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
	We advertise Gaelic learning opportunities on the council's intranet and in Mini Matters, which is the council's weekly electronic newsletter for staff.	We will continue to advertise any Gaelic learning opportunities on the council's intranet and in Mini Matters	Promote and encourage employees to take advantage of opportunities to learn Gaelic.	Continuing from 2022	Strategic Policy, Transformation & Public Sector Reform
Recruitment & Advertising	There are no recruitment guidelines for Gaelic positions.	We will develop guidance for recruitment to positions where Gaelic is an essential requirement. We will advertise for Gaelic posts bilingually, demonstrating equal respect for Gaelic and English. We will advertise teaching posts on obraichean.co.uk, demonstrating equal respect for Gaelic and English.	Apply a consistent approach when recruiting to posts where Gaelic is an essential requirement. Targetted recruitment Targetted recruitment	2022 2022 2022	HR, Digital Enablement, IT and Business Support

*1 We conducted a survey of all staff and their Gaelic abilities during the lifetime of the first GLP (i.e. in 2015). In 2021, we undertook a second survey of staff and their Gaelic abilities. The results are in appendix 1 of this Plan.

*2 Several Gaelic awareness sessions took place, along with Gaelic conversation classes. These were open to all staff, with priority given to front line staff, and also attended by several elected members: in 2016, 34 staff and 5 elected members undertook the Gaelic awareness training (2 full days, one half day, and one twilight session), In 2017, 23 members of staff, and 3 elected members attended two Gaelic conversation sessions. In 2021 6 sessions of Gaelic awareness in the Landscape took place for a combination of staff and the community (3 sessions were repeated to a different audience) – an average of 17 people attended each session.

*3 Support given to teachers is detailed on p 17.

*4 A staff lunchtime class (in person) commenced in 2020 with 20 people, but the class was put on hold due to the covid pandemic. It recommenced in January 2021 on line, and has continued since then. Following the staff survey in 2021, an overwhelming amount of staff requested some form of Gaelic: there were more than 400 requests for classes or awareness.

SECTION 3

6. SUPPORTING THE NATIONAL GAELIC LANGUAGE PLAN

The Council is committed to ensuring that the priorities in the National Gaelic Language Plan are implemented and we have included 4 headings under which we deal with these priorities: Language Acquisition, Usage, Status and Corpus. We also recognise that further opportunities will arise to promote and develop the language through the lifetime of our Gaelic Language Plan, and we will make the most of any opportunity as it arises. We will examine current policy commitments to identify areas where the priorities* of the National Gaelic Language Plan (2018 – 2023) can be incorporated,and will examine new policies as appropriate. We see this development as corresponding to a normalisation principle which aims to include Gaelic used by more people, more often and by a wider range of people, as an everyday part of life in Scotland.

***The National Gaelic Language Plan Priorities**

USING GAELIC: Priorities: Initiatives which promote the use of Gaelic in homes and communities • Initiatives which promote the use of Gaelic by young people • Gaelic in traditional and new media • Gaelic in the arts, publishing and creative industries • Gaelic Language Plans • Gaelic in the workplace • Gaelic use in heritage, tourism, food and drink, environment and leisure industries • Initiatives which strengthen language richness, relevance and consistency • Initiatives promoting links with Gaelic abroad and with minority languages

LEARNING GAELIC: Priorities: Gaelic in the family • Gaelic medium workforce recruitment, retention, training and supply • Resources and support for learning • Gaelic in Early Learning and Childcare (ELC) • Gaelic medium education (GME) in primary and secondary schools • Gaelic learner education (GLE) in primary and secondary schools • Gaelic in Higher and Further Education • Adult Gaelic learning

PROMOTING GAELIC: Priorities: Support for Gaelic from the Scottish Government, Parliament and wider political support • Gaelic Language Plans implemented by public authorities (local authorities and public bodies) • Promoting a positive image of Gaelic and raising awareness through: Gaelic media and other media Gaelic education at all levels, and Gaelic arts • Promoting the social, economic and cultural value of Gaelic • Positive messages about Gaelic, bilingualism, and about diversity and inclusion

Our four priority areas are identified under the following headings:

Language Acquisition
Increasing the number of Gaelic speakers by ensuring the language is transferred within families and by securing effective opportunities for learning Gaelic in:

- the home
- school
- adult learning

Language Usage
Encouraging greater use of Gaelic, providing opportunities to use the language, and promoting access to Gaelic forms of expression in:

- Communities
- the Workplace
- Media, Arts, Heritage & Tourism

Language Status
Contributing to increasing the visibility and audibility of Gaelic, enhancing its recognition and creating a positive image for Gaelic in Scottish public life, through:

- Our Gaelic Language Plan
- a positive image of Gaelic
- increased visibility and recognition of Gaelic in Scotland

Language Corpus
Contributing to strengthening the relevance and consistency of Gaelic and promoting research into the language, through:

- the relevance and consistency of the Gaelic language
- the quality and accessibility of Gaelic translations
- accurate research information

LANGUAGE ACQUISITION: HOME & EARLY YEARS

Angus Council recognises the importance of passing Gaelic on to children in the home and the need for an increase in the number of children acquiring Gaelic in this way as well as the need for enhanced early years' education in Gaelic.

Rationale:

International research and experience indicate that language learning at home and in early years' provision will be vital for the future of the Gaelic language in Scotland. Early language learning produces an attachment and loyalty to a language and provides a basis for and expectation of continuity in Gaelic language learning.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Gaelic 0-3 Early Years	There is currently no nursery provision for Gaelic	We will support Bòrd na Gaidhlig in delivering their initiative to increase the use of Gaelic in the home wherever possible We will promote learning Gaelic to partner agencies who work with children under 3 years.	Increase in the acquisition and use of Gaelic by young people in the home The council will use Gaelic Bookbug resources and maintain contact with Bòrd na Gaidhlig regarding Gaelic developments with 'Play at Home' and 'Play, Talk, Read'	2024	Schools & Learning
Gaelic 0-3 in the home and early years setting	Gaelic Bookbug sessions have taken place *1	We will support Bòrd na Gaidhlig in delivering their initiative to increase the use of Gaelic in the home through libraries, pre-school settings, and health partnerships. We will promote learning Gaelic to staff of partner agencies who work with children under 3 years.	To re-introduce Gaelic medium early years' education by the end of the Plan.	2027	Schools & Learning

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*1 Comann nam Pàrant provided an outreach officer who delivered many Gaelic Bookbug sessions. This has since ceased, but some employees of Angusalive (libraries) have attended initial sessions to look to investigate providing it themselves. Parents of children attending Whitehills school have also been looking into the possibility of proving Gaelic Bookbug themselves.

LANGUAGE ACQUISITION: SCHOOLS

Angus Council recognise the importance of both Gaelic Medium Education (GME) and Gaelic Learner Education (GLE) and the need within both for an increase in numbers and improvement in support.

Rationale:

Gaelic language learning at all levels is vital for the future of Gaelic in Scotland. Both GME and GLE have the potential to create new Gaelic speakers. For those who leaned Gaelic from an early age Gaelic-medium education reinforces and expands their language skills and it is important that it continues for as long as possible. For those without background, Gaelic education is effective in providing them with the ability to operate with a range of Gaelic abilities.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Provision of GME and GLE	Information widely available including on council website and school handbook. Gaelic Medium Education is available at Whitehills Primary School. There are increasing numbers of children in Whitehills GME. We hold an annual open day at Whitehills PS for interested parents.	We will ensure Gaelic has a higher profile by refreshing the information on the Angus Council website. Parents' rights to request GME under the Education (Scotland) Act 2016 will be included. E sgoil is under investigation for the provision of Gaelic at secondary school level	Continuing to increase the number of children enrolling in Gaelic-medium education (GME). Year on year increase in the number of pupils engaged in Gaelic-learner education (GLE) in both primary and secondary schools. Expansion in the availability of Gaelic-medium subjects in secondary schools. Make GME fully integrated within the school and take opportunities to share Gaelic with others or work with other classes and expose children to Gaelic in a positive and everyday environment.	2022 and continuing	Schools & Learning/Gaelic parents' network
Recruitment	Use of My Job Scotland Recruitment website. GME teachers given enhanced training and support.	We will ensure GME teachers continue to benefit from enhanced training opportunities e.g. visits to Sabhal Mòr Ostaig. We will explore opportunities for the development of GLE in Angus. The council will communicate with Bòrd na	Increase in initiatives to promote, establish and expand both GME and GLE at primary and secondary levels. GLPS primary school provision will be investigated, along with the possible inclusion of Gaelic in 1+2 at primary level	2024	Schools & Learning

