

## Bòrd na Gàidhlig

### A' Chomataidh Poileasaidh is Ghoireasan

Dimàirt 09/05/2023 09.30 – 12.30

Tro Teams

#### CLÀR-GNOTHAICH

SEISEAN FOSGAILTE		AGENDA	
<b>1.0</b>	<b>CÙISEAN TÒISEACHAIDH</b>	<b>OPEN SESSION</b>	<b>09.30</b>
1.1	<b>Fàilte is Leisgeulan</b>	<b>OPENING ITEMS</b>	<b>09.30-09.35</b>
1.2	<b>A' nochdadh Chom-pàirtean</b> <i>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.</i>	<b>Welcome &amp; Apologies</b> <b>Declarations of Interest</b> <i>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.</i>	
1.3	<b>GISBE</b> Bu chòir iartras sam bith airson puingeann eile a chur fo GISBE a chur gu Cathraiche na Comataidh ron choinneimh.	<b>AOCB</b> <i>Any items for AOCB should be sent for consideration to the Committee Chair prior to the meeting.</i>	
<b>2.0</b>	<b>IONMHAS</b>	<b>FINANCE</b>	<b>09.35-09.55</b>
2.1	<b>Airson Fiosrachadh*</b> Aithisg Ionmhais gu 31/03/2023 <i>Nicola Pearson, Ceann an Ionmhais is Chùisean Corporra</i>	<b>For Information*</b> Finance Statement to 31/03/2023 <i>Nicola Pearson, Head of Finance &amp; Corporate Affairs</i>	d. 1
2.2	<b>Airson Fiosrachadh*</b> Aithisg Bhliadhnail air Solarachadh PT1 Aithisg Bhliadhnail air Solarachadh <i>Nicola Pearson, Ceann an Ionmhais is Chùisean Corporra</i>	<b>For Information*</b> Annual Report on Procurement PT1 Annual Report on Procurement <i>Nicola Pearson, Head of Finance &amp; Corporate Affairs</i>	d. 4
<b>3.0</b>	<b>PLANA GNÌOMH</b>	<b>OPERATIONAL PLAN</b>	<b>09.55-10.05</b>
3.1	<b>Airson Fiosrachadh*</b> PCCs 2022/23 - Sgrùdadh <i>Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh</i>	<b>For Information*</b> KPIs 2022/23 – Monitoring <i>Iain MacMillan, Director of Development</i>	d. 8
<b>4.0</b>	<b>CLEACHDADH</b>	<b>USAGE</b>	<b>10.05-10.35</b>
4.1	<b>Airson Fiosrachadh*</b> Aithisg Lèirmheas air pileat Lìonra Oifigeir Leasachaidh na Gàidhlig agus pileat Fearann Coimhearsnachd na h-Alba PT1 Aithisg bho DC Research <i>Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh</i>	<b>For Information*</b> Review Report of the Gaelic Development Officer Network pilot and Scottish Community Land pilot PT1 Report from DC Research <i>Iain MacMillan, Director of Development</i>	d. 12
4.2	<b>Ri Aontachadh</b> Plana Gàidhlig PT1 PGR057 Seirbheis Ambaileans na h-Alba E02 <i>Christie NicIleathain, Manaidsear Planaidh</i>	<b>For Decision</b> Gaelic Language Plan PT1 PGR057 Scottish Ambulance Service E02 <i>Christie MacLean, Planning Manager</i>	d. 47
4.3	<b>Ri Aontachadh</b> Plana Gàidhlig PT1 PGR058 Seirbheis Smàlaidh is Teasairginn na h-Alba E03 <i>Christie NicIleathain, Manaidsear Planaidh</i>	<b>For Decision</b> Gaelic Language Plan PT1 PGR058 Scottish Fire and Rescue Service E03 <i>Christie MacLean, Planning Manager</i>	d. 84
4.4	<b>Ri Aontachadh</b> Prìomhachasan Ro-innleachdail PT1 PGR040 E03 Gaileiridhean Nàiseanta na h-Alba <i>Christie NicIleathain, Manaidsear Planaidh</i>	<b>For Decision</b> Strategic Priorities PT1 PGR040 E03 National Galleries of Scotland <i>Christie MacLean, Planning Manager</i>	d. 115
4.5	<b>Ri Aontachadh</b> Prìomhachasan Ro-innleachdail PT1 PGR037 E02 Comhairle Siorrachd Rinn Friù an Ear <i>Christie NicIleathain, Manaidsear Planaidh</i>	<b>For Decision</b> Strategic Priorities PT1 PGR037 E02 PGR037 East Renfrewshire Council <i>Christie MacLean, Planning Manager</i>	d. 119
4.6	<b>Ri Aontachadh</b> Prìomhachasan Ro-innleachdail PT1 PGR062 E03 Ùghdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh <i>Christie NicIleathain, Manaidsear Planaidh</i>	<b>For Decision</b> Strategic Priorities PT1PGR062 E03 Cairngorm National Park Authority <i>Christie MacLean, Planning Manager</i>	d. 123

<b>5.0</b>	<b>IONNSACHADH</b>	<b>LEARNING</b>	<b>10.35-10.50</b>
5.1	<b>Airson Fiosrachadh*</b> Adhartas air Foghlam Àrd-sgoile <i>Jennifer McHarrie, Stiùiriche Foghlaim</i>	<b>For Information*</b> Progress with Gaelic Secondary Education <i>Jennifer McHarrie, Director of Gaelic Education</i>	d. 127
5.2	<b>Airson Fiosrachadh</b> Adhartas air Trusadh is Glèidheadh Thidsearan <i>Jennifer McHarrie, Stiùiriche Foghlaim</i>	<b>For Information</b> Progress on Teacher Recruitment and Retention <i>Jennifer McHarrie, Director of Gaelic Education</i>	d. 130
5.3	<b>Airson Fiosrachadh*</b> Buaidh bho thaic Bhòrd na Gàidhlig air obair òigridh PT1 Clàr de phròiseactan a fhuair taic BnG ann an 2022/23 co-cheangailte ri òigridh <i>Steven Kellow, Oifigeir Maoineachaidh is Phròiseactan</i>	<b>For Information*</b> Effect of Bòrd na Gàidhlig support on youth work PT1 List of youth related projects that received BnG support in 2022/23 <i>Steven Kellow, Funding &amp; Projects Officer</i>	d. 134
5.4	<b>Ri Aontachadh</b> Prìomhachasan Sgeamaichean Tràth-bhliadhnaichean & Foghlaim 2023/24 <i>Steven Kellow, Oifigeir Maoineachaidh is Phròiseactan</i>	<b>For Decision</b> Priorities of 2023/24 Education and Early Years' Grant Schemes <i>Steven Kellow, Funding &amp; Projects Officer</i>	d. 139
<b>6.0</b>	<b>CÙISEAN HR</b>	<b>HR MATTERS</b>	<b>10.50-11.10</b>
6.1	<b>Airson Fiosrachadh*</b> Dàta HR PT1 Aithisg air Dàta HR aig 31 Màrt 2023 <i>Karen Nic a' Ghobhainn, Manaidsear Gníomhan</i>	<b>For Information*</b> HR Data PT1 Report on HR Data at 31 March 2023 <i>Karen Smith, Operations Manager</i>	d. 144
6.2	<b>Ri Aontachadh</b> Slàinte is Sàbhailteachd <i>Karen Nic a' Ghobhainn, Manaidsear Gníomhan</i>	<b>For Decision</b> Health and Safety <i>Karen Smith, Operations Manager</i>	d. 147
6.3	<b>Ri Aontachadh</b> Poileasaidhean Daonna PT1 Poileasaidh Rianachd Coileanaidh <i>Karen Nic a' Ghobhainn, Manaidsear Gníomhan</i>	<b>For Decision</b> HR Policies PT1 Performance Management Policy <i>Karen Smith, Operations Manager</i>	d. 150
<b>7.0</b>	<b>DEAGH RIAGHLAIDH</b>	<b>GOOD GOVERNANCE</b>	<b>11.10-11.25</b>
7.1	<b>Ri Aontachadh</b> Bun-Riaghailtean na Comataidh PT1 Bun-Riaghailtean na Comataidh Poileasaidh is Ghoireasan <i>Shona NicIlinnein, Ceannard</i>	<b>For Decision</b> Committee Terms of Reference PT1 Policy & Resources Committee Terms of Reference <i>Shona MacLennan, Ceannard</i>	d. 161
7.2	<b>Ri Aontachadh</b> Aithisg Bhliadhnail na Comataidh PT1 Aithisg Bhliadhnail <i>Shona NicIlinnein, Ceannard</i>	<b>For Decision</b> Committee Annual Report PT1 Annual Report <i>Shona MacLennan, Ceannard</i>	d. 167
<b>8.0</b>	<b>PLANA OBRACH NA COMATAIDH</b>	<b>COMMITTEE WORK PLAN</b>	<b>11.25-11.30</b>
8.1	<b>Ri Aontachadh</b> Plana Obrach na Comataidh Poileasaidh is Ghoireasan PT1 Plana obrach 2023/24 <i>Shona NicIlinnein, Ceannard</i>	<b>For Decision</b> Policy & Resources Committee Work Plan PT1 Work plan 2023/24 <i>Shona MacLennan, Ceannard</i>	d. 174
<b>9.0</b>	<b>GNOTHACH IOMCHÀIDH SAM BITH EILE</b>	<b>ANY OTHER BUSINESS</b>	<b>11.30-11.35</b>
	Ceann-latha na h-ath choinneimh: 05/09/2023	Date for the next meeting: 05/09/2023	
<b>10.0</b>	<b>TAISBEANADH</b>	<b>PRESENTATION</b>	<b>11.35-12.05</b>
	Fèisean nan Gàidheal	Fèisean nan Gàidheal	

#### Pàipearan Fiosrachaidh

Tha pàipearan 'Airson Fiosrachadh' airson toirt-fa-near agus chan eil ùine deasbaid no còmhraidh air a chur mun coinneamh sa chlàr-ghnothaich. Far a bheil cothrom ann deasbad is còmhraidh a chumail air pàipearan 'Airson Fiosrachadh', bidh na pàipearan sin air an comharrachadh le rionnag \* air a chlàr-ghnothaich. Bidh cothrom aig Buill deasbad iarraidh air pàipearan 'Airson Fiosrachadh' air nach eil rionnag \* le bhith a' leigeil fios do Chathraiche a' Chomataidh co-dhiù latha ron choinneimh. Far a bheil ceistean aig Buill co-cheangailte ri leithid clàr-ghníomhan, poileasaidhean, planaichean no cùisean ionmhais a th' anns na pàipearan, thathar gam brosnachadh gu na ceistean sin a chur air post-d gu oifis@gaidhlig.scot co-dhiù dà latha obrach ron choinneimh. Cuiridh an sgioba rianachd a' cheist sin air adhart chun an oifigeir iomchaidh airson freagairt, agus airson a bhith cothromach thèid an fhreagairt a' sgaoileadh air na Buill gu lèir agus am bi an aon thuigse an uair sin aig a h-uile neach.

#### For Information Papers

'For Information' papers are for noting and time for debate or discussion is not allocated in the agenda. Where there is an opportunity to debate and discuss 'For Information' papers, these papers will be marked with an asterisk \* on the agenda. Members will have the opportunity to request a discussion on unstarred 'For Information' papers \* by notifying the Chair of the Committee at least one day in advance of the meeting. Where Members have questions related to items such as agendas, policies, plans, or financial matters contained in the papers, they are encouraged to email these questions to oifis@gaidhlig.scot at least two working days in advance of the meeting. The administrative team will forward that question to the appropriate officer for an answer, and in the interests of fairness, the answer will be circulated to all Members so that everyone has the same understanding.



<b>For</b>	Policy and Resources Committee
<b>Date of Meeting</b>	09/05/2023
<b>Location:</b>	Online
<b>Item on Agenda</b>	2.1

<b>Paper Title</b>	Finance Report to 31 <sup>st</sup> March 2023																			
<b>Recommendation</b>	For Information *																			
<b>Spokesperson</b>	Nicola Pearson, Head of Finance & Corporate Affairs																			
<b>Governance Route</b>	<b>Date of Meeting</b>	<b>Decision</b>																		
Leadership Team	27/04/2023	For Information																		
<b>Appendices:</b>	N/a																			
<b>1.0</b>	<b>Purpose</b>																			
<b>1.1</b>	To give information to the Committee on the financial position as at 31 <sup>st</sup> March 2023.  The paper is in English as it will be presented by the Head of Finance and Corporate Affairs.																			
<b>2.0</b>	<b>Background</b>																			
<b>2.1</b>	<p>Bòrd na Gàidhlig has a total budget of £5,779k for the financial year 2022/23.</p> <p>This is the baseline Grant in Aid (GiA) of £5,179k plus additional GiA for this year of £500k and £100k for Commun nam Parant from the Corra Foundation.</p> <p>The adjusted high level income and expenditure budgets are detailed below:</p> <table border="0"> <tr> <td><b>Income:</b></td> <td style="text-align: right;"><b>£m</b></td> </tr> <tr> <td>Grant-in-aid</td> <td style="text-align: right;">5.679</td> </tr> <tr> <td>Other income (CnaP)</td> <td style="text-align: right;">0.100</td> </tr> <tr> <td><b>Total</b></td> <td style="text-align: right;"><b>5.779</b></td> </tr> <tr> <td> </td> <td></td> </tr> <tr> <td><b>Expenditure:</b></td> <td style="text-align: right;"><b>£m</b></td> </tr> <tr> <td>Development</td> <td style="text-align: right;">3.845</td> </tr> <tr> <td>Running Costs</td> <td style="text-align: right;">1.934</td> </tr> <tr> <td><b>Total</b></td> <td style="text-align: right;"><b>5.779</b></td> </tr> </table>		<b>Income:</b>	<b>£m</b>	Grant-in-aid	5.679	Other income (CnaP)	0.100	<b>Total</b>	<b>5.779</b>	 		<b>Expenditure:</b>	<b>£m</b>	Development	3.845	Running Costs	1.934	<b>Total</b>	<b>5.779</b>
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Running Costs	1.934																			
<b>Total</b>	<b>5.779</b>																			
<b>3.0</b>	<b>Main Points</b>																			
<b>3.1</b>	<p>At the end of the financial year, total spend was 1.9% over budget. This was primarily driven by an overspend in development costs of £260k which was offset by an underspend of £149k in the running cost spend.</p> <p>The running costs underspend is against the budget for salaries. This was as a result of additional funding that was received for fixed term posts, the majority of which were filled part of the way through the year.</p> <p>When the cash carried forward from the previous financial year is included there is an overall cash underspend of £98k for the year and we were granted permission from the Sponsor Division to carry forward this cash to allow us to maintain the fixed term posts to the end of the 23/24 financial year.</p>																			

The summary end of year position is below:

<b>Bòrd na Gàidhlig Aithisg Ionmhais</b>			
<b>31 March 2023</b>	<b>BUDGET</b>	<b>ACTUAL</b>	<b>VAR %</b>
Using Gaelic	1,839,180	2,325,686	26%
Learning Gaelic	1,665,320	1,445,024	-13%
Promoting Gaelic	340,500	334,706	-2%
<b>DEVELOPMENT SPEND</b>	<b>3,845,000</b>	<b>4,105,416</b>	<b>7%</b>
Salaries	1,467,247	1,271,555	-13%
Other Costs	466,753	513,648	10%
<b>RUNNING COSTS</b>	<b>1,934,000</b>	<b>1,785,203</b>	<b>-8%</b>
<b>TOTAL SPEND</b>	<b>5,779,000</b>	<b>5,890,619</b>	<b>1.93%</b>