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Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
		Gaidhlig regarding opportunities to take this development forward.			
CPD and culture	Links in place with Perth & Kinross Goodlyburn Primary School GMU. Pupils from Whitehills PS attend Mòds	We will extend links to other authorities. We will make use of on-line / social networking to support learning. We will embrace Gaelic heritage within the wider context of Scottish arts and culture. Young people will have the opportunity to speak with fluent speakers from the arts community etc.	Adequate attention is given to the recruitment, retention, education, support and development of GME and GLE teachers.	2022	Schools & Learning
	Tuition in Gaelic *1	We will use expressive arts to embrace Gaelic language and music.	Instrumental instruction in Gaelic.	2022	Schools & Learning
Quality Assurance	Input by Gaelic expert.	We will access external support and scrutiny from a Gaelic teacher annually for 1 day duration in order to provide further quality assurance on spoken Gaelic. We will continue to monitor provision.	Provide a wide range of opportunities for young people in both GME and GLE to enhance their Gaelic skills through greater use. All steps are taken to secure the quality of both GME and GLE through National Guidance and other means.	Ongoing from 2021	Schools & Learning/Gaelic parents' network

PROGRESS:

*1 The music teacher from Whitehills successfully undertook Gaelic training and provides singing and music in Gaelic

LANGUAGE ACQUISITION: ADULT LEARNING

Angus Council recognises the importance of Gaelic learning outwith school and the need to see progress with this in order to reverse the decline in speaker numbers. We also recognise the specific need to strengthen the place of Gaelic in both Further Education (FE) and Higher Education (HE).

Rationale:

Gaelic education in the Further Education and Higher Education sectors and adult learning of Gaelic delivered independently are vital for the future of Gaelic in Scotland. In these sectors, Gaelic learning has the potential to increase the numbers of people speaking and using Gaelic. In addition, both sectors offer unique expertise to enrich Gaelic in Scotland and provide important continuity and diversity in Gaelic language learning.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Community learning	Now provided	We will promote Gaelic learning in the community. We will extend access to, and participation in, a wide range of Gaelic learning opportunities for adults within Angus, and increase the numbers progressing to fluency. We will ensure opportunities for the continuity and progression of literacy and other language skills for adults learning Gaelic and for fluent speakers.	Increase in the number of adults acquiring Gaelic, and enhance language skills among fluent Gaelic speakers.	Continuing from 2022	HR, Digital Enablement, IT and Business Support
Higher/ Further Education	No courses available in Angus.	We will engage with Perth College/ University of Highlands and Islands to promote Gaelic Language courses available in Perth and Kinross. We will strengthen the unique capacity in FE and HE to enrich the profile of Gaelic in Scotland.	Making good resources available to support adults learning Gaelic.	2027	Communities

LANGUAGE USAGE (1): COMMUNITIES

Angus Council recognises that creating a sustainable future for Gaelic means increasing the number of people able to speak Gaelic and use it throughout our communities.

Rationale:

Gaelic in communities is of crucial importance to promote the increased use of and confidence in Gaelic. The community is vital for the implementation of the Gaelic Act's key principle of equal respect for Gaelic and English.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Supporting national organisations in taking forward Gaelic development in Angus	To use opportunities when they arise.*1	We will actively engage with national Gaelic organisations and identify further areas of activity which could take Gaelic forward.	Increase participation and usage of Gaelic in Angus in a range of daily activities by prioritising schools where there is a GME and or Gaelic learners' provision and their communities (parents and children) as part of this.	2024	HR, Digital Enablement, IT & Business Support

PROGRESS:
*****1 An open day involving the community, and parents of prospective children was hosted by the council, in collaboration with Comann nam Pàrant, Bòrd na Gaidhlig, and other Gaelic organisations. Elected members supported the event held in one of the secondary schools. Whitehills PS made a video all in Gaelic, there was Gaelic Bookbug, a craft session in Gaelic, a table of food with their Gaelic word alongside them, the Dundee Gaelic choir, and stalls with Gaelic books and other Gaelic resources.
The council also undertook work with and other Gaelic organisations to hold a drop-in session in Forfar library for parents of children at GME at Whitehills, and for any parent interested in their children learning Gaelic. A series of craft days/family fun days in Gaelic took place in collaboration with Comann nam Pàrant: 6 at the end of 2016, and 1 in 2017). Parents as well as children participated.

LANGUAGE USAGE (2): ANUGUS COUNCIL WORKPLACE

Angus Council recognises that creating a sustainable future for Gaelic means increasing the number of people able to speak Gaelic and use it within the workplace.

Rationale:

Gaelic in the workplace is key to extending the everyday usage of Gaelic by reinforcing individuals' language skills, and enhancing the perceived status of the language through daily working life.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Developing Gaelic in the workplace	Gaelic promotion whenever opportunities arise*1	We will continue to promote and encourage a positive attitude towards using Gaelic in the workplace.	Increase knowledge, interest and opportunities for employees to understand and use Gaelic within and outwith the workplace.	Continuing from 2022	HR, Digital Enablement, IT & Business Support

PROGRESS:
*1 We have used the electronic staff newsletter to promote Gaelic activity/fun days/training/some common words etc.
Employees who responded to our staff surveys who were either interested or very interested in learning more about Gaelic were targeted for Gaelic awareness training, Gaelic conversations training, and latterly, our staff Gaelic classes

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LANGUAGE USAGE: ARTS, MEDIA, HERITAGE, & TOURISM

Angus Council recognises the importance of the Gaelic arts, media, and heritage and the potential benefits for tourism.

Rationale:

Gaelic's presence in the areas of the arts, media, heritage and tourism is vital in order to promote access to Gaelic forms of expression; increase knowledge of Gaelic heritage; increase the usage of Gaelic in the media, and promote Gaelic in promotional material to visitors. The increased usage of Gaelic in these areas raises the profile of Gaelic and has potential benefits for increased tourism.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Promoting and increasing the profile of Gaelic in the arts, media, heritage and tourism	There is limited promotion of Gaelic in exhibitions, tourism etc. *1	We will encourage an increase in range, quantity and quality of Gaelic in print and on-line media.	Increase the usage of Gaelic in the media, arts, heritage and tourism, and raise its profile particularly for visitors.	Continuing from 2022	AngusAlive
		We will encourage access to and participation in the arts in Gaelic.			
	We have commenced dialogue with Historic Environment Scotland, and are looking for ways to work jointly.	We will encourage an increased profile for Gaelic in tourism, heritage and recreation sectors.	The economic benefit from the tourism sector. The sharing of resources and ideas with another partner.	2022	
		We will create opportunities to support the aims of the Cairngorms National Park Authority's Gaelic Language Plan.		2024	
		We will support and promote the school Gaelic choir at Whitehills.		2024	
	Investigation completed but hosting Mod not feasible on our own. The possibility of a joint Mod with a neighbouring local	We will explore the possibility of jointly hosting the Royal National Mòd within the council area.		2026	HR, Digital Enablement, IT and Business Support

	authority remains alive				

***1** There has been one exhibition in Angus with Gaelic included, at ANGUSalive's Montrose Museum & Art Gallery, as follows:

The Landmark Exhibition at Montrose Museum 10 March – 21 July 2018

"Landmarks" investigated the encompassing nature of Scottish Literature and culture, alongside Montrose which is an important medieval harbour to this day. In 1920, a modern revolution in Scottish literature began in Montrose where writers and artists in the locale helped to found a new and unique voice for Scotland in the arts. "Landmarks" showcases the iconic portraits from the great post Second World War generation of Scottish poets by Alexander Moffat. Ruth Nicol showcases her large scale, energetic paintings of the landscapes that influenced and inspired these poets. Both artists collaborate with the poet and Professor of Scottish Literature, Alan Riach, whose writings and critical expertise further enhanced the project. "Landmarks" also included "Scotland's Voice" a new painting by Moffat and sister to the well-known "Poets Pub". The aim of this exhibition was to explore the impact of the locations on our writers, poets, singers and musicians and to consider the influences on those who were exposed to a sea environment as part of the natural ebb and flow of ideas.

LANGUAGE STATUS

Angus Council recognises that in order to increase the visibility of Gaelic and increase learning and appreciation of the language a positive image of Gaelic in daily life is required.