#### 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

<b>Our Purpose</b>		<b>Our Values</b>	
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	
<b>AR LUACHAN BUILEAN NÀISEANTA</b>			
Human Rights	<input type="checkbox"/>	Children & Young People	<input type="checkbox"/>
Culture	<input type="checkbox"/>	Communities	<input type="checkbox"/>
Environment	<input type="checkbox"/>	Poverty	<input type="checkbox"/>
Health	<input type="checkbox"/>	International	<input type="checkbox"/>
Learning	<input type="checkbox"/>	Economy	<input checked="" type="checkbox"/>
Successful innovative businesses	<input checked="" type="checkbox"/>		

Seisean Fosgailte : Open Session  
Cuspair 2.1

<b>5.6</b>	<b>Buaidhean air Cliù/Impacts on Reputation</b>
	It is important the BnG continues to demonstrate effective management of its finances.
<b>5.7</b>	<b>Buaidhean air Slàinte is Sàbhailteachd/Impacts on Health and Safety</b>
	N/a
<b>5.8</b>	<b>Buaidhean Laghail/Legal Impacts</b>
	N/a
<b>5.9</b>	<b>Buaidhean air Co-ionannas/Impacts on Equality</b>
	N/a
<b>5.10</b>	<b>Buaidhean air Àrainneachd/Impacts on the Environment</b>
	N/a



<b>For</b>	Policy and Resources Committee
<b>Date of Meeting</b>	09/05/2023
<b>Location:</b>	Online
<b>Item on Agenda</b>	2.2

<b>Paper Title</b>		Annual Procurement Report 2022/23	
<b>Recommendation</b>		For Information *	
<b>Spokesperson</b>		Nicola Pearson, Head of Finance & Corporate Affairs	
<b>Governance Route</b>		<b>Date of Meeting</b>	<b>Decision</b>
Leadership Team		27/04/2023	For Information
<b>Appendices:</b>		PT1 – Annual Procurement Report	
<b>1.0</b>	<b>Purpose</b>		
<b>1.1</b>	To give the Committee an overview of Bòrd na Gàidhlig's approach to procurement and give assurance that the procurement policy is being followed.  The paper is in English as it will be presented by the Head of Finance and Corporate Affairs.		
<b>2.0</b>	<b>Background</b>		
<b>2.1</b>	Internal Audit made the following recommendations in October 2020: <ul style="list-style-type: none"> <li>1. That the Board or one of its committees are provided with a report which details the organisation's procurement activities on at least an annual basis.</li> <li>2. That the organisation considers its annual cumulative spend with all of its individual suppliers to establish any that have annual orders totalling more than £50,000 and that for any that total over £25,000, the organisation undertake a tender exercise if appropriate.</li> </ul> <p>The first procurement report was presented to the Policy and Resources Committee in August 2021</p>		
<b>3.0</b>	<b>Main Points</b>		
<b>3.1</b>	In reviewing BnG procurement activity over the year to 31 <sup>st</sup> March 2023 we can see that: <ul style="list-style-type: none"> <li>2 contracts were awarded after a tender exercise</li> <li>2 contracts were awarded after a desk top exercise</li> <li>3 contracts were awarded after a single tender approach and</li> <li>2 contracts were awarded via the Scottish Government (SG) Framework of suppliers</li> </ul> <p>A review of cumulative spending throughout the year allowed a compliance check to ensure that spending is profiled and adhering to the correct procurement processes.</p> <p>Please refer to PT1 for further information.</p>		
<b>4.0</b>	<b>Recommendation</b>		
<b>4.1</b>	Members are requested to consider the report and note the information.		

Seisean Fosgailte : Open Session  
Cuspair 2.2

<b>5.0</b>	<b>Main Strategic Impacts</b>			
<b>5.1</b>	<b>Impact on Finance</b>			
	N/a			
<b>5.2</b>	<b>Impact on Staff</b>			
	N/a			
<b>5.3</b>	<b>Impact on Training</b>			
	N/a			
<b>5.4</b>	<b>Links to Strategic and Corporate Aims</b>			
	This paper supports the Committee in fulfilling the aims for the year.			
<b>5.5</b>	<b>Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta/ Links to the National Performance Framework</b>			
	<b>Our Purpose</b>		<b>Our Values</b>	
	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	
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>			
	Human Rights	<input type="checkbox"/>	Children & Young People	<input type="checkbox"/>
	Culture	<input type="checkbox"/>	Communities	<input type="checkbox"/>
	Environment	<input type="checkbox"/>	Poverty	<input type="checkbox"/>
	Health	<input type="checkbox"/>	International	<input type="checkbox"/>
	Learning	<input type="checkbox"/>	Economy	<input checked="" type="checkbox"/>
	Successful innovative businesses	<input checked="" type="checkbox"/>		
<b>5.6</b>	<b>Buaidhean air Cliù/Impacts on Reputation</b>			
	It is important the BnG continues to demonstrate effective management of its finances and is following Scottish Model of Procurement.			
<b>5.7</b>	<b>Buaidhean air Slàinte is Sàbhailteachd/Impacts on Health and Safety</b>			
	N/a			
<b>5.8</b>	<b>Buaidhean Laghail/Legal Impacts</b>			
	N/a			
<b>5.9</b>	<b>Buaidhean air Co-ionannas/Impacts on Equality</b>			
	N/a			
<b>5.10</b>	<b>Buaidhean air Àrainneachd/Impacts on the Environment</b>			
	N/a			

## Annual Procurement Report 2022/23

### Purpose

Bòrd na Gàidhlig (BnG)'s approach to procurement is to ensure that goods and services are acquired by competition unless there are convincing reasons to the contrary, such as urgent requirements or single suppliers. This Annual Procurement Report has been prepared to inform the Policy and Resources Committee of BnG's procurement activities supporting the expenditure over the period 1 April 2022 – 31 March 2023. Development Grants have been excluded.

### Overview of procurement activity

A regulated procurement is any procurement for public supplies or services with value of over £50,000, and public works with a value of over £2 million, where an award notice has been published or where the procurement process otherwise comes to an end. This includes contracts and framework agreements.

Within Bòrd na Gàidhlig procurements above the "Regulated Procurement" level of £50k are rare and for every procurement within BnG, unless a call-off, framework or central contract is available, the following process will apply:

- Purchases between £1,000 and £5,000 require verbal quotations from at least 3 suppliers;
- Purchases between £5,000 and £25,000 require formal written quotations from at least 3 suppliers; and
- Purchases in excess of £25,000 require formal tendering procedures, in accordance with relevant legislation and guidance.

Below is a summary of new procurement activity over the last year:

**Table 1**

Procurement Activity 01/04/22 - 31/03/23		
Goods or service being procured	Procurement process	Contract value
Mobile telephone services	SG Framework	£1k > < £5k
Sharepoint Information Management	Desktop exercise	£1k > < £5k
Banking and credit card services	SG Framework	< £1k
VT's for Duaisean na Gaidhlig 2023	Desktop exercise	£5k > < £25k
Lìonraidhean - CLS & Oifigearan Leasachaidh	Single tender approach	£5k > < £25k
Co-labhairtean delivery	Single tender approach	£5k > < £25k
Gaidhlig is Sunnd - research	Tender	£5k > < £25k
Gaelic early years 0 - 3 - research	Tender	£5k > < £25k
Stiùireadh Reachdail Planaichean	Single tender approach	£1k > < £5k

As part of the annual procurement review, BnG also look at the annual cumulative spend across all suppliers to establish whether any have annual orders totalling more than £25,000 – the threshold for a tender process unless

already subject to a contract or framework – and therefore ensure that we are complying with the Procurement Policy.

The cumulative spend in 2022/23 is based on the provision of similar goods or services provided by a single supplier, adding multiple transactions together.

Table 2 reflects all cumulative spend over £25,000 in the last financial year:

**Table 2**

<b>Summary of spend by supplier &gt; £25k 01/04/22 - 31/03/23</b>		
<b>Goods or service received</b>	<b>Cumulative value</b>	<b>Procurement process</b>
Property costs	£48,221	MOTU*
Project management	£51,786	Tender
IT support	£54,094	Tender
Software management	£29,538	Tender

\* Memorandum of terms of understanding

As can be seen in Table 2, when the total spend on a supplier across the full year has exceeded £25,000 there is either an appropriate agreement in place or a tender exercise had been undertaken to procure the goods or services received.

Seisean Fosgailte  
Cuspair 3.1

<b>A' freagairt ri</b>	Coinneamh a' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	9/5/23
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	3.1

<b>Tìotal a' Phàipeir</b>	PCCs 2022/23 - Sgrùdadh			
<b>Moladh do Bhuill</b>	Airson Fiosrachadh			
<b>Neach labhairt:</b>	Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh			
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>		
Sgioba Stiùiridh	27.04.2023	Ri Aontachadh		
<b>Pàipear-taice air a cheangal ris</b>	Chan eil			
<b>1.0</b>	<b>Adhbhar</b>			
<b>1.1</b>	Airson fiosrachadh air an adhartas a tha air a dhèanamh air na Prìomh Chomharran Coileanaidh a chaidh aontachadh aig coinneamh a' Bhùird-stiùiridh air 02/03/2022 mar phàirt dhen Phlana Gnìomh.			
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>			
<b>2.1</b>	Aig coinneamh a' Bhùird-stiùiridh anns a' Mhàirt 2022 chaidh aontachadh ri dòigh-obrach ùr airson aire a' Bhùird-stiùiridh a chumail air adhartas air a' Phlana Gnìomh le fòcas nas ro-innleachdail air na Prìomh Chomharran Coileanaidh (PCC)			
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>			
<b>3.1</b>	Tha naoi Prìomh Chomharran Coileanaidh (PCC) airson na buidhne sa phlana; tha iad uile co-cheangailte ris a' Phlana Chorporra airson 2018-2023 agus chaidh measadh a dhèanamh air adhartas airson an t-seisein leis an sgioba san Dùbhlachd.			
<b>3.2</b>	Tha na prìomhachasan mar a leanas sa chlàr gu h-ìosal:			
	<b>Iomradh</b>	<b>Prìomh Chomharran Coileanaidh (PCC)</b>	<b>Na Prìomh Slatan-tomhais</b>	<b>Adhartas</b>
	PCC – 1	Barrachd chothroman do dhaoine na sgìlean Gàidhlig aca a chleachdadh	ag obair le 70 buidhnean poblach air cruthachadh, a' cur a gnìomh agus a' measadh phlanaichean Gàidhlig	Tha sinn ag obair an dràsta le 66 Buidhnean – chur sinn prìomhachas air atharrachadh a Phròiseas Planaidh agus bith sinn a dol a mach gu Buidhnean Ur nuair a tha an obair seo deiseil.
	PCC – 2	Bidh barrachd dhaoine ag aontachadh ris an abairt, "Tha a' Ghàidhlig a' dèanamh diofar nam bheatha."	cùmhnantan ioma-bhliadhna ann airson nam prìomh buidhnean libhrigidh Gàidhlig	Chaidh lèirmheas a dhèanamh agus tha am Bòrd-stiùiridh air aontachadh clàr-ama airson nan atharrachaidhean a chur an sàs
	PCC – 3	Barrachd taic do sholar	Maoineachadh air a	Sgeama thabhartasan

	sna Tràth-bhliadhnaichean	thoirt do sholar tràth-bhliadhnaichean tron Ghàidhlig	tràth-bhliadhnaichean air a libhrigeadh	
PCC – 4	Barrachd chothroman do dhaoine na sgìlean Gàidhlig aca a thoirt air adhart	Stiùireadh Reachdail airson Foghlam Gàidhlig air ùrachadh	Co-chomhairle poblach a feitheamh air a Riaghaltas crìoch a chur air a Cho-chomhairle aca fhèin	
PCC – 5	Bidh barrachd dhaoine ag aontachadh ris an abairt, “Tha mi air na sgìlean Gàidhlig agam a thoirt air adhart.”	Goireasan B1 agus B2 SpeakGaelic air ullachadh	Tha MG ALBA agus SMO air tòiseachadh air na goireasan seo ullachadh le dùil a bhith deiseil Samhradh 2023.	
PCC – 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	Plana Nàiseanta ùr air aontachadh ro 31 Am Màrt 2023	Tha am Bòrd-stiùiridh air am Plana aontachadh agus a chur air adhart chun an Riaghaltais	
PCC – 7	Bidh barrachd dhaoine ag aontachadh ris an abairt, “Tha a’ Ghàidhlig cudromach do dh’Alba.”	Aithisg ‘Thuirt sibh, rinn sinne’ air fhoillseachadh às a’ cho-chomhairleachadh air PCN#4	Tha dreach dhen aithisg seo deiseil ach cha bhi cothrom a foillseachadh gus am bi am Plana Nàiseanta air aontachadh leis a’ Riaghaltas.	
PCC – 8	Bidh barrachd den luchd-obrach againn ag aontachadh ris an abairt, “Tha an obair agam aig Bòrd na Gàidhlig a’ còrdadh rium agus tha i a’ dèanamh diofar.”	Plana Corporra ùr air a chruthachadh le ceangal dìreach ri Plana Nàiseanta na Gàidhlig#4 ri planadh agus gnìomhachd Bhòrd na Gàidhlig agus ris an luchd-obrach aige	Leis a’ Phlana Nàiseanta air aontachadh leis a’ Bhòrd-stiùiridh agus air a dhol gu Ministearan tha an obair a tha seo air tòiseachadh agus dreach a Phlana air beulaibh a Chomataidh an diugh	
PCC - 9	Bidh barrachd de ar luchd-ùidhe ag aontachadh ris an abairt, “Tha Bòrd na Gàidhlig a’ coileanadh a dhleastanasan gu h-èifeachdach agus tha e a’ cur taic ris an obair againne.”	cruthaichidh sinn ro-innleachd luchd-ùidh le plana gnìomh a tha soilleir agus a ghabhas tomhas	Tha dreach ro-innleachd crìochnaichte agus dreach plana gnìomh air a chur air dòigh. Tha sinn air tòiseachadh na gnìomhan a libhrigeadh leis an obair a tha sinn a dèanamh leis na Prìomh Bhuidhnean Libhrigidh	

<p><b>3.3</b></p>	<p>Tha adhartas math air a bhith ann air na gnìomhan a tha air an coileanadh anns a’ Phlana Gnìomh aig ìre luchd-obrach agus tha an t-adhartas ri fhaicinn anns a’ chlàr gu h-ìosal:</p> <p>Bha 80 gnìomhan mionaideach ceangailte ris na prìomh chomharran coileanaidh. Tha 76 air a crìochnachadh agus 4 air a bheil adhartas air a dhèanamh ach nach eil fhathast air an crìochnachadh.</p> <table border="1" data-bbox="292 488 1522 1458"> <tr> <td data-bbox="292 488 906 562"> <p><b>Na Gnìomhan Mionaideach nach eil crìochnaichte</b></p> </td> <td data-bbox="906 488 1522 562"></td> </tr> <tr> <td data-bbox="292 562 906 741"> <p>Increase the impact of GLPs by issuing 4 early notices of request to produce a plan</p> </td> <td data-bbox="906 562 1522 741"> <p>Thig a’ bhuidheas as motha airson Planaichean bhon obair air pròiseas nam Planaichean a dhèanamh nas èifeachdaiche. Chaidh pròiseas ùr ullachadh a nì cinnteach gun cuir sinn crìoch air Planaichean nas fheàrr ann an ùine nas giorra.</p> </td> </tr> <tr> <td data-bbox="292 741 906 958"> <p>We will prepare a review paper on the Statutory Guidance concluding the work of the Short-life Working Party currently reviewing the Statutory Guidance.nd/HMIE). Our support and advice will be framed by our submission to Prof. Muir’s Review</p> </td> <td data-bbox="906 741 1522 958"> <p>Chaidh an leirmheas a dhèanamh agus tha obair a’ dol air clàr-ama ullachadh leis na gnìomhan eadar-dhealaichte ann an co-theacsa atharrachaidhean eile.</p> </td> </tr> <tr> <td data-bbox="292 958 906 1137"> <p>As a consequence of our work around GLPs and in partnership with Education Scotland and other agencies such as SCILT we will prepare a National Advice Document on delivering Gaelic as an L3.</p> </td> <td data-bbox="906 958 1522 1137"> <p>Tha obair air a dhol air adhart air seo le dùil gun tèid crìoch a chur air an ath mhìos.</p> </td> </tr> <tr> <td data-bbox="292 1137 906 1458"> <p>Develop the role of Board members as Ambassadors for the Bord and its role in the strengthening of Gaelic</p> </td> <td data-bbox="906 1137 1522 1458"> <p>Tha seo mar phàirt de na Gnìomhan a thig a-mach à Ro-innleachd luchd-ùidh. Bha am fòcas tràth air na Prìomh Bhuidhnean Libhrigidh, Oifigearan Planaidh agus Oifigearan Leasachaidh Gàidhlig as na Coimhearsnachdan. Bha Co-labhairt againn leis na Buidhnean Libhrigidh sa Mhàrt 2023 agus tha sinn a’ planadh Cho-labhairtean leis na h-Oifigearan airson a’ Chèitein.</p> </td> </tr> </table>	<p><b>Na Gnìomhan Mionaideach nach eil crìochnaichte</b></p>		<p>Increase the impact of GLPs by issuing 4 early notices of request to produce a plan</p>	<p>Thig a’ bhuidheas as motha airson Planaichean bhon obair air pròiseas nam Planaichean a dhèanamh nas èifeachdaiche. Chaidh pròiseas ùr ullachadh a nì cinnteach gun cuir sinn crìoch air Planaichean nas fheàrr ann an ùine nas giorra.</p>	<p>We will prepare a review paper on the Statutory Guidance concluding the work of the Short-life Working Party currently reviewing the Statutory Guidance.nd/HMIE). Our support and advice will be framed by our submission to Prof. Muir’s Review</p>	<p>Chaidh an leirmheas a dhèanamh agus tha obair a’ dol air clàr-ama ullachadh leis na gnìomhan eadar-dhealaichte ann an co-theacsa atharrachaidhean eile.</p>	<p>As a consequence of our work around GLPs and in partnership with Education Scotland and other agencies such as SCILT we will prepare a National Advice Document on delivering Gaelic as an L3.</p>	<p>Tha obair air a dhol air adhart air seo le dùil gun tèid crìoch a chur air an ath mhìos.</p>	<p>Develop the role of Board members as Ambassadors for the Bord and its role in the strengthening of Gaelic</p>	<p>Tha seo mar phàirt de na Gnìomhan a thig a-mach à Ro-innleachd luchd-ùidh. Bha am fòcas tràth air na Prìomh Bhuidhnean Libhrigidh, Oifigearan Planaidh agus Oifigearan Leasachaidh Gàidhlig as na Coimhearsnachdan. Bha Co-labhairt againn leis na Buidhnean Libhrigidh sa Mhàrt 2023 agus tha sinn a’ planadh Cho-labhairtean leis na h-Oifigearan airson a’ Chèitein.</p>
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<p><b>4.0</b></p>	<p><b>Moladh</b></p>										
<p><b>4.1</b></p>	<p>Tha an aithisg airson fiosrachadh a thoirt seachad gu Buill air an adhartas a tha air a dhèanamh air na Prìomh Chomharran Coileanadh ann a 2022/23.</p>										
<p><b>5.0</b></p>	<p><b>Prìomh Bhuaidhean Ro-innleachdach</b></p>										
<p><b>5.1</b></p>	<p><b>Buaidhean air Ionmhas</b></p>										
<p></p>	<p>Bidh am plana gnìomh seo a’ stiùireadh mar a thèid buidseat na buidhne a chleachdadh.</p>										
<p><b>5.2</b></p>	<p><b>Buaidhean air Luchd-obrach</b></p>										
<p></p>	<p>Bidh seo a’ toirt stiùir dhan sgioba air prìomhachasan airson 2022/23.</p>										
<p><b>5.3</b></p>	<p><b>Buaidhean air Trèanadh</b></p>										
<p></p>	<p>Bidh trèanadh is leasachadh a dhìth a thaobh siostaman is pròiseactan gus am bi sinn comasach air an obair a libhrigeadh.</p>										
<p><b>5.4</b></p>	<p><b>Ceanglaichean ri Amasan Ro-innleachdail agus Corporra</b></p>										
<p></p>	<p>Tha am plana seo co-cheangailte ris na 4 prìomhachasan corporra aig BnG.</p>										
<p><b>5.5</b></p>	<p><b>Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta</b></p>										
	<table border="1" data-bbox="272 2094 1535 2114"> <tr> <td data-bbox="272 2094 906 2114"> <p><b>AR N-ADHBHAR</b></p> </td> <td data-bbox="906 2094 1535 2114"> <p><b>AR LUACHAN</b></p> </td> </tr> </table>	<p><b>AR N-ADHBHAR</b></p>	<p><b>AR LUACHAN</b></p>								
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## Seisean Fosgailte

## Cuspair 3.1

	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		
<b>AR LUACHAN BUILEAN NÀISEANTA</b>				
	Còraichean daonna	<input type="checkbox"/>	Clann	<input checked="" type="checkbox"/>
	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
	Àrainneachd	<input checked="" type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input checked="" type="checkbox"/>	Eadar-Nàiseanta	<input checked="" type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>
<b>5.6</b>	<b>Buaidhean air Cliù</b>			
	Bidh e nas fhasa a bhith a' mìneachadh nan targaidean aig BnG leis an stoidhle seo is bidh sin a' cur ri cliù na buidhne.			
<b>5.7</b>	<b>Buaidhean air Slàinte is Sàbhailteachd</b>			
	Cha bhi buaidh air slàinte is sàbhailteachd.			
<b>5.8</b>	<b>Buaidhean Laghail</b>			
	Cha bhi buaidh laghail ann.			
<b>5.9</b>	<b>Buaidhean air Co-ionannas</b>			
	Cha bhi buaidh air co-ionannas.			
<b>5.10</b>	<b>Buaidhean air an àrainneachd</b>			
	Cha bhi buaidh air an àrainneachd.			

Seisean Fosgailte  
Cuspair 4.1

<b>A' freagairt ri</b>	Coinneamh na Comataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	9/5/23
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	4.1

<b>Tìotal a' Phàipeir</b>	Lèirmheas air pìleat Lìonra Oifigearan Leasachaidh na Gàidhlig agus pìleat Fearann Coimhearsnachd na h-Alba		
<b>Moladh do Bhuill</b>	Airson Fiosrachadh*		
<b>Neach-labhairt:</b>	Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh		
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>	
Sgioba Stiùiridh	27.04.2023	Ri Aontachadh	
<b>Pàipear-taice air a cheangal ris</b>	Tha – PT1 – Aithisg bho DC Research		
<b>1.0</b>	<b>Adhbhar</b>		
<b>1.1</b>	Airson fiosrachadh air Lèirmheas a chaidh a dhèanamh air pìleat Lìonra Oifigearan Leasachaidh na Gàidhlig agus pìleat Fearann Coimhearsnachd na h-Alba		
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>		
<b>2.1</b>	<p>Fhuair Bòrd na Gàidhlig maoinachadh a bharrachd ann an 2021/22 agus 2022/23 airson cur ri àireamh nan Oifigearan Leasachaidh Gàidhlig ann am Buidhnean Coimhearsnachd: £200K ann an 2021/22 agus £300K ann an 2022/23. Mar phàirt de sinn chaidh dà Phileat a chur air dòigh:</p> <ul style="list-style-type: none"> <li>• pìleat Lìonra Oifigearan Leasachaidh, agus</li> <li>• pìleat a' maoinachadh Phròiseactan tro Fhearann Coimhearsnachd na h-Alba</li> </ul> <p>Thàinig an dà phileat gu crìch ann an 2022/23 agus chaidh cùmhnant a thairgsinn airson lèirmheas a dhèanamh air na pròiseactan. Bhuannaich DC Research an cùmhnant airson na h-obrach agus chuir iad crìoch air an obair, le dreach aithisg air a cur thugainn, aig deireadh a' Mhàirt.</p> <p>Bidh am fiosrachadh feumail airson moladh a dhèanamh air an ath cheum leis na pròiseactan seo. Tha fiosrachadh air tighinn bhon Riaghlachas gum bi £200K dhen mhaoineachadh a bharrachd aig a' Bhòrd a rithist am-bliadhna.</p>		
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>		
<b>3.1</b>	<p>Tha an aithisg a dh'fhoillsich DC Research agaibh mar phàipear taic agus tha na prìomh thoraidhean mar a leanas:</p> <ul style="list-style-type: none"> <li>▪ Chaidh am beachd Lìonra Oifigearan Leasachaidh Gàidhlig a bhith ann a mholadh, a bharrachd air na bha e a' feuchainn ri dhèanamh, agus na beàrran ris an robh e a' cur aghaidh. Ach, tha ceistean ann air am feumar beachdachadh agus air am feumar fuasglaidhean a lorg a thaobh libhrigeadh agus taic airson a leithid de lìonra.</li> <li>▪ Tha e soilleir gu bheil iarrtas ann airson lìonra mar seo fhathast – tha a h-uile neach-freagairt ag aithneachadh seo. A bharrachd air seo, thuit luchd-co-chomhairleachaidh gu bheil e math an Lìonra a bhith ann gus cuideachadh le bhith ag àrdachadh aithne air cho cudromach 's a tha oifigearan leasachaidh na Gàidhlig, air an inbhe aca, agus air na feumalachdan leasachaidh aca fhèin – a bharrachd air cho cudromach 's a tha an Lìonra gus aghaidh a chur air na dùbhlain a tha an lùib iomallachd airson oifigearan den t-seòrsa seo (an dà chuid iomallachd chruinn-eòlasach dhaibhsan a tha ag obair ann an sgìrean nas iomallaiche, a bharrachd air iomallachd taobh a-staigh bhuidhnean ann an suidheachaidhean far nach eil ach aon oifigear leasachaidh Gàidhlig ann am buidhnean nas motha).</li> </ul>		

## Seisean Fosgailte

## Cuspair 4.1

- Gu sònraichte, tha taic làidir aig oifigearan ri lìonrachadh neo-fhoirmeil, airson iomlaid eòlais agus co-roinn fiosrachaidh a gheibhear tro lìonra den leithid.
- Ach, chaidh puingeann a thogail gu tric cuideachd mu dhìth soilleireachd a thaobh adhbhar agus dùilean airson an Lìonra. Mar eisimpleir, cò dha a bha e (oifigearan coimhearsnachd/oifigearan poblach), dè an raon-ùghdarras sònraichte a bh' aige (m.e., lìonrachadh neo-fhoirmeil, CPD nas fhoirmeile, a' togail chom-pàirteachasan, pròiseactan/iomairtean co-roinnte), is msaa. Bha cuid den luchd-co-chomhairleachaidh den bheachd gur dòcha gun robh an Lìonra a' feuchainn ri cus a dhèanamh agus gun robh raon-ùghdarras ro àrd-amasach aige leis a' chlàr-ama libhrigidh agus le ìre nan goireasan aige.
- San fharsaingeachd, bha luchd-co-chomhairleachaidh ag aithneachadh gun deach gnìomhan an Lìonra a libhrigeadh gu h-èifeachdach – a' gabhail a-steach a bhith a' cleachdadh choinneamhan air-loidhne/bhiortail, cothroman cluinntinn bho luchd-labhairt eadar-dhealaichte, agus na cothroman lìonrachaidh a chaidh a chruthachadh. Bha dragh air cuid gun robh coinneamhan sa Ghàidhlig a-mhàin a chionn 's nach eil Gàidhlig aig cuid, no nach eil iad misneachail gu leòr nan comasan Gàidhlig gus pàirt a ghabhail ann an coinneamhan is tachartasan mar seo.
- A rèir fios air ais bho chuid, bha cus dhaoine an làthair aig cuid de na coinneamhan chun na h-ìre is nach robh iad làn èifeachdach a thaobh cothroman lìonrachaidh, ged a chuidicheadh a bhith a' cur daoine ann am buidhnean nas lugha agus deagh chomasachadh gus dèiligeadh ri seo agus gus a bhith in-ghabhalach. Bha molaidhean ann gum faodadh dòigh-obrach stèidhichte air fo-bhuidhnean a bhith aig lìonra san àm ri teachd (m.e., cuid de choinneamhan a bhith air an roinn a rèir cruinn-eòlais no raon ùidh/obrach).
- Bha moladh ann gum bu chòir taobhan nas fhoirmeile de leasachadh proifeiseanta a bhith air an dealachadh bho choinneamhan Lìonra nan Oifigearan Leasachaidh Gàidhlig – ged a dh'fhaodadh CPD sam bith togail air/a bhith ceangailte ris an Lìonra.
- Bha oifigearan ag aithneachadh agus bha iad taiceil ris na buannachdan bho bhith a' cleachdadh choinneamhan bhiortail airson an Lìonra, ach bha iarrtasan ann airson beagan gnìomhachd lìonrachaidh aghaidh-ri-aghaidh (m.e., tachartas bliadhnail) gus cothroman lìonrachaidh agus buannachdan an Lìonra a neartachadh barrachd.
- Ged a thug cuid de luchd-co-chomhairleachaidh fa-near gun robh e coltach gun robh conaltradh agus com-pàirteachadh nas fheàrr aig coinneamhan an Lìonra aig nach robh structar cho làidir, mhol oifigearan gu làidir an cothrom cluinntinn bho aoi ghean air diofar chuspairean tron Lìonra.
- Bha luchd-co-chomhairleachaidh den bheachd gu bheil comas ann gun tigeadh pròiseactan co-roinnte, co-obrachadh, agus leasachaidhean eile gu buil mar phàirt den lìonra – ach thathar ag aithneachadh gu bheil e a' toirt ùine mus tig rudan mar seo gu buil tro lìonraidhean mar sin – agus gur dòcha gun robh e ro àrd-amasach a bhith an dùil seo a choileanadh san raon-ama libhrigidh thùsail airson an Lìonra.
- Thog oifigearan ceist mun dàil (agus call spionnaidh) a th' ann aig an àm seo às dèidh do ghnìomhachd nan Lìonra sgar nuair a thàinig am pròiseact pileat gu crìch. Ged a tha oifigearan fa leth airson leantainn air adhart leis an Lìonra, tha feum air soilleireachd mu na tha an dàn dhan Lìonra, mun raon-ùghdarras/fòcas aige, agus mu na goireasan a tha rim faighinn gus taic a chumail ris agus gus a chumail a dol.
- Ged a tha ùidh leantainneach anns an Lìonra, agus dealas agus iarrtas ann air a shon, tha dìth comais-libhrigidh aig oifigearan fa leth gus seo a stiùireadh – a' sealltainn gu bheil feum air ìre air choreigin de thaic/goireasan bunaitich mar bhunait dhan Lìonra. Thug cuid de luchd-co-chomhairleachaidh fa-near gun robh cunnart ann gun sìoladh an taic às thar ùine nuair a bhios an lìonra a' gluasad a dh'ionnsaigh dòigh-obrach nas fèin-sheasmhaich.
- A rèir cuid de na beachdan a fhuaradh air ais, thug am fòcas air oifigearan 'coimhearsnachd' (seach oifigearan 'poblach') agus mar a bha coinneamhan an Lìonra sa Ghàidhlig a-mhàin buaidh air làthaireachd aig tachartasan. Bidh e cudromach na ceistean sin a shoilleireachadh san àm ri teachd, le iarrtasan làidir bho luchd-co-chomhairleachaidh gus dèanamh cinnteach gu bheil an