Rationale:

The status of Gaelic is affected by its presence in the daily environment and the extent to which it is used, valued and perceived by those institutions which play an important role in everyone's daily lives.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Raising the profile and prestige of Gaelic in the daily environment in Angus	Active promotion when opportunity arises.	We are committed to the actions in our commit to our Gaelic Language Plan. We will increase Gaelic visibility on council communication, street names, website etc.	Demonstrate to the public our commitment to supporting, developing, promoting and encouraging Gaelic in daily life.	Continuing from 2022	HR, Digital Enablement, IT & Business Support

PROGRESS:

We have promoted our Gaelic Language Plan, increased visibility with street signs, added Gaelic to our website, advertised events to the public, such as Gaelic family fun sessions, our Gaelic drop in event, Gaelic awareness day. We have promoted other Gaelic events, such as the Kilted Otter, run in 2021 by Abertay University, and those run by our neighbouring authorities.

LANGUAGE CORPUS

Angus Council recognises Gaelic must be fit for all appropriate purposes and for use in the growing range of contexts (for example in surveys and research) in which it features.

Rationale:

There is a need to strengthen the relevance and consistency of Gaelic, appreciate the importance of facilitating translation services and promoting research into the language.

Development Area	Current Practice	Actions	What we Aim to Achieve	Timescale	Lead
Putting in place appropriate structures and measures to ensure the richness, relevance and consistency of the Gaelic language is maintained and strengthened	Ainmean-Àite na h-Alba/Gaelic Place-names of Scotland approached when required (e.g. bilingual signage)	We will ensure quality and accessibility in Gaelic translations and interpretation, within the same timeframes as English wherever possible. We will use as accurate information as possible in all areas of Gaelic activity and development to inform policies as appropriate. We will approach Ainmean-Àite na h-Alba/Gaelic Place-names of Scotland, to provide help in delivering an authoritative and agreed list of place names when delivering Gaelic signage. We will apply SQA Gaelic Orthographic Convention rules into any external council publications considered to be appropriate in Gaelic.	Strengthen the relevance and consistency of Gaelic.	2022 – 2027	HR, Digital Enablement, IT & Business Support
	A joint regional Gaelic group was established with representatives from with Aberdeenshire,	Members share information/knowledge/experience about Gaelic.	Jointly develop areas of common purpose.	2022	HR, Digital Enablement, IT & Business Support

	Dundee, Fife and Perth & Kinross councils. This group is ongoing. A piece of major research had been undertaken and was concluded in collaboration with Aberdeen, Dundee, Fife and Perth & Kinross councils. It was finalised and circulated in 2021 and it provides historical information about Gaelic in these locations, bringing it up to present day. Angus took part in a family learning weekend celebrating language and culture which was held in and around Aberfeldy alongside the provincial Mòd. Angus participates in the Perthshire & Angus Mòd delivered by the Aberfeldy & District branch of An Comunn Gàidhealach which takes place in Aberfeldy attracting over five hundred				

	entries annually. A range of Gaelic music, arts and literature events are included in the annual programme of events which includes visits from the Fèis Rois and Fèis Spè Cèilidh Trail.				

SECTION 4

7. IMPLEMENTATION AND MONITORING

This Plan will be available bilingually on our website and publicised on social media. In addition

- copies of the Plan will be available in public libraries;
- the Plan will be actively promoted to employees via our Intranet;
- other organisations and third parties delivering services on behalf of the council, will be directed to the council's website to assist the council to comply with the Plan;
- copies of the Plan have been distributed to Gaelic organisations;
- copies of the Plan are available on request.

The Plan will remain in force for a period of 5 years from 2022, and we will review the Plan no later than 5 years after the date it is approved by Bòrd na Gàidhlig. Within sections 2 and 3 we have set out individual target dates for implementing specific commitments in our Plan.

An internal Gaelic development group exists to co-ordinate actions, develop and monitor the Plan.

Angusalive is the Trust which delivers the cultural commitments to Gaelic on the council's behalf. A staff member from the Trust sits on the internal Gaelic development group.

Monitoring will be carried out internally by the corporate equalities' group which is responsible to the leadership team. A yearly monitoring report will be sent to Bòrd na Gàidhlig.

The resource requirements for the Plan will be included as part of the Council's financial planning considerations.

The overall responsibility for the implementation of our Gaelic Language Plan lies with the council's Chief Executive, Margo Williamson, Angus House, Orchardbank Business Park, Forfar, Angus DD8 1AN. Tel 01307 492616.

The Director with lead responsibility for the Plan is:

Director of Infrastructure
Angus Council
Angus House
Orchardbank Business Park
Forfar
DD8 1AN

Any comments or questions about the content of this Plan should be addressed to:

Snr Practitioner Equalities
HR, Digital Enablement, IT & Business Support Directorate
Angus Council
Angus House
Orchardbank Business Park
Forfar
DD8 1AN

01307 492374
phillipsd@angus.gov.uk

Seisean Fosgailte
Cuspair 6.3

For	Policy and Resources Committee
Date of Meeting	26/01/2022
Location:	Online
Item on Agenda	6.3

Title	Impact of three-year agreements		
Request	For information *		
Spokesperson	Nicola Pearson, Head of Finance and Corporate Affairs		
Governance route for the report		**Date**	**Type of Treatment**
Sgioba Stiùiridh		23/11/2021	Approval
Appendices			

1.0	**Adhbhar/Reason**
1.1	The paper is to inform the Committee of the work to progress the review to assess the impact of the multi-year funding agreements and to provide reflection on lessons learnt and improvements to be implemented. The paper is in English as is presented by the Head of Finance and Corporate Affairs.
2.0	**Cùl-fhiosrachadh/Background**
2.1	The Board approved the implementation of three-year funding contracts with the main funded bodies in December 2018, with BnG officers reviewing other public bodies' systems for multi-year funding agreements as part of the research for implementing the new system. The 3-year contracts were extended for a further year to enable the organisations to recover from the impact of COVID and to plan in light of the next National Gaelic Language Plan. The move to longer-term contracts was designed to support these bodies to achieve greater value for money and to provide greater certainty over the longer-term, including the means to offer longer term contracts to staff. The longer nature of these contracts were also designed to make more effective use of systems and resources within BnG compared to the operation of an annual application process which had been in place for many years.
3.0	**Prìomh Aithris/Fiosrachadh / Main points**
3.1	Officers are of the view that this work should include a review of the impact on BnG as well as the funded organisations, and identify developments for both sides of the agreements. For this reason, an independent contractor will be sought to carry out the work. The timetable for the review is set so that findings will facilitate decision making as to how to proceed before the agreed extensions come to an end. The report would need to consider and assess the following: 1. Did the organisation benefit from being in receipt of a three year rather than one year funding agreement e.g. - What form did these benefits take? - Can they be quantified (time/money/staff impact etc)? What recommendations can be made to develop the monitoring and evaluation in future?

	2. Was there an improvement in the recruitment and retention of staff as a result of the three year contract e.g. - Longer contracts advertised - A reduction in the time it took to fill a post - A reduction in staff turnover 3. What were the non-financial effects of the three-year contract on the organisation, either positive and negative? This may include impact on stakeholders, service users or partner organisations. - How effective were the organisations' own evaluation systems and are there recommendations on how they might develop these further? 4. What was the impact of the multi-year contracts on BnG e.g. - Timesaving - More effective processes - Better governance process 5. Based on the foregoing, what recommendations would the consultant make for the optimum achievement of value for money.
4.0	**Moladh /Recommendation**
4.1	Members are requested to consider the report and note the information.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas/Impact on Finance**
	Estimated cost £15,000 incl. VAT. This is available within existing budgets.
5.2	**Buaidhean air Luchd-obrach/Impact on Staff**
	Staff time and evaluation required
5.3	**Buaidhean air Trèanadh/ Impact on Training**
	The information arising from the review will be used to provide development activities within BnG and potentially for the funded organisations.
5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra/Links to Strategic and Corporate Aims**
	Corporate Plan Aim: 4. That Bòrd na Gàidhlig will continue to improve how it works.
5.5	**Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta/ Links to the National Performance Framework**

OUR PURPOSE		OUR VALUES	
To focus on creating a more successful country with opportunities for all of Scotland to flourish through increased wellbeing, and sustainable and inclusive economic growth		We are a society which treats all our people with kindness, dignity and compassion, respects the rule of law, and acts in an open and transparent way	
NATIONAL OUTCOMES			
Human Rights	☐	Children & Young People	☐
Culture	☐	Communities	☐
Environment	☐	Poverty	☐
Health	☐	International	☐
Learning	☐	Economy	☐
Successful innovative businesses	☒		

5.6	**Buaidhean air Cliù/Impacts on Reputation**
	It is important the BnG continues to demonstrate appropriate levels of Corporate Governance and the good use of public funds. This assessment will enable us to ensure that we continue to make evidence based decisions for the future.

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 Àireannachd/Impacts on Environment**
	n/a

Seisean Fosgailte
Cuspair 7.1

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	26.01.2022
Àite:	Air MS Teams
Nì a' Chlàir-ghnothaich	7.1

Tiotal a' Phàipeir	Adhartas air Foghlam Àrd-Sgoile	
Moladh do Bhuill	Airson Fiosrachaidh*	
Neach labhairt:	Seumas Whannel	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba-stiùiridh	13/01/2022	Ri Aontachadh
Pàipear-taice air a cheangal ris	Tha 1. Freagairt dhan Cho-chomhairleachadh air Clàradh (Luchd-teagaisg) aig Comhairle Choitcheann Teagaisg na h-Alba. 2. Co-chomhairle air Measadh Buaidh air Tilleadh dhan Sgoil - Am Faoilleach 2022.	

1.0	**Adhbhar**
1.1	Gus am fios as ùire a thoirt do Bhuil na Comataidh air Leasachadh Churraicealaim ann an Roinn FtG na h-Àrd-sgoile.
2.0	**Cùl-fhiosrachadh**
2.1	Tha an aithris seo a' toirt an fhios as ùire dhan Chomataidh mu chuspairean leantainneach a thaobh Taic is Leasachadh air FtG aig ìre na h-Àrd-sgoile. Bidh a' Chomataidh a' faighinn aithris aig gach coinneamh air adhartas bhon aithisg mu dheireadh (chaidh aithisg a chur chun na Comataidh mar fhiosrachadh aig a' choinneimh mu dheireadh aca air 9.11.21).
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	**Lèirmheas air Ath-leasachadh Foghlaim 2022.** Mar a chaidh a thoirt fa-near anns an aithisg air 9.11.21, chuir Bòrd na Gàidhlig freagairt fhoirmeil dhan Cho-chomhairle air Ath-leasachadh Foghlaim mun lèirmheas a rinn an t-Àrd-Ollamh Ken Muir. B' e seo toradh na h-obrach a rinn am Bòrd tron bhallrachd againn sa Bhuidhinn Comhairleachaidh Luchd-cleachdaidh is Luchd-ùidh a thug comhairle dhan Àrd-ollamh Muir. Tha e coltach gum bi buaidh mhòr aig an Lèirmheas air Ath-leasachadh Foghlaim air Foghlam Alba. Thathas an dùil gun tèid Dreach Aithisg an Àrd-ollaimh Muir a chur gu Rùnaire a' Chaibineit airson Foghlam agus Sgilean san Fhaoilleach 2022 is gur dòcha gum bi deasbad poblach ann mu na molaidhean aige as t-Earrach agus as t-Samhradh 2022. **Lèirmheas air Planadh Leasachaidh san Àrd-sgoil** Mar thoradh air dìth comais-làimhseachaidh chaidh dàil a bharrachd a chur air seo, ach tha comharran tùsail ann gu bheil mòran obrach ri dhèanamh taobh a-staigh sgoiltean agus ùghdarrasan ionadail gus dèanamh cinnteach gu bheil planadh leasachaidh bliadhnail FtG agus Aithris Inbhean is Càileachd ann airson a h-uile ionad a tha a' lìbhrigeadh FtG. Aig an àm seo tha an dà chuid planadh leasachaidh agus aithris air inbhean agus càileachd buailteach a bhith an sàs gu h-iomlan dìreach ann an aonadan FtG fa leth. Thathar an dòchas gun tèid geàrr-aithisg a thoirt seachad aig an ath-choinneimh den Chomataidh Poileasaidh is Ghoireasan sa Chèitean 2022. **Seisean trèanaidh GLAN** Dh'aontaich Sgioba Foghlaim a' Bhùird le GLAN gun toireadh iad seachad 3 seiseanan trèanaidh gach seisean do phrìomh Oifigearan Gàidhlig aig Ùghdarrasan Ionadail. Chaidh 2 sheisean trèanaidh leth-latha a lìbhrigeadh (an t-Ògmhios agus an t-Samhain 2021) le taic com-

	pàirteachais bho Chomhairle Earra-Ghàidheal is Bhòid (an cleachdadh as fheàrr ann am planadh leasachaidh bliadhnail) agus Foghlam Alba (leasachadh curraicealaim àrd-sgoile). Cha robh mòran dhaoine an làthair aig an dà sheisean. Togaidh Stiùiriche Foghlaim na Gàidhlig ceist mu fheumalachdan trèanaidh oifigearan GLAN aig an ath choinneimh aca sa Ghearran 2022 agus thèid barrachd ghnìomhan aontachadh. **Co-chomhairle air Measadh Buaidh air Tilleadh dhan Sgoil - Am Faoilleach 2022.** Chuir Sgioba Foghlam a' Bhùird freagairt dhan cho-chomhairle mu bhith a' tilleadh dhan sgoil san Lùnastal 2021 agus san Fhaoilleach 2022. Tha an fhreagairt bhon Fhaoilleach 2022 an cois seo airson fiosrachadh. Cumaidh an Sgioba Foghlaim agus an Sgioba-stiùiridh sùil air an t-suidheachadh tro na sgoiltean uile fhad 's a tha an galar lèir-sgaoilte a' leantainn agus nì iad measadh an gabhadh *Cleachdiaigantaigh* a thoirt seachad mar thaic a bharrachd a-rithist. **Co-chomhairle GTCS air Clàradh Luchd-teagaisg** Dhùin co-chomhairle phoblach GTCS air rèiteachaidhean ùra a thaobh clàradh thidsearan air 5 Faoilleach 2022 agus chuir Bòrd na Gàidhlig freagairt a-steach (an cois seo mar fhiosrachadh). Bu chòir a thoirt fa-near gum faodadh rèiteachaidhean ùra a bhith air an cur an sàs a thaobh speisealachadh barrantaichte mar thoradh air a' cho-chomhairle agus tha am Bòrd air beachdan sònraichte a thoirt seachad air mar a dh'fhaodadh seo deagh bhuaidh a thoirt air FtG. **Prìomhachasan Leasachaidh aig an Sgioba Planaidh agus an Sgioba Foghlaim.** Tha obair air tòiseachadh leis na Sgiobaidhean Foghlaim is Planaidh ann an com-pàirt gus prìomhachasan sgrìobhte aontachadh airson Foghlam a thèid a chleachdadh leis an dà sgioba mar cho-theacs aontaichte airson a bhith a' toirt seachad Dreachd Measaidhean Plana agus Sgrùdadh air Aithisgean Dearcnachaidh. Nì seo cinnteach gum bi seata phrìomh-amasan aontaichte is cunbhalach aig a' Bhòrd airson planadh thar gach raon foghlaim a thèid a chleachdadh, mar eisimpleir, gus comhairle agus taic a thoirt do dh'Ùghdarrasan Ionadail a thaobh an cuid dhleastanasan. Thèid an dreachd pròram a thoirt dhan Chomataidh aig a' choinneimh sa Chèitean 2022.			
4.0	**Moladh**			
4.1	Gun toir a' Chomataidh am pàipear seo fa-near agus gun aontaich e barrachd ùrachaidhean fhaighinn aig gach coinneamh Comataidh ri teachd.			
5.0	**Prìomh Bhuaidhean Ro-innleachdach**			
5.1	**Buaidhean air Ionmhas**			
	Cha bhi buaidh ann			
5.2	**Buaidhean air Luchd-obrach**			
	Goireasan luchd-obrach airson prìomhachasan a' Bhùird a lìbhrigeadh.			
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 dhan 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 & Òigridh	☐
	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 an àrainneachd**			
	Cha bhi buaidh ann			

*Fosgailte airson deasbad aig a choinneamh

GLAN – Gaelic Local Authority Network (Network of Local Authority Officers with Gaelic remits)

OECD – Organisation for Economic Co-operation and Development

GME/GLE – Gaelic-medium Education / Gaelic Learners' Education

CLAS – Comann Luchd-teagaisg Àrdsgoiltean

GTCS – General Teaching Council of Scotland / CCTA Comhairle Coitcheann Teagaisg na h-Alba

3. As standard, we intend to publish your response to this consultation. If you are an individual respondent, unless you indicate otherwise below, your response will be published anonymously (as we have not requested your name). If you are an organisational respondent, unless you indicate otherwise, your response will be published along with your organisation's name.