## Seisean Fosgailte

## Cuspair 4.1

	<p>Lìonra in-ghabhalach – a’ toirt chothroman do dh’oifigearan ‘coimhearsnachd’ agus oifigearan ‘poblach’; agus dhaibhsan aig a bheil, agus aig nach eil, comasan Gàidhlig làidir.</p> <ul style="list-style-type: none"> <li>▪ A thaobh a’ phròiseact pileat aig Fearann Coimhearsnachd na h-Alba (CLS) gu sònraichte, bhathar a’ cur luach san fharsaingeachd air na pròiseasan tagraidh is aithris sìmplidh, air an taic bho CLS, agus air an taic bho Chrìosaidh NicGilliosa gu sònraichte.</li> <li>▪ Bha am fios air ais a thaobh CLS gu math coltach ris na beachdan a fhuaradh mun Lìonra a thaobh feum air barrachd choinneamhan lìonrachaidh agus gum bu chòir dhaibh tachairt nas tràithe sa phrògram, leis gum bi mòran co-roinn is iomlaid fiosrachaidh mu chleachdaidhean agus gnìomhan ùr-ghnàthach a’ tachairt aig coinneamhan den t-seòrsa sin.</li> <li>▪ Mar as trice (le luchd-tabhartais CLS), bha am maoinachadh air a chur gu feum gu math agus bha e a’ cur ri tabhartasan eile agus mar sin bha e a’ comasachadh leudachadh air uairean no air cùmhnantan.</li> <li>▪ Airson pròiseict Fearann Coimhearsnachd na h-Alba, bha duilgheadasan ann le trusadh agus le faid nan cùmhnantan a bhathar a’ tabhann (coltach ris na co-dhùnidhean aig an sgrùdadh an-uiridh air aontaidhean maoinachaidh ioma-bliadhna).</li> <li>▪ San fharsaingeachd, bha daoine a’ cur luach air an dòigh-obrach a thaobh coimhearsnachdan tro phròiseact Fearann Coimhearsnachd na h-Alba agus bha iad toilichte leis.</li> </ul>
<b>3.2</b>	Tha am fiosrachadh seo feumail airson a bhith ag aithneachadh an ath cheum a thaobh a bhith a’ maoinachadh Oifigearan Leasachaidh Gàidhlig anns na Coimhearsnachdan agus an taic a tha dhith orra.
<b>3.3</b>	Bha Co-labhairt air a chur air dòigh leis na Prìomh Bhuidhnean Lìbhrigidh anns a’ Mhàirt airson adhartas a dhèanamh air na planaichean airson maoinachadh ioma bliadhna, ann a dòigh maireannach, a stèidheachadh. Tha sinn a-nis a’ dol a chur air dòigh cho-labhairtean leis na Oifigearan Leasachaidh agus leis na Buidhnean dha bheil iad ag obair. Tha dùil againn seo a dhèanamh sa Chèitein agus bidh sinn a’ bruidhinn ri Fearann Coimhearsnachd na h-Alba ron àm sin airson aonta fhaighinn air an dòigh as fheàrr a dhèanamh cinnteach gu bheil sinn a’ togail air na buannachdan a chaidh a choileanadh leis a Phìleat.
<b>3.4</b>	Mar phàirt den fhiosrachadh agus còmhradh aig na co-labhairtean sin bith sinn a’ deasbad air an dòigh as fheàrr lionra (lìonraidhean) oifigearan a thoirt air adhart. Tha sinn cuideachd a’ dol a chumail co-labhairt leis na h-oifigearan Gàidhlig anns na Roinnean Poblach a bhios a’ toirt air adhart Planaichean Gàidhlig, a dhèanamh cinnteach gu bheil taic agus comhairle gu leòr air a thoirt dhaibh.
<b>4.0</b>	<b>Moladh</b>
<b>4.1</b>	Tha an aithisg airson fiosrachadh a thoirt seachad gu Buill air Lèirmheas nam Pròiseactan agus air an ath cheum.
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>
<b>5.1</b>	<b>Buidhean air Ionmhas</b>
	Bidh an lèirmheas seo air a ghabhail a-steach anns an stiùireadh air mar a thèid buidseat na buidhne a chleachdadh.
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b>
	Bidh seo a’ toirt stiùir dhan sgioba air prìomhachasan airson na slighe air adhart le Oifigearan Leasachaidh Gàidhlig anns na coimhearsnachdan.
<b>5.3</b>	<b>Buidhean air Trèanadh</b>
	Chan eil.
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachdail agus Corporra</b>
	Tha am plana seo co-cheangailte ris na 4 prìomhachasan corporra aig BnG.
<b>5.5</b>	<b>Ceanglaichean ri Frèam-obrach Coileanadh Nàiseanta</b>

## Seisean Fosgailte

## Cuspair 4.1

<b>AR N-ADHBHAR</b>		<b>AR LUACHAN</b>	
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 seasmach 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	
<b>AR LUACHAN BUILEAN NÀISEANTA</b>			
Còraichean daonna	<input type="checkbox"/>	Clann	<input checked="" type="checkbox"/>
Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
Àrainneachd	<input checked="" type="checkbox"/>	Bochdainn	<input type="checkbox"/>
Slàinte	<input checked="" type="checkbox"/>	Eadar-Nàiseanta	<input checked="" type="checkbox"/>
Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>
Gnothachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>
<b>5.6</b>	<b>Buidhean air Cliù</b>		
	Bidh e nas fhasa a bhith a' mìneachadh nan targaidean aig BnG leis an stoidhle seo is bidh sin a' cur ri cliù na buidhne.		
<b>5.7</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b>		
	Cha bhi buaidh air slàinte is sàbhailteachd.		
<b>5.8</b>	<b>Buidhean Laghail</b>		
	Cha bhi buaidh laghail ann.		
<b>5.9</b>	<b>Buidhean air Co-ionannas</b>		
	Cha bhi buaidh air co-ionannas.		
<b>5.10</b>	<b>Buidhean air an àrainneachd</b>		
	Cha bhi buaidh air an àrainneachd.		



# **Review of Gaelic Development Officer Network pilot and Community Land Scotland pilot for Bòrd na Gàidhlig**

## **Draft Final Report**

**March 2023**

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## Review of Gaelic Development Officer Network pilot and Community Land Scotland pilot

### 1. INTRODUCTION

#### 1.1 Introduction and Aims of Study

- 1.1 Bòrd na Gàidhlig commissioned DC Research – in partnership with Prof Mike Danson and Eilidh Danson – to carry out a **"Review of Gaelic Development Officer Network pilot and Community Land Scotland pilot"**. The work was to *'include a review of the impact on the delivery bodies as well as the officers who participated in the network and the organisations which were funded by the CLS Gaelic development fund'*. More specifically, the review sought to address the following objectives:

1. Review the pilot project to establish and run a Gaelic development officers' network, analysing the benefits gained by the individual participants, and those gained by their employing organisations. Information to be sought on any collaborative working engendered by the network at individual and/or organisational level, and any impact on the organisations' own practices as a result of participation in the network.
2. Review of the effectiveness of the delivery mechanism, relating both to the partnership formed by the contractor, and to the nature and timing of the network events with a view to making recommendations as to how support for community development officers can be further developed and improved for the future.
3. Explore whether there are other comparable networks (formal or informal) to support individuals working in communities and source information from them to assess how the benefits of those could be built into the next stage of officer support.
4. Review existing academic provision for community development skills which might usefully be incorporated into future support for Gaelic officers.
5. Review the impact of the Gaelic Communities Fund delivered by Community Land Scotland. This includes: the changes implemented by CLS in their own approach to supporting Gaelic development amongst their members; the usefulness of the fund structure, including the criteria for applications, the funding levels, the decision-making process, and the monitoring and reporting both by grant recipients and CLS to BnG; whether recipients reported an increased use of Gaelic by their organisations, any challenges in delivering the individual projects; the financial impact of the fund and the total grant awarded; and lessons learnt by the BnG, CLS and the grant recipients.
6. Explore with CLS and grant recipients what other support mechanisms would be beneficial in increasing the use of Gaelic by the organisations and provide an analysis of these.
7. Explore with Highlands & Islands Enterprise and the three local authorities (Comhairle nan Eilean Siar, Highland and Argyll and Bute) opportunities for further linking their community development services with Gaelic development.
8. Investigate and report on the effectiveness of Bòrd na Gàidhlig's role in these two pilots and identify areas for greater efficiency, effectiveness and wider development opportunities.
9. Propose developments to build on these two pilots to maximise impact, confidence and effective delivery for community-based organisations. This may have different approaches for island/rural communities and those in urban settings, with detail on how these developments might be implemented.

## Review of Gaelic Development Officer Network pilot and Community Land Scotland pilot

### 1.2 Overview of Approach

- 1.2 To fulfil the aims of the review, a four-stage method was adopted, and the key stages are summarised below:
- **Stage 1: Inception and Progress.** An inception meeting took place in January 2023, with progress updates being provided to Bòrd na Gàidhlig at regular intervals during the review.
  - **Stage 2: Desk Review.** This stage involved two key aspects – a review of relevant documentation for each of the projects (e.g., application, funding agreement/schedule, progress reports submitted by delivery organisations, and interim/final reports for each project); and a desk-based review of existing academic provision for community development skills (see Annex 2).
  - **Stage 3: Consultations.** One-to-one consultations with a range of key individuals and organisations involved in both pilot projects were a key element to the reviews. This included consulting with those involved in the delivery of the projects, the beneficiaries of the projects, as well as relevant representatives from Bòrd na Gàidhlig and other key stakeholders. A list of consultees is provided in Annex 1 to this report.
  - **Stage 4: Analysis, Reporting and Presenting.** This stage involved bringing together and synthesising the results and findings from the various stages above to produce this report which seeks to address each of the nine objectives of the review.

### 1.3 Structure of Report

- 1.3 This is the Draft Final Report for the "Review of Gaelic Development Officer Network pilot and Community Land Scotland pilot", produced in March 2023, and is structured as follows:
- **Section 2** considers the **context and rationale** for each of the two projects.
  - **Section 3** presents the findings of the reviews about the **delivery** of the two projects.
  - **Section 4** outlines the **benefits, impacts and achievements** of the two projects.
  - **Section 5** reflects on the **legacy, lessons, and next steps** for the two projects.
  - Annex 1 provides a list of the **individuals that were consulted** as part of the review.
  - Annex 2 outlines a **review of existing academic provision** for community development skills.

## Review of Gaelic Development Officer Network pilot and Community Land Scotland pilot

### 2. CONTEXT AND RATIONALE FOR THE PROJECTS

#### 2.1 Introduction to Section 2

2.1 This section of the report considers the context and rationale for the Gaelic Development Officer Network pilot and the Community Land Scotland pilot.

#### 2.2 Context and Rationale for the Gaelic Development Officer Network pilot

2.2 In 2020-21, Bòrd na Gàidhlig sought a contractor to establish and deliver a pilot project (the Gaelic Development Officer Network). The project was delivered by a partnership of Sabhal Mòr Ostaig, University of Aberdeen and Comunn na Gàidhlig.

2.3 The **Gaelic Development Officer Network** project sought to create a Gaelic development officer network and to provide support, primarily for those officers working with community groups and in the community. This support was delivered online and took the form of a range of events and workshops.

2.4 As outlined in the brief for the delivery of the project: *"There is a growing number of third sector organisations which employ Gaelic officers working with various communities in Scotland. Many of these roles are funded by Bòrd na Gàidhlig along with other public bodies, and many of the officers are the sole Gaelic officer within a wider organisation...The officers work in a range of sectors – youth work, business, environment, arts – and most are employed in Western Isles and Highland, with some based in Argyll & Bute, Glasgow and Edinburgh. There are possibly up to 40 f/t or p/t roles."*

2.5 The brief stated that: *"Following on from various conversations with Gaelic organisations who expressed the view that more direct support for encouraging and supporting the use of Gaelic was required in the traditional communities, Bòrd na Gàidhlig now wants to establish a pilot project to increase the impact of the work of the Gaelic officers and provide them with increased support and development"*.

2.6 There were three aims for the pilot:

a) Create a network to create opportunities for exchange of practice, knowledge and provide peer support for those working in Gaelic development;

b) Provide a development programme to increase skills, capacity and progression/succession planning; and

c) Potentially create a recognised vocational programme for Gaelic officers.

2.7 From the consultations for this review, there was strong, universal praise for the idea/concept of the Gaelic Development Officer Network (GDON), in terms of what it sought to do, and the gaps in support for Gaelic Development Officers that it sought to address.

2.8 It is clear that the demand for such a network continues at the present time (and may even be greater than it was at the outset of the pilot project) –

## Review of Gaelic Development Officer Network pilot and Community Land Scotland pilot

all consultees reflect this. In addition, consultees highlight that the existence of such a network helps increase the recognition of the importance of Gaelic Development Officers, their status, and their own development needs (professional and personal). Importantly, the role of GDON in helping address the challenges around **isolation** for such officers (both geographic isolation for those working in more remote geographies, as well as intra-organisational isolation for those who are the only Gaelic Development Officer in larger organisations) is a key issue.