   On that basis, we should be grateful if you would please indicate your publishing preference:
   *

   - (●) Publish response (as above)
   - ( ) Do not publish response

4. GTC Scotland propose that the Register of Teachers will consist of the following categories of registration: Primary Education; Secondary Subject Education and Further Education.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
●	○	○	○	○

5. If you wish to comment on the above proposal, please do so below.

We noted that "Primary" Registration includes potential delivery within the BGE whilst "Secondary Subject" registration includes a less clear comment on the potential to teach in "other contexts" - with both noting "in the interests of specific learners". We would suggest greater clarity is required here. Is the intention to enable a secondary subject registered teacher to teach their subject within a designated Primary Education setting e.g. P7 where the specific learners may be all children in the Gaelic-medium Education (GME) P7? The development of BGE delivery of literacy, numeracy and HWB from Primary Registered teachers could impact positively on the GME sector, given the current issues across the sector as a whole and the importance of continuing immersion delivery within GME secondary provision. We would propose that national agencies (such as Bòrd na Gàidhlig, GTCS and Education Scotland) consult together on additional national advice regarding best practice. Should the change be implemented, we will be happy to lead further discussions on appropriate support for the GME sector.

6. The proposed changes to registration categories meet GTC Scotland's aim to ensure the Register of Teachers reflects the Scottish education system.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
○	○	○	◉	○

7. If you wish to comment on the above proposal, please do so below.

Overall the categories provide a coherent structure however a crucial element in Scottish Education has been omitted - the language of delivery. In Scotland education is delivered either through the medium of English or through the medium of Gaelic. We recommend that each category includes a further bullet point, recognising this fundamental concept within Scottish Education e.g. * Either through the medium of English or Gaelic

8. GTC Scotland propose that individuals registered in the category of Primary Education will be registered to teach:

- the entirety of the early learning and childcare and primary curriculum from early learning and childcare through to primary 7;
- literacy, numeracy and health and wellbeing across Broad General Education in other contexts in the interests of specific learners.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
○	◉	○	○	○

9. If you wish to comment on the above proposal, please do so below.

We have already commented on the potential for the definition to have a specific impact on GME and as stated we will be happy to lead further consideration of how this can improve provision.

10. GTC Scotland propose that individuals registered in the category of Secondary Subject Education will be registered to teach:

    - their specific registered subject as part of the secondary curriculum across the entirety of the Broad General Education and Senior Phase;
    - their specific registered subject in other contexts in the interests of specific learners;
    - skills for learning, life and work, interdisciplinary learning and responsibilities for all as part of the secondary curriculum.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
○	○	◉	○	○

11. If you wish to comment on the above proposal, please do so below.

As stated clarity on what might constitute "other contexts" will be important. This particularly impacts on GME provision where Primary and Secondary curriculum offers and transitions often require a greater degree of strategic planning. Consequently deployment of the teaching force and the construct of the curriculum may require additional strategic intervention at both school and Local Authoirity level.

12. GTC Scotland propose that individuals registered in the category of Further Education will be registered to teach:

    - their subject or vocational specialism across the entirety of further education;
    - skills for learning, life and work, interdisciplinary learning and responsibilities for all as part of further education;
    - their subject or vocational specialism within the senior phase of the secondary education curriculum as part of agreed school and college partnership arrangements where the teacher of further education is contributing to a specific learning purpose and extending the curriculum offer in the interest of learners as part of learners' overall provision of school senior phase education and is supervised by the provider of school education.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
○	◉	○	○	○

13. If you wish to comment on the above proposal, please do so below.

As noted we recommend all registration reflects delivery in Scottish Education, which therefore notes delivery in either / both Gaelic or English. The provision, potentially, of input from an FE Registered teacher within the Senior Phase provision of a Secondary School opens up possibilities within GME and we would recommend this is included in any inter-agency consultation.

14. The proposed change is to cease the existing category of Additional Support Needs.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
○	◉	○	○	○

15. If you wish to comment on the above proposal, please do so below.

We recognise the concepts behind this change and note positively the idea of an Accredited Specialism, which we will refer to in further responses (in relation to the GME Sector)

16. GTC Scotland propose to recognise a teacher's qualifications in additional support needs, and other specialist areas through a process of registration enhancement.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
○	◉	○	○	○

17. If you wish to comment on the above proposal, please do so below.

We will respond to registration enhancement section with comments around GME provision.

18. GTC Scotland propose that in order to protect the integrity of the Register of Teachers, the status of Provisional (Conditional) registration should no longer be issued.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
○	◉	○	○	○

19. If you wish to comment on the above proposal, please do so below.

20. GTC Scotland propose that the Full Registration (Associate) status is closed and that we review the practical operation of Professional Update to ensure it is fit for purpose.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
○	◉	○	○	○

21. If you wish to comment on the above proposal, please do so below.

22. GTC Scotland propose that there are two registration status for the Primary Education and Secondary Subject Education categories of registration: Provisional Registration and Full Registration.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
○	◉	○	○	○

23. If you wish to comment on the above proposal, please do so below.

24. GTC Scotland propose to broaden the scope of teaching qualifications that meet registration criteria in the category of further education.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
○	◉	○	○	○

25. If you wish to comment on the above proposal, please do so below.

We recommend that the potential for developing greater delivery through the medium of Gaelic within the FE Sector is reflected on further. We have proposed an inter-organisation consultation as a consequence of any new registration framework for Scotland and we would propose that Sabhal Mòr Ostaig (and other relevant FE providers) are included as consultees.

26. GTC Scotland propose that a transitional/grandparenting arrangement is put in place for the onboarding onto the Register of Teachers of the lecturing workforce employed on and prior to 1 April 2019.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
○	◉	○	○	○

27. If you wish to comment on the above proposal, please do so below.

28. GTC Scotland propose that any lecturer appointed on or after 1 April 2019 will require a recognised or validated teaching qualification for entry to the Register of Teachers as a teacher of further education.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
○	◉	○	○	○

29. If you wish to comment on the above proposal, please do so below.

30. GTC Scotland propose that there are two registration status for the Further Education category of registration: Interim Registration and Full Registration.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
○	◉	○	○	○

31. If you wish to comment on the above proposal, please do so below.

32. To be registered on the Register of Teachers, GTC Scotland propose that individuals who qualified outside Scotland must hold a teaching qualification (meaning they have completed teacher education comparable to that required of a teacher qualified in Scotland) and have academic qualifications as outlined in Schedule 2 of the Rules.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
○	◉	○	○	○

33. If you wish to comment on the above proposal, please do so below.

We agree with the proposal in general. We recommend some further reflection on establishing clarity regarding provision that may impact on GME in Scotland (e.g. Canadian qualifications such as those provided by St. Francis Xavier University in Nova Scotia).

34. GTC Scotland then propose that, if the criteria above have been met, individuals who qualified outside Scotland will be placed on the register according to their qualifications in line with the requirements for registration and definitions for each category of registration set out in the Rules.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
○	◉	○	○	○

35. If you wish to comment on the above proposal, please do so below.

36. GTC Scotland propose that there should be an Additional Registration Framework to allow a registered teacher to add another category to their registration. This framework should be clearer and more accessible than the current system for Professional Registration.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
○	◉	○	○	○

37. If you wish to comment on the above proposal, please do so below.

We agree with the proposal and note the potential impact on the pilot Additional Teaching Qualification funded by the Bòrd and being delivered by the University of Strathclyde. The pilot will be evaluated at the end of 2022. It is hoped to extend the pilot subject to evaluation.

38. GTC Scotland propose the creation of a qualification-based Accredited Specialism Framework to allow a registered teacher to add area(s) of specialism to their registration.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
○	◉	○	○	○

39. If you wish to comment on the above proposal, please do so below.

We recommend that GME teachers have a recognised pathway to acquiring Accredited Specialism in GME. At present there is no recognised GME Qualification for Teachers. Most GME teachers are registered for their sector and/or subject and possess sufficient fluency in Gaelic to deliver the curriculum through the medium of Gaelic (there is no formal assessment of this at present). Most GME teachers have Gaelic as their first language. We recommend that Accredited Specialism in GME is recognised principally through the following: 1. Qualifications provided through GME Initial Teacher Education at SMO, University of Strathclyde or the University of Edinburgh Degree in Primary Education with Gaelic. 2. Additional qualifications relating to GME - there are some developments in discussion currently. We recommend that the Accredited Specialism route is open to a developing set of GME qualifications. 3. There are developing proposals relating to additional qualifications relating to Leadership in and of GME and we recommend that these may also be considered in relation to Accredited Specialism.