- 2.9 Addressing the isolation challenges for Gaelic Development Officers – especially those officers that are community based (i.e., located in, and working in, local communities across Scotland) – is therefore a key rationale for the network.
- 2.10 Some of the positive feedback from officers about the idea of the network when they initially heard of the pilot project included that it would help them to engage with *"other people out there going through similar pains and challenges"*, and that they hoped it would help to address the *"lack of structure, lack of support, lack of leadership"* for Gaelic Development Officers – especially those based in local communities.
- 2.11 Other officers reflected that when they heard about the pilot project, the idea sounded *"potentially very useful"*; others noted that they had *"never had the opportunity before"*, and some highlighted that it could be *"fantastic – an opportunity to "share ideas"* (and also, reflecting the challenges that such officers can face, to *"have a moan"*).
- 2.12 In particular, there was strong support from officers for the informal networking, the knowledge exchange, the potential for sharing and developing ideas as well as the information-sharing roles of such a network.
- 2.13 Some officers also noted that the opportunity for a qualification (i.e., through a recognised vocational programme) was an important aspect of the pilot project – such an opportunity *"would be attractive"* and for some *"there should be [a] GDO qualification with career progression, CPD..."*. There was also mention of the benefits of such a qualification in helping to increase the recognition of the role of Gaelic Development Officers in larger public organisations.
- 2.14 However, notwithstanding this clear support for the overarching rationale of such a network, there are issues to consider and challenges to resolve around the future delivery of, and support for, such a network.
- 2.15 Most commonly, there were common reflections around a **lack of clarity of purpose and expectations** (i.e., the aims and remit) for the GDON pilot project. Some of the key issues around this raised by consultees included:
- 2.16 Clarity about what type(s) of Gaelic Development Officers were to be the focus, or priority, of the network was raised as an issue by consultees. In particular, the issues around the focus on community officers (i.e., those officers that work on the ground in local, typically remote, communities across Scotland supporting Gaelic Development) as compared to public officers (i.e., those officers who typically work in larger public organisations

## Review of Gaelic Development Officer Network pilot and Community Land Scotland pilot

and are the only Gaelic Development Officer in such organisations) – was a key issue for stakeholders, project deliverers, and some of the officers themselves. The focus on community officers is regarded by some consultees as reflecting some of the key issues that were to the fore as the network was established (e.g., *The Gaelic Crisis in the Vernacular Community* report), although others clearly regard the focus of the network as being for officers working in the communities irrespective of any particular issues/context at the time – with officers working in public organisations having a different set of support and development needs. It is clear that the focus of the project was on those working in community roles, seeking to address the isolation that such officers face through the support of the network, although the lack of clarity around this focus in the early stages of the pilot project did influence engagement with the GDON (see Section 3).

- 2.17 However, some consultees see benefits in bringing all Gaelic Development Officers together through the network to enable the sharing of lessons, to reflect on experiences, to exchange ideas, and share information across both community and public officers – and therefore feel that such a network should be for all Gaelic Development Officers – working in both community roles and public organisation roles. This would address the perception from some of those working in public organisations that they felt “*sidelined*” by the focus.
- 2.18 A second aspect related to the lack of clarity around purpose and expectations related to the specific remit of the network project – i.e., was it focused on informal networking and the benefits of this, more formal Continuing Professional Development opportunities, the development of collaboration and partnership working between officers, and/or the establishment of shared projects/initiatives.
- 2.19 This links to the broader point, made by consultees, who reflected that the network possibly “*tried to do too much*” and was “*too ambitious*” with its remit given the delivery timescale and resources available.
- 2.20 Whilst in the words of one consultee, it “*was a start*” but that it was “*maybe not quite right*” in some respects – it is clearly acknowledged that it was a difficult job, that it was a pilot project, and that there is now (as a result) even clearer recognition of the need for such a network on an ongoing basis.
- 2.21 On the specific partnership that was selected to deliver the project, some consultees clearly articulated the rationale for, and the anticipated benefits of, such a collaboration. However, other consultees reflected on some issues with this, which tended to focus on perceptions that this gave the network quite an “*academic focus*” – with such an approach bringing both benefits and issues to the delivery of the network (see Section 3).

### 2.3 Context and Rationale for the Community Land Scotland pilot

- 2.22 The Gaelic Community Fund was created, with support from Bòrd na Gàidhlig, to encourage geographically-based, asset-locked community organisations to find and test effective and innovative ways to boost the use of Gaelic in their area. As existing organisations, community land-based trusts were seen to focus on the development of their own places, and this

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presented the opportunity *“to support and strengthen these anchor organisations in the Western Isles and Skye. HIE and BnG have tried to do this themselves, but each is now paying attention to community empowerment and subsidiarity.”* To facilitate the establishment of the programme, a part-time Gaelic-speaking Development Officer (Chrissie Gillies) was employed to support communities through the application process and delivery of their project. The grant programme was promoted and marketed through a number of channels and especially Community Land Scotland’s social media, e-newsletter and press releases.

2.23 According to CLS<sup>1</sup>, *“Putting time into marketing meant that awareness of the project was high in the target area. Applicants commented that the marketing information was quite difficult to miss.”* The consultations for this review supported this, with such typical comments as: *“a number of local people brought the CLS advert to my attention as someone keen to promote Gaelic use”*. Many of those consulted were not in post when the application was made, but reported their organisation was driven by an interest in supporting the use of Gaelic language and culture locally; others believed that they had been given the opportunity to bid as *“one of the biggest community development trusts”*. As well as raising awareness of the pilot, the Development Officer was involved in creating systems, grant forms and guidance and overwhelmingly her efforts were appreciated and praised by interviewees: *“Chrissie was excellent, because she was informal, good attitude, [she was] very supportive, proactive, [in a] community-oriented programme”*. However, CLS noted the project *“was more administration heavy than initially envisaged”* and so admin support was employed to supplement Chrissie Gillies’ part-time post.

2.24 Initially, three levels of grants were available:

- Small Grants to support projects seeking funding of up to £5,000 to support discrete projects and activities with growing regular Gaelic usage opportunities (on-line and / or physical) in that community as the main priority.
- Medium Grants to support projects seeking funding of up to £15,000 to support a co-ordinated package of projects and activities which will create opportunities (on-line and / or physical) to use Gaelic more often within that community.
- Large Grants for bids of up to £30,000 to support a more extensive programme of Gaelic usage developments through a co-ordinated package of projects and activities. These will form opportunities (on-line and / or physical) to use Gaelic more often within that community.

2.25 In reality, most successful applications were within the ‘medium’ level with one slightly below £5,000 and one slightly above £15,000. A two-stage application and evaluation process was established, with internal sifting and then an external expert panel convened to distribute up to £125,000 in

<sup>1</sup> Final Report, Gaelic Community Trust pilot, 2021/76, Community Land Scotland.

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grants<sup>2</sup>. About £103,000 was ultimately awarded: £49,500 across five projects in Round 1 and £53,575.34 across five projects in Round 2. Applicants were awarded 80% up front and a further 20% at the end of the project. Again, applicants recorded the value in having a Development Officer they could refer to, and this was especially important given that CLS *"were encouraging bold and innovative projects"* and these were often at the margins of their own previous projects and activities.

- 2.26 Commonly across respondents in the interviews, their involvement was often driven by the novelty of such funding as CLS members tended to be focused on their land use and management priorities. Development Trusts *"are innovative, closer to the community so generally this was not an approach tried beforehand"*. For non-land based posts, it was *"difficult to attract funding so this was an ideal opportunity"*. Often, salaries were complementary to other funding sources: so the BnG funds *"meant I could be employed full-time. There was also an interest in associating [my work] with Gaelic as the indigenous language and culture"*.
- 2.27 Other reasons were offered for becoming involved including *"Re-engaging the community post-Covid"*.
- 2.28 A range of rationales was offered for each Trust's project, and these were usually refined after discussing and modifying initial proposals with CLS. Overall these were around the need to *"engage, enable, enact activity at the community level"*, providing additional capacity because Trusts lacked capacity and giving Development Trusts *"ambition"* and a forum to *"share good practices, and share lessons learned"*. Several mentioned they wanted to provide more opportunities and spaces for local folk to speak and use Gaelic as it had been reported that *"Trusts were important for culture and in north and west Scotland therefore for Gaelic"* and had also been *"very important during COVID."* As the anchor organisations in their communities, this was the opportunity to test the proposition that direct support such as a Gaelic Communities fund could increase use of Gaelic through Development Trusts: *"bringing together a number of Gaelic groups locally – formal and informal, learners, GME parents, etc. with the ultimate aim to prevent and reverse language decline"*.
- 2.29 From the range of proposals planned from the applications, most Development Trusts appeared to aim to deliver a mix of training and learning of the language itself, often in the context of Gaelic cultural activities and productions. Most were clearly innovative within their local environment, at the minimum offering classes and opportunities for conservations in Gaelic where these had been either private or not available within the community hitherto. Generally, these were basic cases of *sustaining, or incremental innovation*<sup>3</sup>, where involvement with the pilot programme was to be through 'standard' approaches to delivering Gaelic

<sup>2</sup> The agreement was for a grant of up to £154,000, and the final total claimed from BnG was £138,363.50. Development Trusts often incurred staff costs as benefits-in-kind, though these were not available consistently.

<sup>3</sup> Satell, G. (2017) 'The 4 types of innovation and the problems they solve', <https://hbr.org/2017/06/the-4-types-of-innovation-and-the-problems-they-solve>

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learning and speaking opportunities that would meet the BnG requirements of being able to score positively on the KPIs:

*"This [project/event] has encouraged me to use Gaelic more often."*

*"This [project/event] has enhanced my Gaelic skills."*

*"This [project/event] has made me believe more strongly that Gaelic is important to Scotland".*

- 2.30 For a number of Trusts, *breakthrough innovation or disruptive innovation* was planned, sometimes accompanying or in the context of ongoing annual festivals and other events, while others aimed to deliver outcomes to promote the use of Gaelic by generating arts and cultural events and exhibitions, heritage and ranger services. For these Trusts, the rationale for their involvement in the Gaelic Community Trusts Pilot was to offer Gaelic in different places, contexts and otherwise to encourage the language to be used – or have to be used – in novel, innovative or actually traditional natural settings where practice and application had been lost.
- 2.31 Especially in the learning and organised conversation settings, recovery from Covid and from reluctance to speak Gaelic were expected to be important drivers for encouraging the language to be learnt, used and reused. Wellbeing and mental health were cited as reasons for securing the grant, and so confidence an anticipated associated outcome to the delivery of their specific project.
- 2.32 Overwhelmingly, there was consistency between the aims and objectives of the Gaelic Community Trusts Pilot as proposed by Bòrd na Gàidhlig and Community Land Scotland, the funded applications and the understanding of their own plans by the Development Trusts interviewed and in all the Final Project Reports. As will be analysed below, staffing and recruitment, over-optimistic plans and other factors during the post-Covid era disrupted delivery and design of some of the proposals but the careful and guided support of CLS and the selection panel ensured the projects supported were feasible and innovative.

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### 3. DELIVERY OF THE PROJECTS

#### 3.1 Introduction to Section 3

3.1 This section of the report presents the findings of the reviews about the delivery of the Gaelic Development Officer Network pilot and the Community Land Scotland pilot.

#### 3.2 Delivery of the Gaelic Development Officer Network pilot

- 3.2 Overall, consultees reflect that there was effective delivery of the GDON activities – including the use of the online/virtual meetings, the opportunity to hear from different speakers, and the networking opportunities that the meetings and events provided.
- 3.3 For Gaelic Development Officers that were consulted for this review, the opportunities for knowledge exchange, sharing ideas, talking about the challenges they face, etc. were all key elements of the project, providing officers with the opportunity to "*collaborate, share, and listen*" as well as providing a "*platform to share ideas*".
- 3.4 A range of different kinds of events (e.g., seminars, professional development workshops, meetings, a conference, and a consultation session) were offered, with different levels of formality at each type of event – a total of eleven meetings of the network took place during the year. Feedback indicates that officers tended to like some of the more informal activities – re-emphasising that this (the opportunity for informal networking) was a focus for many of those involved. As one consultee noted, the GDON "*worked really well in bringing people together*", in addition to which, the "*less structured meetings got better (quality of participation...)*".
- 3.5 The level of attendance varied between events, with the final report from the project<sup>4</sup> reporting that of the 11 meetings that were held, attendance was recorded at nine of them, with the largest number of attendees being 40 people; the lowest attendance was 13 people; and the norm was for around 22 people to attend.
- 3.6 Feedback from the deliverers and the officers that attended suggests that some individuals attended every meeting, some only attended one meeting/event and did not return, whilst others attended multiple, but not all, meetings. The reason some attended only one event (or didn't attend at all) is thought to be due to the focus of the network on those working in the community rather than in public officer roles. In addition, the specific topic or theme for an event is thought to have been a key driver for attendance at that event, as well as availability of officers to attend, with limited capacity/availability to engage being an issue, especially for those officers in part-time roles. Other consultees reflected that there were more attendees at earlier meetings, and there seemed to be (anecdotally) more of a drop-off in public officers than community officers – again highlighting

<sup>4</sup> Lìonradh nan Oifigearan Leasachaidh Gàidhlig, An Aithisg Dheireannach. Timothy Currie Armstrong (Sabhal Mòr Ostaig), Dòmhnall MacNèill (Comunn na Gàidhlig), Gillian Rothach (Sabhal Mòr Ostaig), Michelle NicLeòid (Oilthigh Obar Dheathain).

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- that clarity about the remit and focus for the network going forward will be important.
- 3.7 It should be noted that public officers were not excluded from the events, but feedback suggests it was made clear for the events that the focus was on those working in the community, although a number of public officers were involved in the network, did attend the events, and are interested in sustaining the network going forward.
- 3.8 As one consultee reflected, it is worth doing and it is *"good to have it as a proper forum"* but it should be for both community officers and public officers and should include the *"core local authorities"*.
- 3.9 Those consulted for this review provided a mix of feedback about the events. Whilst there were consultees that felt some events were too academic, *"lot of language policy and theory"* others were positive, especially about the opportunity to hear from different guest speakers (including from other minority languages) as this was something they wouldn't have the opportunity to otherwise: *"was super! – wouldn't get the chance to hear that otherwise"*.
- 3.10 Once again, consultees emphasised that for them the *"true heart of it is the chance to talk to colleagues"* and that it was about *"low level chat to share ideas, share knowledge exchange"*. As such, it is clear for some of those that attended, that it was far more about the informal networking than it was about any opportunities for more formal vocational qualifications or CPD.
- 3.11 Some of the feedback from consultees for this review included the feeling that there were too many people in attendance at some of the meetings for them to be fully effective in providing networking opportunities. Although others did report that the use of break-out groups and good facilitating did help to overcome this and ensure the meetings were inclusive. In order to address this, suggestions from consultees include the idea that a future network could take a sub-groups approach (e.g., splitting some meetings by geography or area of interest/activity).
- 3.12 One of the aims of the network was to help engender collaboration and partnership working between participants. Some consultees suggest this did happen, but there are very few specific examples provided to show the extent of any collaboration by consultees. Officers report that the development of such collaboration and partnership working takes time to develop and may need some resource to support any new activities. For some, it was *"too soon"* in the lifecycle of the network for this type of collaboration to happen organically: *"the time needed for collaboration makes it difficult"*.
- 3.13 All of the network meetings and events were in Gaelic, and this worked well, with feedback clearly acknowledging that it was important symbolically for the meetings to be held in Gaelic, and that this also provided an opportunity for those in attendance to further develop their Gaelic language skills. However, there was some concern raised around the meetings being in Gaelic in terms of inclusion for those that do not have Gaelic, or are not confident enough in their Gaelic abilities, to engage in the meetings and

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events. Some consultees feel this may have affected the attendance of some officers at the meetings, reflecting that a "*lack of confidence*" and an "*embarrassment factor*" will have played a role in affecting attendance for some.

- 3.14 As stated in the final report<sup>5</sup>, by the end of the project 52 Gaelic Development Officers had been found to be working throughout the country, although it is acknowledged that this does not include all such officers, with more still to be identified. This 'database' of officers is an important resource in itself, so the fact it was developed as part of the project is positive, and there is interest in this – with the final report for the project noting that officers were interested in having such a list, and consultees for this review also highlighted that it would be a "*useful asset for officers themselves*". It will therefore be important that this resource is kept up to date, and that (if possible) it can be shared amongst Gaelic Development Officers as they see benefit in having information about who else is working in similar roles across the country.
- 3.15 Another of the aims of the project was to '*potentially create a recognised vocational programme for Gaelic officers*', and whilst this was considered by the delivery team, the focus was clearly on developing the network aspect of the project. It is thought that there is potential to use some of the modules from the relevant degree courses (e.g., BA (Hons) in Gaelic and Development) offered at Sabhal Mòr Ostaig to create a recognised vocational programme for Gaelic Development Officers, although it is not clear how this will progress at the current time. A number of consultees also noted that the funding of such a programme (i.e., who would provide the funding for officers to engage in such a programme) will be an important consideration.
- 3.16 Given that there is strong desire from some officers for a recognised vocational programme, with some of the anticipated benefits including the achievement of a professional qualification, the recognition that this would provide (individually and also within their employing organisation), as well as the confidence it will help engender, and the enhanced status it may provide for Gaelic Development as a career, it will be important that the potential for the development of such a programme is taken forward – although it may be that it is more appropriate for such developments to take place outside of the network itself rather than being part of the same project/initiative.
- 3.17 On the format of the meetings, feedback from consultees reflects that the use of virtual meetings via Microsoft Teams worked well (despite some minor technical issues), and provided a number of benefits – compared to face-to-face meetings. This includes the reduced cost for attendees, no requirement to travel, less time taken up with attending, and the ability for the meetings to be more inclusive – with location/geography not presenting a barrier.

<sup>5</sup> Lìonradh nan Oifigearan Leasachaidh Gàidhlig, An Aithisg Dheireannach. Timothy Currie Armstrong (Sabhal Mòr Ostaig), Dòmhnall MacNèill (Comunn na Gàidhlig), Gillian Rothach (Sabhal Mòr Ostaig), Michelle NicLeòid (Oilthigh Obar Dheathain).

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- 3.18 However, whilst it is clear that people understood and accepted the benefits of virtual meetings, many consultees reflect that such virtual meetings do lack some of the benefits of face-to-face networking and as such there are strong calls for any future network activity to include some aspect of face-to-face networking.
- 3.19 Importantly, for any future network activity, there is clear recognition from the project deliverers as well as the officers consulted that the continuation of the Gaelic Development Officer Network would require some scale of resource/support in terms of the administration and co-ordination of the network. At the present time, there is thought to be very limited (if any) potential for officers to co-ordinate the network themselves without some form of core administrative support/resource, although it may be that it would only require the dedication of part of an individual's job remit to this network co-ordination role.
- 3.20 Finally, as noted earlier in this report, it is important to record that the demand for a Gaelic Development Officer Network is still there, and that there are issues and concerns around the lag that has been created due to the cessation of the pilot project in mid-2022. This cessation of networking activity has caused issues, especially around a lack of momentum over this period, and any ongoing considerations about the network has relied on the goodwill of some officers to try and maintain the momentum.
- 3.21 The demand for the GDON to continue reflects the feedback from consultees which acknowledges there are no other networks available for Gaelic Development Officers. Whilst there was mention by some consultees of G'Mor (the Gaelic Language Plans Group), G'Mor has not met recently and had a different remit and different focus from the Gaelic Development Officer Network. Further consideration about this is included in Section 5 of this report.

### 3.3 Delivery of the Community Land Scotland pilot

- 3.22 As outlined above in Section 2, Development Trusts aimed to deliver a range of services and activities over the 12-month lifetime of their respective projects. All ten organisations, and CLS itself, fulfilled the terms of reporting at their conclusions, with some underspending being permitted to extend their projects to use all the funds made available to them.
- 3.23 Each of the ten projects funded under the Gaelic Community Trusts Pilot returned their Final Project Report with details of their activities, and how these might have diverged from the original application. Access to these reports complemented the interviews with a sample of the community officers and with others involved in establishing and managing the scheme. Most projects successfully met their original intentions and were inclusive of learners, native speakers, locals and visitors. Typically, funding was applied to allow: *"a wide range of activities to take place that have appealed to all ages, to locals and visitors, and to both Gaelic and non-Gaelic speaking people."* Many of these embraced a variety of cultural forms: *"There has been Hebridean dancing, piping, historical talks and traditional music events"*. For many activities and events it was reported that: *"They have mostly been in Gaelic.... all their announcements were in Gaelic, and those in the hall were encouraged to speak as much as they could. Local children*

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*took to the stage to play, sing and dance and all spoke to the band in Gaelic without giving it a second thought”.*

- 3.24 This underlying theme of confidence and natural use of Gaelic is revealed in much of the feedback. Visitors were catered for within many events and activities, but projects were encouraged that often *“the attendees were mostly local to the area”* and so Gaelic use in and by the community was being achieved whereas this had often been absent in other local contexts. The importance of cultural activities being *“led by individuals with an understanding of teaching through the medium of Gaelic”*, helping learning Gaelic words and generally being proactive in using and encouraging the language appears to have been adopted by nearly all projects. Speaking and initiating conversations in Gaelic meant *“local community members joined the events to improve their Gaelic or help increase the Gaelic usage at the events”*. A student intern employed by one Trust during the summer delivered a range of activities that reflected the range offered across almost all the projects and places: *“Gaelic lessons, events encouraging Gaelic conversation, attending events within the community, promoting the Gaelic language, the inclusion of Gaelic on the Trust’s website and social media, community survey, production of a report considering the current and future use of Gaelic within the work of the Trust, interview with a resident celebrating their 100th birthday, and a celebratory event”*.
- 3.25 Social media and disseminating information and intelligence about the unique living cultural and heritage assets of their own community, generating pride and confidence in self and place, were important elements in delivering the projects. Activities such as cèilidhs and concerts of local artists, Gaelic film and music festivals, arts and photography and crafts exhibitions, local history topics and other events and performances all served to normalise the use of Gaelic in the community. Complementing these mostly indoor activities, different communities located the language in the wider natural and community environment, for example: Urras Oighreachd Chàrlabhaigh conducted a *“tour of Gearrannan Blackhouse Village, Step-Dancing Workshop, West Side of Lewis Tour, Waulking the Tweed Workshop, Gaelic Psalm Singing Workshop, Storytelling Workshop and a talk sharing the history of Carloway”*, while Horshader Community Development organised a holiday fitness club and, reflecting the widespread desire across the region after Covid lockdowns for a return to meeting outdoors, *“a social walk around Shawbost getting people out and about together again”*.
- 3.26 The CLS projects were delivered in a variety of locations: local community-owned facilities, both giving some reassurance of safety and security to those concerned about socialising after Covid and providing income to Halls; some used *“Home visits to those who might have been isolated through Covid, building confidence within the community to re-engage”* and this tended to encourage Gaelic use where the staff member would initiate the conversation in Gaelic; others were meeting residents outdoors and many of them: *“are able to speak Gaelic, are working on the land, and are using the ranger service, etc in a big landscape which presents the context for using Gaelic in their real lives”*. These few quotes demonstrate that Trusts were taking the initiative to make spaces for Gaelic to be used, whether in the home, workplace, community or public places, actively taking

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opportunities to local people and not always waiting for them to find activities to attend. A range of media were employed to deliver these opportunities, with the mix of traditional language classes and conversation sessions (re)established in local venues, including cafés and pubs, online versions of these, complemented by cultural music, dance and sporting activities and the more innovative forms introduced above: *“the CLS project allowed specific community activities to be planned and carried out as well as wider “destination” projects which built momentum and secured further funding by showing there was buy-in from the community”,* which in turn *“has encouraged the committee to put on more events and activities”*.

- 3.27 This positive reinforcement was mentioned by several projects with the Gaelic Community Trusts Pilot prompting longer-term reflection on how services are delivered but also on how, when and where Gaelic is used in their community. Consultations revealed that, although many or all staff and board members were fluent speakers, business meetings and written materials – of all sorts – tended to be undertaken or available in English only. Difficulty in sourcing or having confidence in translation services created difficulties in some instances but focus on the spoken word was at the heart of most of the pilot projects, with some recognition that Gaelic development would take time. One project in particular, although learning from each other was a highlight for most projects, used the CLS funds to sound out other Development Trusts and community organisations on how to address the *“aspiration of making Gaelic a living language”*. So, instead of their original CLS objectives, they have derived a much more ambitious plan offering much more value in this aim. They genuinely want to prevent and reverse language decline, although that would require *“a very significant increase in funds”*.
- 3.28 Considering the final reports of the Trusts, their original applications, and the interviews with the representatives of the projects as part of this review, overall delivery was consistent with addressing the Bòrd na Gàidhlig Corporate Plan Measures:
- 3.29 All pilots were facilitating ‘more opportunities for people to use their Gaelic skills’, with many encouraging ‘more children participating in early years’ sessions’ both specific and inter-generational. Classes and informal conversational meetings were providing ‘more opportunities for people to enhance their Gaelic skills’. Activities and facilitated events were organised deliberately to deliver ‘enhanced Gaelic skills’ in situ within the community, intending to increase confidence and wellbeing. These community-based approaches were therefore designed and there is evidence they were operationalised in ways that would enhance use of Gaelic naturally so that locals could appreciate ‘Gaelic makes a difference to my life’.
- 3.30 Being able to adapt to local challenges in delivering their missions was stressed by some of those interviewed, with arguments that this particular Pilot programme allowed Trusts to be flexible and the support from CLS and Chrissie Gillies especially were critical in this. There were some doubts whether alternative funding bodies and schemes would have permitted such changes from the original objectives and means of delivery. This capacity for innovation in delivering agreed projects was explained in terms of many Trusts having been involved in Gaelic before and this project allowed them

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to deliver flexibly, with *"adaptations made quickly without bureaucracy intervening"*. Although the funding was considered very helpful by interviewees, although not large, the community trusts were able to *"piggyback around other events etc."*, as seen with the association with regular festivals and activities; they were also *"well connected locally in ways that e.g., BnG and CLS are not"*. It was obvious that some were well articulated in getting partners and repeatedly reported, *"having a 'can do' attitude exactly because they are community land owners"*.

- 3.31 A number of land-based, outdoor and natural heritage projects aimed to deliver better experiences for locals and visitors alike, with improved signage, use of Gaelic by local businesses, information boards, local place names, etc. Feedback suggested that there was recognition that 'Gaelic has an increasing role in a diverse and open Scottish identity' and confirming 'Gaelic is important to Scotland'. In summary, modes of delivery were aimed at, and explicitly have achieved contributions to, meeting the Bòrd na Gàidhlig Corporate Plan Measures in ways that would have been more challenging and less cost effective through alternative means and organisations. Community-owned anchor organisations appear to have demonstrated they have been playing a significant role in delivering opportunities for increased use of Gaelic in their communities.
- 3.32 *"All the events provided fun, sociable occasions for people to use [Gaelic], however much Gaelic they know and felt comfortable to use."*

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### 4. BENEFITS, IMPACTS AND ACHIEVEMENTS OF THE PROJECTS

#### 4.1 Introduction to Section 4

4.1 This section of the report outlines the benefits, impacts and achievements of the Gaelic Development Officer Network pilot and the Community Land Scotland pilot.

#### 4.2 Benefits, Impacts and Achievements of the Gaelic Development Officer Network pilot

4.2 The key success and achievement of the GDON project has been the "*proof of concept*" of the network, this is clear from the feedback from all consultees. As noted earlier in this report, from the consultations for this review, there was strong, universal praise for the idea/concept of the Gaelic Development Officer Network (GDON), in terms of what it sought to do, and the gaps in support for Gaelic Development Officers that it sought to address.

4.3 A key benefit of the network, is that it "*helps to support the professionalisation of the sector*", with further feedback from consultees including the following:

- "*Absolutely support it, excellent. Saves on travel time and costs, and in CO2 emissions.*"
- "*Essential for less experienced GDOs.*"
- "*Lots of very good things from networking. Knowledge transfer and exchange between GDOs. Learning especially good for less experienced GDOs.*"
- "*Opportunities to listen, learn and respond, and to know about opportunities.*"

4.4 The benefits of the network are also evidenced from the surveys carried out by the deliverers at various stages in the pilot project and reported in the final report for the project<sup>6</sup>:

- An interim survey carried out during the pilot project found that 73% of officers who responded (16 out of 22) reported that the networking had been useful to them.
- A final survey of the officers was carried out at the end of the initiative and 88% (14 of the 16 officers who sent in answers) reported that the networking had been useful to them.

4.5 As noted in Section 3, the benefits of using virtual meetings for GDON are well-recognised and supported by officers that engaged in the network, however, there are calls for some scale (e.g., an annual event) of face-to-

<sup>6</sup> Lìonradh nan Oifigearan Leasachaidh Gàidhlig, An Aithisg Dheireannach. Timothy Currie Armstrong (Sabhal Mòr Ostaig), Dòmhnall MacNèill (Comunn na Gàidhlig), Gillian Rothach (Sabhal Mòr Ostaig), Michelle NicLeòid (Oilthigh Obar Dheathain).

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- face networking activity to further strengthen the networking opportunities and networking benefits of the Gaelic Development Officer Network.
- 4.6 Whilst some consultees noted that the "*less structured*" GDON meetings seemed to have better quality of engagement and participation, officers also strongly praised the opportunity to hear from the range of guest speakers on various topics that were made available through the pilot project and feel these opportunities were beneficial.
- 4.7 In terms of the potential for further impacts (that have not yet been fully realised), consultees do reflect that there is potential for shared projects, collaborations, and other developments to evolve as part of the network. However, there is recognition that such collaborations can take time to develop through networks like GDON – and expectations about achieving this in the original delivery timescale for GDON may have been "*too ambitious*".
- 4.8 The creation of a vocational programme for Gaelic officers, as noted in Section 3, did not happen as part of the pilot project, although there is potential for such a programme to be developed, and a number of officers consulted clearly expressed interest in such a programme, with some of the potential benefits from such a programme outlined earlier in this report.
- 4.9 Some consultees also noted the development of the website (<https://oifigearanleasachaidh.org/en/>) as one of the benefits of the project. Whilst it was not a key focus of the project, feedback suggests that officers feel the development of such a website can help to raise the outward facing role of Gaelic Development Officers and, given that there are recruitment challenges for some Gaelic Development Officer roles, consultees feel that it is important to "*elevate the status*" of the roles and the website can help with this.
- 4.10 Finally, as noted in Section 3, officers raised the issue of the lag (and loss of momentum) with the Gaelic Development Officer Network at the current time, with any activity of the GDON simply having ceased when the pilot project came to an end in mid-2022. Whilst individual officers are keen to continue the network, there is a need for clarity about the future of the network, its remit/focus, and the resources available to help support and sustain it – as one consultee noted, it "*started with good intentions but frittered out*".