40. GTC Scotland propose amendments relating to the Professional Standard for Headship, including an additional Schedule 3, to ensure the Rules reflect current practice, routes and recognition of Professional Standard for Headship.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
○	◉	○	○	○

41. If you wish to comment on the above proposal, please do so below.

> We noted the potential for Accredited Specialism in Leadership (GME) in our previous response. We recommend that the specific context of leadership in GME is provided for within the Rules. This may relate to Professional Standard for Headship acquired within the GME context or future development of new qualifications (such as a module in Leadership of GME for English-speaking members of a Senior Leadership Team, who have strategic responsibility for GME).

42. GTC Scotland proposes that the Registration Rules detail the obligations and requirements for registrants in maintaining their registration.

    These obligations and requirements are:

    - participating in a system of ongoing professional learning, review and development (Professional Update);
    - notifying GTC Scotland, without delay, that they:
        - have been charged with or found guilty of a criminal offence;
        - are subject to disciplinary or fitness to practice processes with another professional or regulatory body;
    - notifying GTC Scotland that they have changed employer, name and/or address and any other changes or amendments required to their registration record;
    - remaining a member of the PVG scheme and provide updates to GTC Scotland as requested.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
◉	○	○	○	○

43. If you wish to comment on the above proposal, please do so below.

We recommend that teachers within the GME sector demonstrate specific skill development relating to GME as an essential element in Professional Update. This may include demonstrating the application of particular professional learning to the GME sector and / or GME specific professional development, such as developing greater knowledge of immersion education.

44. GTC Scotland propose that a registration review is no longer referred to the panel process and instead a formal internal review process will be followed as detailed in the Rules.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
○	◉	○	○	○

45. If you wish to comment on the above proposal, please do so below.

46. GTC Scotland propose to refine and modernise the information that is held on its register retaining current and previous employment information to enable GTC Scotland's regulation function and better support election processes

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
○	◉	○	○	○

47. If you wish to comment on the above proposal, please do so below.

48. GTC Scotland is committed to ensuring equality, diversity and inclusion in all its work. Please tell us if you consider any of the proposals for the new Registration Rules, as set out in this consultation, will create any equality, diversity and inclusion impact(s) - positive or negative - on any individuals who may be affected by or utilise the rules.

We are in agreement with propsals overall relating to diversity.

49. In the box below, please share any additional comments you may wish to provide GTC Scotland on the proposed amendments to the current Registration and Standards Rules 2015.

We recognise that some of the issues we have identified in our response may require further discussion and exploration. We will be very happy to assist the team at GTCS in providing a framework for registration that meets the needs of both the English-medium and Gaelic-medium sectors.

50. GTC Scotland is committed to listening to voices from across the education system. If you would wish to continue the conversation about the Rules, please leave an email address below, which we can use to contact you.

Director of Gaelic Education at Bòrd na Gàidhlig: Jim Whannel at seumas@gaidhlig.scot

Seisean Fosgailte
Cuspair 7.1 PT2

Measaidhean Buaidh aig Riaghaltas na h-Alba mu ullachaidhean airson a bhith a' tilleadh dhan Sgoil san Fhaoilleach 2022

Freagairt bho Bhòrd na Gàidhlig

Tha sinn a' cur fàilte air mar a chaidh cuid de na molaidhean san fhreagairt againn a chur anns an stiùireadh a dh'fhoillsich Riaghaltas na h-Alba airson an Lùnastail 2021. Tha na molaidhean againn airson comhairle an Fhaoillich 2022 air an liostadh gu h-ìosal.

Measadh Buaidh: A' lùghdachadh Riosgan ann an Sgoiltean, Am Faoilleach 2022

1. Anns an fhreagairt againn san Lùnastal 2021, thog sinn ceist mu shoilleireachd taobh a-staigh na Tairgse E-Ionnsachadh Nàiseanta (*National E-Learning Offer* - NELO). Chan eil seo soilleir fhathast a thaobh stuthan taice airson Foghlam tro Mheadhan na Gàidhlig (FtG) agus Foghlam tro Mheadhan na Beurla (FtB).
   Tha an nòta againn bhon Lùnastal 2021 gu h-ìosal:

- *Fo Phlanaichean Leasanan-ionnsachaidh air Astar, tha ceangal ga thoirt ri Tairgse NELO (td15). Chan eile e follaiseach a bheil taic ri foghlam Gàidhlig a' cleachdadh a' cheangail sin – tha raon farsaing de stuth-taice a' nochdadh airson solar Beurla is Albais ach chan eil toraidhean sam bith a' tighinn le bhith a' cleachdadh a' phutain-rannsachaidh airson Gàidhlig. Bhiodh e cudromach soilleireachadh mar a bhios Tairgse NELO a' cur taic ri FtG.*

2. Tha dleastanas cudromach aig Buidheann Ath-shlànachaidh Foghlaim Covid-19 ann a bhith a' toirt seachad ceannas ro-innleachdail airson roinn an fhoghlaim. Tha e cudromach gum beachdaich Buidheann Ath-shlànachaidh an Fhoghlaim an dà chuid air roinnean FtG agus FtB agus gun toir e seachad molaidhean iomchaidh, stèidhichte air fianais airson gach roinn. Mholamaid gum beachdaich a' bhuidheann Ath-shlànachaidh Foghlaim air mar a tha e a' toirt comhairle iomchaidh dhan dà roinn.

3. San fhreagairt againn san Lùnastal 2021, mhol sinn gun toireadh Ùghdarrasan Ionadail fiosrachadh taice do Theaghlaichean FtG agus chuireamaid am moladh seo an cèill a-rithist. A bharrachd air seo, tha na dh'ionnsaichear eadar 21 Lùnastal is 22 Dùbhlachd agus ann an teirmean roimhe air na dùbhlain sònraichte a shealltainn a thug buaidh air roinn FtG a thaobh dùnadh sgoiltean agus neo-làthaireachd luchd-obrach agus air mar a bheir seo buaidh air bogadh. Mholamaid gun toir Ùghdarrasan Ionadail stiùireadh ro-innleachdail do sgoiltean a thaobh na dòigh as fheàrr air deagh foghlaim a lìbhrigeadh anns an t-suidheachadh FtG. Dh'fhaodadh seo a bhith co-cheangailte ri cruthachalachd ann an cleachdadh luchd-obrach mar eisimpleir agus a bhith a' faighinn cothrom air taic shònraichte bho bhuidhnean leithid e-Sgoil.

   Mar a chaidh a ràdh san tagradh a rinn sinn roimhe, bhiodh Bòrd na Gàidhlig toilichte comhairle phroifeasanta a thoirt seachad air seo agus air a h-uile cùis co-cheangailte ri FtG.

   Cuir fios gu oifis@gaidhlig.scot

4. Measadh Buaidh Eileanach.

   Mholamaid gun tèid comhairle a bharrachd a thoirt seachad mu na leanas:
   - Ann am mòran eileanan Albannach bidh FtG agus Gàidhlig gu sònraichte cudromach leis cho làidir 's a tha an cànan ann an coimhearsnachdan eileanach. Mar sin, bu chòir cuideam sònraichte a chur air a bhith a' toirt seachad seirbheisean FtG sna co-theacsan sin. Mar sin tha ro-innleachdan luchd-obrach agus lìbhrigeadh foghlam bogaidh ro-chudromach.

   - Bu chòir aire shònraichte a thoirt do raon de phoileasaidhean a bheir buaidh air FtG agus Gàidhlig ann an coimhearsnachdan eileanach. Dh'fhaodadh iad seo a bhith a' gabhail a-steach:
     Poileasaidh Gàidhlig an Toiseach aig Comhairle nan Eilean Siar (CnES)
     Na Planaichean Gàidhlig aig Comhairle na Gàidhealtachd, Comhairle Earra-Ghàidheal is Bhòid agus CnES.

Measadh air Còraichean agus Sunnd Chloinne

1. Bhiodh e feumail toirt fa-near sa chiad dol a-mach gu bheil na h-altan a leanas a' toirt buaidh dhìreach air solar FtG.