### 4.3 Benefits, Impacts and Achievements of the Community Land Scotland pilot

- 4.11 With such a diverse set of projects, staff and environments, an equivalent range of benefits, outcomes and impacts would be expected. Consistently across the representatives consulted, however, there was an appreciation of the sensitive approach of CLS to supporting and encouraging each to deliver on their plans, to the opportunities to broaden and deepen the use of Gaelic in the community and to learn and transfer knowledge between places and people. Across the country, each of the ten projects were able to justifiably claim benefits for their own community beyond what would have been possible expending just their own resources or, arguably, by others delivering the activities and plans.

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- 4.12 A common response was that the funding allowed the Trust to try out innovative ideas, and focussing on use rather than learning of Gaelic was especially appreciated and this lent itself better to promoting fluency in speech than other forms of Gaelic classes. Most of the community bodies reported that they had changed the delivery of their services so that Gaelic was used more than previously, and so Gaelic had become more widely mainstreamed within that and other organisations. The different initiatives provided by and through the Trusts under these pilots, meant that more speakers and learners were recruited to classes and cultural activities, and as staff; where this allowed workers to stay and or to return to their homes it was recognised to be supporting Gaelic in their own community. In aggregate, the benefits were transparent although many were intangible, so the increased profile for Gaelic was a very successful outcome and indeed it can be argued from the evidence in the Final Reports and the interviews that the *"benefits were greater than demonstrated from the available reports"* alone. As one consultee argued: there needs to be more *"telling the story". It is a very good story and that is important of itself"*, and it is important that that message is revealed to be recognised by the communities themselves.
- 4.13 Confirmation of the benefits of each of the projects is covered more-or-less comprehensively in their respective Final Reports. Overwhelmingly these were supported in the interviews as staff reflected on the activities and their impacts, often with some time having passed since they had been submitted. Many included quantitative data on numbers of events, classes, meetings, etc. held but all were willing and indeed keen to explore the other less tangible outputs which are more difficult to measure. Improvement in confidence and wellbeing, in engagement and 'fun' featured on many occasions, and such feedback does not fit easily into the usual metrics available and expected in monitoring and evaluation exercises. Typically respondents resorted to these sorts of terminology: *"We know this project worked as there has been demand from everyone who went along and some that couldn't make it for another 6 weeks and are certain there will be many more meet-ups for years to come"*; similarly, from another island community: *"All of the attendees said they would attend a similar event again in the future and encourage others to attend"*.
- 4.14 There were many more of these quotes and statements in the Final Reports and transcriptions of the interviews. Considering the literature on the significance and interdependences of the fundamentals of wellbeing, resilience, and confidence to community development and wealthbuilding<sup>7</sup>, these are important elements of the story of the communities and these pilots especially: *"The events really celebrated the heritage and culture of the islands and generated a strong sense of pride among the community"*. A number of the projects were notable for engaging with members of their communities who are often on the margins, less empowered, vulnerable: *"being able to chat to local Gaelic speakers over coffee and cake has helped to give me more confidence to have a go"*; so when it could be reported that *"this project reached and benefitted parts of the community that aren't always reached"*, then the added value in an initiative needs recorded.

<sup>7</sup> Danson M (2015) *Empowered Community-Led Inclusion – Community Resilience*. Report to HIE, Inverness. Edinburgh: Heriot-Watt University.

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These events and inclusive activities also helped the Community Trusts themselves to raise their profile locally: *"The project received fantastic feedback and allowed the Trust to connect with members who otherwise are not active in the work of the Trust"*.

- 4.15 The fullest understanding of 'innovation' is relevant here, it should not just embrace 'breakthrough' or 'disruptive' activities but also recognise and celebrate inclusion and normalisation of everyday activities in these cultural contexts: *"The ability to use Gaelic in a day-to-day setting was of particular importance to the attendees"*. Participants especially appreciated that *"we were focussing on use rather than learning of Gaelic ... promoting fluency in speech was very successful"*.
- 4.16 As well as benefitting the individual and the community of people, greater appreciation of the wider benefits and achievements of these being realised were expressed across projects: *"Whilst the project's aims were not directly linked to heritage and culture, the overriding opinion of those participating when asked about the role of Gaelic in Scotland was that the language and culture is very important"*. Sense of local and national identities were enhanced in the report and reflections in much of the feedback, often building on exhibitions and demonstrations of the culture and heritage of the locality: *"Throughout we promoted local history topics and photographs online using Gaelic led content"*. In a number of cases, this was reinforcing existing and ongoing initiatives to establish local heritage centres, memorials to the Crofters Agitations, and other historical and contemporary events and actions. To deliver and achieve success with their plans, Trusts were usually required to coordinate and collaborate with neighbouring communities and with festivals, other event organisers, and agencies generally. Such communications ensured that horizons could be lifted from the immediate locality and not only build their internal cohesion (bonding social capital) but also secure improved relations with these other players (both bridging and linking capitals). Again, the benefits of the conference on Raasay at the conclusion of the Gaelic Community Trusts Pilot were praised by all participants.
- 4.17 Engaging the business community locally and so increasing the profile of Gaelic language and culture featured in several of the proposed pilot projects. Social and community enterprises, by definition, aim to address and capture these societal objectives and there was good evidence of their achieving positive outcomes. The aim is to have *"Gaelic first signage and to deliver Gaelic activities"* in this community project, and *"additional translations were ... made possible through the funding"*. Internally to their own organisations: in facing the public, amongst staff and in board and committee meetings, many demonstrated that they had *"changed delivery and Gaelic mainstreamed within that organisation. Recruiting more speakers and learners and so supporting Gaelic in their own community"*. These were quite significant developments and usually entailed simple practices of using Gaelic from the outset of conversations and similarly not switching to English once discussions moved to *'the formal business'*. These apparently minor changes came naturally to many without consciously demanding policies being imposed; some interesting observations followed on why there had been a former reluctance to use Gaelic continuously amongst fluent speakers in work contexts.

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- 4.18 The (re)naturalisation of using Gaelic in everyday life was welcomed across communities with *“people still meeting in the community café, being seen to meet and, as several are well known locally, they give a signalling effect to others”*. These exercises in legitimisation of speaking the language in public is *“helping others overcome their own embarrassment in using Gaelic”*, although that achievement was not initially recognised as an aim of particular pilot activities. Such successes were recognised elsewhere with *“an increasing profile for Gaelic, people continuing to meet in Isle of Skye Candles (formerly Aros centre) café, interacting with customers and staff in Gaelic, maintaining the profile”*. Many have remarked on the simplicity of the project, with more projects springing up, and so these small changes in practice are generating further grassroots initiatives.
- 4.19 One community plan was to encourage local businesses to conduct their interactions with customers in Gaelic, and seventeen shops, commercial outlets, entertainment and hospitality enterprises signed up to this commitment, *helping to reinforce the Gaelic identity of the area*. The beneficial outcomes for the local economy and society of implementing the relevant recommendations of the Ar Stòras Gàidhlig report<sup>8</sup> of such actions have started to promote thinking of further changes in that and other locations. *“There is so much more can do: we have the aspiration of creating a Gaeltacht equivalent as a marketing tool”* to create a Gàidhealtachd here.
- 4.20 In summarising the achievements of the Community Land Scotland it is necessary to look beyond the numbers of classes held, moneys spent and other key performance indicators successfully attained. The increase in confidence and wellbeing amongst Gaelic speakers of all ages, the normalisation of the use of the language in work, on the streets and in homes without embarrassment nor apology, and the realisation that these asset-owning communities have unique selling points and cultural and heritage attributes are all intangible but highly significant outcomes of the investment and trust by Bòrd na Gàidhlig and Community Land Scotland in these people and communities. As with building trust and confidence, sustainable development in any form requires time and resources and clearly those communities which applied the funding to build on existing posts, people and initiatives did better, offering lessons for all concerned on preconditions for success.

<sup>8</sup> Ar Stòras Gàidhlig: *The economic and social value of Gaelic as an asset*, – Full Report, HIE, May 2014, <https://www.hie.co.uk/media/5585/hieplusreportplus2014plusfinalplusonline.pdf>

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### 5. LEGACY, LESSONS, AND NEXT STEPS

#### 5.1 Introduction to Section 5

5.1 This section reflects on the findings from the review and considers the legacy, lessons, and next steps for the Gaelic Development Officer Network pilot and the Community Land Scotland pilot.

#### 5.2 Legacy and Lessons from the Gaelic Development Officer Network pilot

- 5.2 As reflected throughout this report, there was strong, universal praise for the idea/concept of the Gaelic Development Officer Network (GDON), in terms of what it sought to do, and the gaps in support for Gaelic Development Officers that it sought to address – exemplified in the words of one consultee: *"A forum for Gaelic development officers is definitely required"*. There is ongoing demand and need for the Gaelic Development Officer Network, and addressing the isolation of Gaelic Development Officers, especially those working in more remote communities across Scotland, is a key issue.
- 5.3 However, there were some issues with the pilot project, which it will be useful to learn from going forward. As one consultee reflected: *"Really good idea...delighted to see it...very supportive leads...lack of aims"*.
- 5.4 This comment reflects one of the most common lessons from the pilot project which is about having clarity about the aims and remit for the Gaelic Development Officer Network.
- 5.5 As one consultee reflected, if the network is to be *"rebooted"* it needs a *"clearer remit of what they want...it is good to get together, but it needs a terms of reference (or similar) ..."*.
- 5.6 Feedback from consultees highlighted that attendance at events was impacted by the focus on 'community' officers (rather than 'public' officers) and by the use of Gaelic only at the GDON meetings. It will be important to clarify these aspects going forward, with strong calls from consultees to ensure that GDON is seen to be inclusive – providing opportunities for both 'community' officers and 'public' officers; and for those with, and without, sufficient Gaelic language abilities.
- 5.7 Whilst there is a clear rationale for the focus on 'community' officers, consultees also see opportunities for the network to more fully involve 'public' officers, whilst acknowledging that this may require slightly different approaches.
- 5.8 In addition, in terms of the remit of the pilot project (which included network development, providing training, potentially developing a formal qualification and also supporting collaboration and partnership) – clarity about the expectations on each of these going forward is important. This relates to the issue of the scale of ambition of the project given the timescale and resource available – as one consultee reflected it was *"far too ambitious"* a concept to try and do it all in the available timescale.

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- 5.9 The development of the informal networking is the key impact of the pilot project (see Section 4), and the area that most officers (almost universally) are interested in – with interest in the other areas being strong, but not achieving the same level of consensus.
- 5.10 As noted in Section 3, the creation of a vocational programme for Gaelic officers did not happen as part of the pilot project, although there is potential for such a programme to be developed, and a number of officers consulted clearly expressed interest in such a programme. It will be important that the potential for the development of such a programme is taken forward – although it may be that it is more appropriate for such developments to take place outside of the network itself rather than being part of the same project/initiative.
- 5.11 It is recognised that it was also too ambitious, or too early, to try and develop collaborations and partnerships from the network – such activity requires more maturity and establishment of the network before these could develop organically from the networking of the officers. It is certainly an appropriate ambition going forward but requires more time (and potentially a supporting resource) to help engender this type of collaboration.
- 5.12 In terms of the format of the network meetings, the use of virtual meetings via Microsoft Teams worked well, and there are clear benefits to this approach (as outlined in Section 3). However, consultees reflect that virtual meetings lack some of the benefits of face-to-face networking and there are strong calls for future network activity to include some aspect of face-to-face networking on occasion.
- 5.13 Whilst there is clearly ongoing interest in, and enthusiasm and demand for, GDON, there is a lack of capacity from individual Gaelic Development Officers to lead on this – highlighting the need for some scale of core support/resource to underpin GDON going forward. This is not anticipated to be a large resource requirement, but a scale of resource/support for the administration, co-ordination, and management of the network.
- 5.14 Linked to this, as noted earlier in the report, officers reflect that there has been the loss of momentum with the network since the last meeting in mid-2022, and those keen for the network to continue do not want this loss of momentum to be prolonged. As one officer reflected, *"real pity it has got to where it has at this stage" – needs resurrected as soon as possible*.
- 5.15 This issue emphasises that continuity with the network is key, and as such, it may be that the core support/co-ordination role for the network comes from Bòrd na Gàidhlig rather than through a time-limited commission of other deliverers. This would also make clear the core role of Bòrd na Gàidhlig in supporting and developing the network. Alternatively, the role could be provided by another organisation – perhaps through a multi-year funding agreement to help ensure continuity and sustainability of the network over a sustained period of time.
- 5.16 Reflecting on all of these issues, some potential next steps are outlined below, which give consideration to a potential approach which needs further

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refinement and consideration but should provide a useful starting point for the next steps/iteration of the network.

- Clarity from Bòrd na Gàidhlig to be provided about the remit and expectations from a Gaelic Development Officer Network.
- The (re)establishment of an ongoing network that supports Community-based Gaelic Development Officers to take place.
- The (re)establishment of a network that supports all Gaelic Development Officers and officers leading on Gaelic Language Plans in public organisations) – effectively a successor to G'Mor (Gaelic Language Plans Group) to take place.
- Cross group-collaboration between these two main groups to be achieved through specific sub-groups based on common geographic remits or common areas/themes of interest.
- All meetings to take place virtually (with the hosting provided by Comunn na Gàidhlig for the community-based Gaelic Development Officer network and by Bòrd na Gàidhlig for the wider network).
- The introduction of an annual face-to-face event that brings all Gaelic Development Officers together (which would require the allocation of sufficient resource to cover venue hire, travel costs, etc.).
- Provision of support/resource for the co-ordination and management of the two main groups by Bòrd na Gàidhlig, potentially supported by other partners (e.g., Comunn na Gàidhlig for the community-based officers' network).
- Separately from the network development, consideration to be given to the development of a recognised, vocational programme for Gaelic Development Officers.
- Finally, to help support the development of collaborative and partnership working through the network, the availability of some small level of catalytic grant funding may be helpful.

### 5.3 Lessons and Legacy from the Community Land Scotland pilot

- 5.17 Although the Development Trusts had very limited opportunities to share experiences and exchange knowledge gained over what works, and what doesn't, in pursuing greater use of Gaelic in their communities there were undoubtedly many similarities and commonalities across the pilot projects. Group meetings and the conference on Raasay *showed they believed they were successful*, according to those participating from outwith the pilot projects themselves. This was also confirmed by CLS who recognised that, when all the projects were together *"they were very happy even though many had been uncertain at the outset"*.
- 5.18 As discussed above, and despite the challenges of being designed and launched during the Covid pandemic years, to a greater or lesser extent, therefore, all were successful in meeting their own targets and in contributing to Bòrd na Gàidhlig Corporate Plan Measures. Apart from a very few who had restricted their ambitions deliberately, projects across the

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programme were justifiably able to claim that they changed the language of delivery for many services and Gaelic became mainstreamed within their own organisation. For some this was formalised through the production of reports considering the future use of Gaelic within their Trust or, indeed, across the whole community providing legacies going forward for the language and culture.