   Alt 28 – Còir air Foghlam
   Alt 28 – Meas air na cultaran aca fhèin is aig daoine eile
   Alt 30 – Mion-shluaighean agus tùsanaich
   Alt 31 – Farsaingeachd de ghnìomhachdan cultarail is ealain

   Cuidichidh aithris mu mar a tha Cùmhnant nan Dùthchannan Aonaichte air Còraichean Chloinne a' toirt buaidh dhìreach air roinn FtG gus an co-theacsa a shoillearachadh mu na beachdan a bharrachd a tha sinn a' toirt seachad.

2. Buaidh aig a' Phoileasaidh/Ceum air Còraichean Chloinne
   Tha sinn a' moladh gum bu chòir iomradh sònraichte a bhith ann air td7 air clann ann am FtG a thaobh Alt 30. A bharrachd air sin, còmhla ris na beachdan air td9 a' buntainn ri FtG, tha sinn a' moladh fiosrachadh a bharrachd co-cheangailte ri Alt 31 agus an raon de ghnìomhachdan cultarail is ealain taobh a-staigh co-theacs FtG.

3. Anns an earrann air a bheil "Included" (td20), mholamaid gun toirear iomradh sònraichte air FtG. Bidh seo co-cheangailte ri bhith a' lìbhrigeadh bogadh taobh a-staigh roinn FtG, solar luchd-obrach, taic do phàrantan agus lìbhrigeadh Plana Nàiseanta na Gàidhlig mar cho-theacs farsaing.

4. Tha sinn a' toirt fa-near gu bheil grunn bheachdan ann a thaobh sgòp Measadh Buaidh Còraichean agus Sunnd Chloinne (*Children's Rights and Wellbeing Impact Assessment* - CRWIA) agus air na tùsan fianais a tha mar bhunait do na co-dhùnaidhean. Thathar a' cleachdadh nan tùsan fianais a leanas:

   Fiosrachadh Stadastaigeil
   Dàta
   Anailis Neo-eisimeileach
   Ath-sgrùdaidhean leis an 3^{s} Roinn.

   Thug sinn fa-near gun robh iomradh sònraichte air na leanas:

   Slàinte Phoblach na h-Alba: Buaidh Covid-19 air daoine 10-17 bliadhna a dh'aois
   Pannal Ath-shlànachaidh Foghlaim na h-Òigridh
   Lockdown Lowdown

   Tha sinn a' moladh gun dèanar ath-sgrùdadh air na tobraichean fiosrachaidh seo gus dèanamh cinnteach gu bheil fiosrachadh ann an dà chuid mu na roinnean FtG agus FtB agus gun tèid fiosrachadh a shireadh bho dhaoine òga le Gàidhlig mu na dh'fhiosraich iad.

   Mar a thuirt sinn san fhreagairt againn san Lùnastal 2021, bhiomaid fìor thoilichte fiosrachadh no mìneachadh a bharrachd a thoirt dhuibh air cuspair sam bith nam biodh sin feumail.

Scottish Government Impact Assessments on Back to School arrangements for January 2022

Response from Bòrd na Gàidhlig
January 2022.

We welcome the inclusion of some of our recommendations in our response to the guidance issued by the Scottish Government for August 2021. Our recommendations for the January 2022 advice are detailed below.

Impact Assessment: Reducing Risks in Schools January 2022

5. *In our August 2021 response we raised the issue of clarity within the NELO Offer. This still remains unclear regarding Gaelic-medium Education (GME) and English-medium Education (EME) support material. Our August 2021 note is attached below:*

Under Remote Learning Lesson Plans, a link is provided to the NELO Offer (p15). It is unclear where support for Gaelic-medium is using the same link – a wide range of support material appears for English and Scots delivery but using the search button for Gaelic and/or Gàidhlig does not produce any results. It would be important to clarify how the NELO Offer supports GME

6. *The Covid19 Education Recovery Group has an important role to play in providing strategic leadership for the education sector. It is crucial that the Education Recovery Group reflects on both the GME and EME sectors and makes appropriate, evidenced suggestions for either sector. We recommend that the Education Recovery Group reflects on how it is providing appropriate advice for both sectors.*

7. *In our August 2021 response we recommended that Local Authorities provide GME Families with support information and we would reiterate this recommendation. In addition, the experience of the period August 21 – December 22 and previous terms has demonstrated the particular challenges, which have impacted on the GME sector regarding school closure and staff absence and how this impacts on immersion. We recommend that Local Authorities provide strategic leadership for schools regarding how best to deliver a quality educational experience in the GME setting. This may relate to creativity in staff deployment for example and accessing particular support from agencies such as e-Sgoil.*

   As stated in our previous submission the Bòrd Education Team will be happy to provide professional advice on this and all issues relating to GME.

   Please contact oifis@gaidhlig.scot

8. *Island Impact Assessment.*

   We recommend further advice be provided regarding the following:
   - *In many Scottish Islands GME and Gaelic will have particular importance given the strength of the language in island communities. Regard should be given therefore to providing GME services in these contexts. Staffing strategies and the delivery of immersion education are therefore crucial.*

   - *Particular regard should be paid to a range of policies which impact upon GME and Gaelic within island communities and these may include:*
     The Gaelic First policy of CNES
     The Gaelic Language Plans of Highland Council, Argyll and Bute and CNES.

   Children's Rights and Wellbeing Assessment

5. *It would be useful guidance from the onset to note that the following articles impact directly on GME provision:*

   Article 28 – Right to Education
   Article 29 – Respect for own / other cultures
   Article 30 – Minority and Indigenous groups
   Article 31 - Range of cultural and artistic activities

   A statement relating to how the UNCRC directly impacts on the GME sector will help to clarify the context for additional comments we are making.

6. *Impact of the Policy/Measure on Children's Rights*
   We recommend on p7 that a specific mention of children in GME provision be made in relation to Article 30. In addition, along with the comments on p9 relating to GME, we recommend additional information relating to Article 31 and the range of cultural and artistic activities within the GME context.

7. *In the section titled "Included" (p20) we recommend specific mention is made of GME. This will relate to the delivery of immersion within the GME sector, the provision of staffing, support for parents and the delivery of the National Plan for Gaelic as an overarching context.*

8. *We note a range of comments regarding the scope of the CRWIA and the evidence base used to support conclusions. The following evidence bases are cited:*

   Statistical Evidence
   Data
   Independent Analysis
   3rd Sector reviews

   We noted particular reference was made to the following:

   Public Health Scotland: Impact of COVID-19 19 on 10–17-year-olds.

   Education Recovery Youth Panel

   Lockdown Lowdown

   We recommend that these sources of information are reviewed to ensure there is information on both the GME and EME sectors and that input from Gaelic-speaking young people about their experiences has been collated.

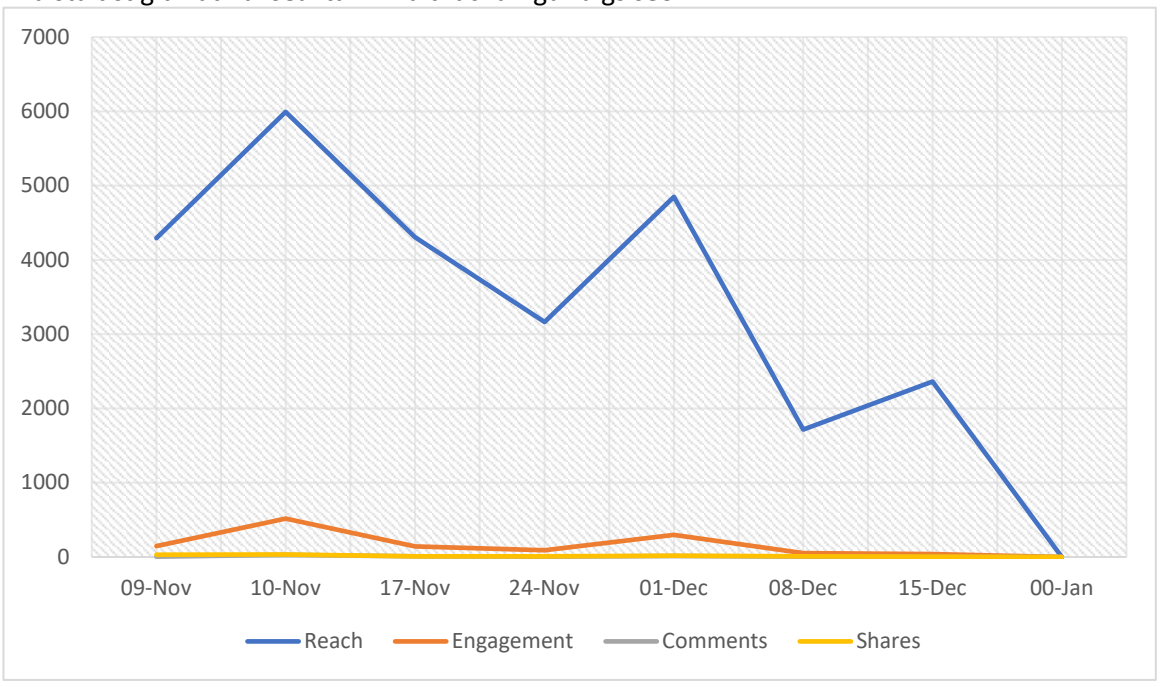
   As stated in our August 2021 response, we will be very happy to provide additional information or further explanation of any issue, if that were useful.

Seisean Fosgailte
Cuspair 7.2

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	26 Faoilteach 2021
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	7.2

Tiotal a' Phàipeir	Adhartas air Trusadh is Glèidheadh Luchd-teagaisg
Moladh do Bhuill	Airson Fiosrachaidh*
Neach labhairt:	Seumas Whannel

Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba-stiùiridh	14/01/2022	Ri Aontachadh
Pàipear-taice air a cheangal ris	Chan eil Ceanglaichean na chois	

1.0	**Adhbhar**
1.1	Ùrachadh airson na Comataidh air leasachaidhean le Trusadh is Glèidheadh Luchd-teagaisg.
2.0	**Cùl-fhiosrachaidh**
2.1	Thòisich an t-oifigear ùr airson Trusadh is Glèidheadh luchd-teagaisg aig Bòrd na Gàidhlig san Dàmhair 2021. Tha an aithisg seo a' cuimseachadh air cuid de na gnìomhan air an robh an t-oifigear ag obair anns a' chiad 3 mìosan aca leis a' Bhòrd.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	**DèanDiofar** Seo iomairt de bhidiothan agus fiosrachadh mu dheidhinn 6 tidsearan a tha ag obair ann an saoghal foghlam tron Ghàidhlig. Tha e a' toirt sealladh dhuinn air na diofar sgìrean anns a bheil iad ag obair air feadh na h-Alba agus na diofar roinnean anns a bheil iad ag obair. Tha na bhidiothan cuideachd a sealltainn gu bheil iomadach slighe a-steach gu teagaisg agus a' sealltainn nam buannachdan dhan chànan, dhan chloinn agus mar dreuchd. Chaidh na bhidiothan a-mach air Facebook san t-Samhain agus san Dùbhlachd agus a-rithist gu ceann-latha UCAS Alba. Tha staitistig thràth a' sealltainn na thachair gu ruigs seo. 

Seisean Fosgailte
Cuspair 7.2

	09-Nov	10-Nov	17-Nov	24-Nov	01-Dec	08-Dec	15-Dec	
Reach ---	4291	5992	4307	3164	4848	1716	2362	
Engagement ---	147	517	141	91	300	53	38	
Comments	3	29	9	5	12	6	2	
Shares ---	30	34	11	10	16	7	7	

Eisimpleir de shanasachd a sgaoil sinn mar phàirt dhen iomairt DèanDiofar
https://edition.pagesuite-professional.co.uk/html5/reader/production/default.aspx?pubname=&edid=305ab387-d2f1-4c2d-aa4d-23ba48d6732c

Padlet: Tidsearan Clàraichte agus Oileanaich
Tha sinn air obrachadh air 2 phadlet, a' tional ri chèile stuthan airson daoine le ùidh ann an dreuchdan ann am Foghlam tron Ghàidhlig – gu seachd àraid ann an teagasg agus padlet eile le fiosrachadh air cothroman airson Gàidhlig ionnsachadh. Tha an dà phadlet a-nis beò air an làraich-lìn againn:
www.gaidhlig.scot/ga/foghlam/fiosrachadh-as-uire
Tha iomairt sanasachd air tòiseachadh airson nan stuthan air leth feumail seo tro na meadhanan sòisealta aig Bòrd na Gàidhlig agus ann am pàipearan naidheachd ionadail. Tha an dà phadlet ri fhaotainn tro chòdaichean QR.

Iomairt Sanasachd airson dreuchdan ann am Foghlam – Ìre Coimhearsnachd.
Tha an t-Oifigear Trusadh Luchd-teagaisg ag obair air plana airson iomairtean sanasachd le fòcas air coimhearsnachdan (a' gabhail a-steach coimhearsnachdan traidiseanta agus coimhearsnachdan ùra sna bailtean mòra). Mar sin dheth bidh sanasachd a' nochdadh ann am pàipearan naidheachd ionadail anns na h-Eileanan, mu thimcheall Ghlaschu agus ann an sgìrean eadar-dhealaichte air a' Ghàidhealtachd. Tha oifigearan às na Sgiobaidhean Foghlaim is Conaltraidh ag obair air ro-innleachd gus a' bhuaidh air coimhearsnachdan ionadail a neartachadh.

Buidhnean
Tha an t-Oifigear Trusadh Luchd-teagaisg air conaltradh fhosgladh le buidhnean eadar-dhealaichte leithid Leasachadh Sgilean na h-Alba (SDS), na h-Oilthighean a tha a' lìbhrigeadh Tùs-thrèanadh Luchd-teagaisg Foghlam tron Ghàidhlig agus Oifigearan ann an Comhairlean Ionadail. Nuair a thig an dùthaich a-mach à Covid-19 bidh sinn deiseil gus tachartasan sònraichte a lìbhrigeadh, leithid Fèilltean Dreuchd a tha ag amas aig sgoilearan àrd-sgoile

.0	**Moladh**
4.1	Gun toir a' Chomataidh am pàipear seo fa-near.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas**
	Buaidh air buidseatan airson Foghlam agus Sanasachd
5.2	**Buaidhean air Luchd-obrach**
	Buaidh air Goireasan Luchd-obrach – an dà chuid anns an Sgioba Foghlaim agus anns an Sgioba Conaltraidh.
5.3	**Buaidhean air Trèanadh**
	Fhuair luchd-obrach cothroman airson trèanadh teicnigeach (a thaobh a bhith a' cur padlet an dòigh). Cumaidh sinn feumalachdan trèanaidh fo bhreithneachadh.
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 dhan 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**			
	Neartaichidh an obair seo cliù a' Bhùird mar bhuidheann a tha ag obair gu h-èifeachdach air feumalachdan an t-siostaim FtG airson luchd-teagaisg a bharrachd.			
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 an àrainneachd**			
	Cha bhi buaidh ann.			

*Fosgailte airson deasbad aig a' choinneimh

UCAS – University and Colleges Admission Service

SDS – Skills Development Scotland

Seisean Fosgailte : Open Session
Cuspair 8.1

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	26/01/2022
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**
-	-	-
Pàipear-taice air a cheangal ris	PT1 Plana-obrach	

1.0	**Adhbhar**
1.1	Gus pròram-obrach na Comataidh aontachadh
2.0	**Cùl-fhiosrachadh**
2.1	Tha pròram-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	Tha am pròram stèidhichte air gnàth-riaghailtean na Comataidh, agus air na thachair am-bliadhna. A bharrachd air sin, bidh am plana corporra ùr a' tighinn dhan Chomataidh tràth ann an 2023. Aig a' choinneimh seo, cha bhi iomradh air adhartas leis na prìomh buidhnean libhrigeadh leis gun deach aithisg dhan Bhòrd-stiùiridh san Dùbhlachd.
4.0	**Moladh**
4.2	Aonta a chur ris a' phlana obrach airson 2022/23.
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 2022/23

MÌOS		Gear 2022	Màrt 2022	Gibl 2022	Cèit 2022	Ògmh 2022	Iuch 2022	Lùn 2022	Sult 2022	Dàmh 2022	Samh 2022	Dùbh 2022	Faoi 2023	Gear 2023
Ceann-latha Coinneamh na Comataidh					10mh			30mh			1mh		24mh	
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' choinneimh													
	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				√			-			-		-	
	Sgrùdadh Ràitheil den Phlana Gnìomh 2022/23				√			√			√		√	
	Plana Corporra				-			-			-		√	
Ionmhas	Aithisg Ràitheil air Ionmhas				√			√			√		√	
	Tabhartasan eadar £50,001 agus £100,000				√			√			√		√	
	Plana ionmhais meadhan-ùine				-			-			-		√	
	Buidseat bliadhnail				-			-			-		√	
	Aithisg Bhliadhnail air Solarachadh				√			-			-		-	
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				√			-			-		-	