- 5.19 The pilot projects expressed positive feedback regarding their capacity and invitation to deliver different objectives from their normal practices and activities through barriers and boundaries being reduced, including during the operational stages of the programme. The flexibility and opportunity allowed most to try out innovative ideas, and at their own speed and within locally determined plans.
- 5.20 Having a contact (Chrissie Gillies) within the intermediary organisation (CLS) between Bòrd na Gàidhlig and the community bodies who herself was committed to community development meant she was able *“to gain their trust and respect so that she could have honest conversations with them at all stages”*; this was recounted frequently by those consulted and by the funding bodies themselves. Building better relationships again takes time and efforts and this pilot programme appears to have been creating the conditions necessary for this to come to fruition. Longer term funding, including through multiyear funding arrangements, was proposed by some in positions of responsibility as cementing these positive processes.
- 5.21 Other specific but not unusual legacies included reinforcing the link between Gaelic and the land and natural environment, which resonated across many projects. Helping to retain traditional Gaelic placenames was mentioned by several, creating a resource for the community, both for itself but also for visitors oriented towards sustainable tourism. Incomers to these communities have been essential in many instances for their continuing survival and development<sup>9</sup> and ensuring they are able to embrace and appreciate their host community is enhanced by such investments and developments.
- 5.22 Different geographical and transportation contexts, levels of population density and urbanisation, proximity to other settlements and learning establishments, amongst other factors, generated different capacities and challenges for users of Gaelic. In some small island situations, there was a perceived need, for example, to appoint *“one post teaching Gaelic to adult learners and newcomers, supporting GME, organising and promoting events AND a separate community development officer post to fulfil the standard objectives of such a position”*. That particular Trust was therefore looking to recruit a Gaelic speaker for a Community Projects Officer position, combining the two effectively as *“a ‘Social Worker’ to get native speakers out of their houses”*. In some ways this mirrored the themes of older speakers and activists who also complained of *“too much research, academic work on what was needed and not focused on how”* and that their own pilot project *“contrasts with many initiatives – which are too off-putting because they are too formal, too academic, too pedantic, especially for*

<sup>9</sup> As discussed in Danson, M. (2023) *Evaluating Post-Monopoly Rural Land Ownership: Four Community Case-Studies*, Community Land Scotland, forthcoming.

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*native speakers*". [In contradistinction their] "*casual and light-hearted approach was changing attitudes to Gaelic*". A view expressed by a few consultees was that they had "*lost Gaelic growing up, and very few locally continued to speak Gaelic including in rural Skye. But many would relearn if they didn't have to do it at SMO.*"

- 5.23 This belief that there was a disconnect between the vernacular community and the agencies and formal education establishment was promoted on several occasions but was not universally held, with a number of projects focussing on how they needed and had changed their own practices and use of Gaelic and had begun to evolve their outreach activities to embrace more Gaelic applications. Further deeper research was highlighted as necessary into the root causes of these quite differing opinions on why native speakers would not use the language unless encouraged and prompted by others; fluent incomers were most likely to raise this as an issue which would benefit from greater light being shone on it.
- 5.24 These comments apart, the predominant impression and recording of feedback was that the Gaelic Community Fund was a very positive, innovative and liberating development, stimulating initiatives locally which complemented and enhanced the Development Trusts' existing, often land-based, activities, assets and processes. There was agreement across the Trusts, and indeed their communities and sponsors, that meeting earlier in the pilot would have been beneficial to all concerned and that further meetings since the conclusion of the programme would have continued the dialogues started in Raasay. Some in fact were concerned that already several months had passed since that event with no real follow up to the "*excellent event which had been experienced so positively*" and had reinforced the feelgood effect of successfully completing their pilots.
- 5.25 A significant concern and very real challenge experienced throughout the pilot period and across the programme of projects was in recruiting and retaining community development officers who also had Gaelic. For a number of the projects, quite specific skills were being required as well as competence in the language and in being able to undertake community development. Over and over again, and repeating feedback analysed in other previous projects for Bòrd na Gàidhlig, this was a cause for delay in starting the project, for disruption after it was underway, of there being no one with the informed experience to report at the end of the contract. Compounding the challenges of attracting suitable and qualified candidates to any of the locations where community-owned estates are to be found, these posts were usually short-term, demanded certain essential characteristics – including Gaelic but also other attributes which required learning and application beforehand – and otherwise insecure and isolated. Effectively, as in teaching and other occupations, there are "*not enough Gaelic speakers to recruit to posts*". Some suggested it would be "*easier to recruit if we don't stress fluency, the language element*". Novel solutions and modifications were proposed including discouraging 'Gaelic essential' labelling, multiyear contracts, clever portfolio funding to create full-time permanent posts, and perhaps a central agency employer with distributed posting of the staff out to communities. All these may be worth pursuing in some detail, although each would spawn its own demands and unintended consequences. Nevertheless, interviewees and final reports alike revealed

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that those making the commitment to take up these posts were undoubtedly welcomed, appreciated and recognised as playing key roles in the improved use of Gaelic in the community, as well as fulfilling other aims and objectives of the community in the locality.

- 5.26 To confirm such sentiments, one organisation argued that *“this project has proven that Stòras Uibhist needs a part time, freelance Gaelic Officer. Not only to boost the use of Gaelic but to also help promote and sustain the cultural heritage of the islands.”* That form of contract was suitable for that particular person and place, others proposed similarly location- and individual-customised solutions of retaining the expertise and experience within and for their specific circumstances.
- 5.27 In contrast, however, physical artefacts, films and sound recordings, retention and learning of tangible and intangible cultural assets based on and reflecting their Gaelic elements were created by most projects as planned and are offering lasting legacies for their respective communities.

**Review of Gaelic Development Officer Network pilot and Community Land Scotland pilot****ANNEX 1: LIST OF CONSULTEES**

<b>Name</b>	<b>Organisation</b>
Jane Fowler	Argyll and Bute Council
Shona NicIlinnein	Bòrd na Gàidhlig
Iain Mac a' Mhaoilein	Bòrd na Gàidhlig
Robyn Ireland	Buidheann Nàdar na h-Alba (NatureScot)
Ann Paterson	Comhairle Baile Dhùn Èideann (City of Edinburgh Council)
Dòmhnall MacPhee	Comhairle Ghlaschu (Glasgow City Council)
Donald Weir	Comhairle nan Eilean Siar
Lindsay Chalmers	Community Land Scotland
Dòmhnall MacNèill	Comunn na Gàidhlig
Lewis Laing	Comunn na Gàidhlig
Mairi Buchanan	Highlands & Islands Enterprise
Sine Ghilleasbuig	Lasair (Iomairt an Eilein Sgitheanaich), Comunn na Gàidhlig
Derek MacKenzie	Leasachadh Sgilean na h-Alba (Skills Development Scotland)
Fay Thomson	Portree and Braes Community Trust
Timothy Currie Armstrong	Sabhal Mòr Ostaig
Douglas Ansdell	Scottish Government
Phyl Meyer	Tiree Community Development Trust
Michelle NicLeòid	University of Aberdeen
Aonghas Moireach	Urras an Taobh Sear
John Maclean	Urras Ceann a Tuath na Hearadh (North Harris Trust)

**Review of Gaelic Development Officer Network pilot and Community Land Scotland pilot****ANNEX 2: REVIEW OF EXISTING ACADEMIC PROVISION FOR COMMUNITY DEVELOPMENT SKILLS**

Training in Community Development is offered at different levels in Scotland. The SQA (Scottish Qualifications Authority), working with other organisations to ensure that National Occupational Standards (NOS) are relevant to the current and future needs of Scottish communities<sup>10</sup>, offers Scottish Vocational Qualifications (SVQs) in Community Development at SCQF levels 5, 6 and 8. These allow candidates to demonstrate competence in job-related skills in their area of work and expertise. These qualifications<sup>11</sup> cover areas such as Getting to Know Communities; Supporting Inclusive and Collective Working; Self Development; Organising Community Events and Activities; and Advising on Organisational Structures Using Community Development Perspectives. They are available through employers and training providers. Assessment is carried out in the workplace. Candidates can progress to a range of qualifications including the HNC in Working with Communities, a PDA in Volunteering Management at SCQF level 8, degree level study at a higher education institution, or employment in a local authority or third sector, perhaps as a community development worker.

The SVQs can be offered in any of the following modes: full-time, part-time (e.g., day-release), open and distance learning. On entry, candidates should be in a job or placement, or volunteering, in a role where they are carrying out tasks and responsibilities which allow them to gather the required evidence. No prior qualifications or knowledge are required to undertake this qualification.

There are 15 courses recorded as being offered at Higher Education<sup>12</sup>. Excluding PhDs (Dundee) and specific MScs (UHI though modules available), the only available undergraduate courses in Community Development are focused on Glasgow University<sup>13</sup>, while Dundee University<sup>14</sup>, and UWS<sup>15</sup> courses are mostly about Community Education qualifications.

**There are a range of relevant CPD (continuing professional development) offerings overseen by the CLD (Community Learning and Development) Standards Council - the professional body for people who work or volunteer in Community Learning and Development<sup>16</sup>.** Their core responsibilities are to:

- Deliver a professional approvals structure for qualifications, courses and development opportunities for everyone involved in CLD.
- Maintain a registration system available to practitioners delivering and active in CLD practice.
- Develop and establish a model of supported induction, CPD and training opportunities.

<sup>10</sup> <https://www.sqa.org.uk/sqa/65996.html>

<sup>11</sup> <https://www.sqa.org.uk/sqa/65996.html#>

<sup>12</sup> <https://www.postgrad.com/courses/community-development/scotland-uk/>

<sup>13</sup> <https://www.postgrad.com/university-of-glasgow-school-of-education-adult-education-community-development-and-youth-work/course/>

<sup>14</sup> <https://www.dundee.ac.uk/undergraduate/community-education>

<sup>15</sup> <https://www.uws.ac.uk/study/undergraduate/undergraduate-course-search/community-education/>

<sup>16</sup> <https://cldstandardscouncil.org.uk/>

## Review of Gaelic Development Officer Network pilot and Community Land Scotland pilot

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A recent event organised by the CLD Standards Council was a *Member Meet-up – Gaelic CLD Cèilidh, 8 February 2023* and *Cùram, Caint, is Coimhearsnachd / Care, Language and Community*, hosted by Fife Council. Similarly, an online conference was held (26/9/22) by CLD together with those working in care and language development, to share best practice from across Celtic speaking nations and develop new ways to work in partnership.

Others offering CPD and short courses include SCDC<sup>17</sup>; UHI with its Rural Community Development (SCQF level 9) CPD Award<sup>18</sup>; and a range of courses and events by DTAS.

In summary: SQA accredited courses for school and FE qualifications, a few universities for undergraduate degrees, CPD of various levels with CLD leading. This suggests Gaelic is not promoted with Community Development apart from at SMO<sup>19</sup> at postgraduate level where Community Development is identified explicitly as a career for Gaelic graduates<sup>20</sup>.

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<sup>17</sup> <https://www.scdc.org.uk/training>

<sup>18</sup> <https://www.uhi.ac.uk/en/courses/cpd-award-rural-community-development-scqf-level-9/>

<sup>19</sup> <https://www.smo.uhi.ac.uk/course/lpl-ann-an-leasachadh-coimhearsnachd/?lang=en>

<sup>20</sup> <https://www.uhi.ac.uk/en/courses/ba-hons-gaelic-scotland/#tabanchor>



<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	09/05/2023
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	4.2

<b>Tìotal a' Phàipeir</b>	PGR057 Eagrain 02 Plana Gàidhlig Seirbheis Ambaileans na h-Alba		
<b>Moladh do Bhuill</b>	Ri Aontachadh		
<b>Neach-labhairt:</b>	Christie NicIleathain, Manaidsear Planaidh		
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha an Aonta</b>	<b>Seòrsachadh co-dhùnadh</b>	
Sgioba Stiùiridh	27.04.2023	Ri Aontachadh	
<b>Pàipear-taice air a cheangal ris</b>	PT1 – PGR057 E02 Seirbheis Ambaileans na h-Alba		
<b>1.0</b>	<b>Adhbhar</b>		
<b>1.1</b>	A' sireadh aonta air plana reachdail fo Achd na Gàidhlig (Alba) 2005		
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>		
<b>2.1</b>	PGR057 - Gearr iomradh air adhartas le E01		
<b>2.2</b>	Tha Seirbheis Ambaileans na h-Alba air adhartas a dhèanamh le bhith a' toirt a-steach soidhnichean dà-chànanach air carbadaid agus aig na togalaichean aca. Tha e cudromach airson àbhaisteachadh agus faicsinneachd a' chànan gun cùm a' bhuidheann orra a' cleachdadh soidhnichean dà-chànanach nuair a bhios iad ag ùrachadh charbadaid is shoidhnichean.		
<b>2.3</b>	Thathar air adhartas a dhèanamh le bhith a' toirt cothroman don phoball Gàidhlig a chleachdadh. Mar eisimpleir, gheibh luchd-obrach obrachaidh a tha a' toirt seachad Seirbheis Còmh-dhail do dh' Euslaintich agus seirbheis Tubaist is Èiginn gu seirbheis-fòn far an urrainn do neach-mìneachaidh conaltradh a chuideachadh nuair a tha Gàidhlig aig euslainteach no neach-phoball mar a' chiad chànan aca no an cànan as fheàrr leotha.		
<b>2.4</b>	Tha Seirbheis Ambaileans na h-Alba air adhartas a dhèanamh le bhith a' brosnachadh trèanadh sgilean Gàidhlig don luchd-obrach. Tha maoineachadh ri fhaighinn do luchd-obrach airson trèanadh sgilean Gàidhlig agus tha goireasan Gàidhlig air eadra-lìon na buidhne. Ge-tà, tha cothroman ann fhathast far am faod sgilean Gàidhlig an luchd-obrach a bhith air an neartachadh, gu sònraichte an fheadhainn a tha ag obair ann an coimhearsnachdan Gàidhlig.		
<b>2.5</b>	Tha cothroman ann do Sheirbheis Ambaileans na h-Alba air luchd ciad-chùraim le Gàidhlig fhasdadh a chleachdas a' Ghàidhlig ann an coimhearsnachdan, gu h-àraidh ann an coimhearsnachdan Gàidhlig. Bha e na amas san eagrain seo den phlana ach chan eil e follaiseach gu bheil air a choileanadh gu soirbheachail.		
<b>2.6</b>	Cuideachd, tha cothroman ann do Sheirbheis Ambaileans na h-Alba cleachdadh na Gàidhlig a leasachadh air an làrach-lìn aca agus tro na meadhanan sòisealta aca.		

<b>2.7</b>	Tha cothroman ann airson Seirbheis Ambaileans na h-Alba a' comharrachadh prìomh bhuidhnean Gàidhlig agus ag obair còmhla gus piseach a thoirt air na seirbhisean aca agus ag obair còmhla ri ùghdarrasan poblach aig a bheil Planaichean Gàidhlig gus cuideachadh le bhith a' stèidheachadh sheirbhisean co-roinnte agus le ath-leasachadh nan seirbhisean poblach.																																				
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>																																				
<b>3.1</b>	Chaidh measadh a dhèanamh air an dreachd phlana seo le pannal nam planaichean. Thug am pannal sùil mhionaideach air a' phlana agus mhol iad atharrachaidhean.																																				
<b>3.2</b>	Ghabh Seirbheis Ambaileans na h-Alba ris na molaidhean aig a' phannal. Thug oifigearan a' Bhùird taic seachad far an robh soilleireachadh a bharrachd a dhìth air cuid de na molaidhean agus chaidh rèiteachadh a dhèanamh orra.																																				
<b>3.3</b>	Thathas a' moladh gun tèid aontachadh ris a' phlana seo.																																				
<b>4.0</b>	<b>Moladh</b>																																				
<b>4.1</b>	Aire a thoirt don fhiosrachadh ann am PT1.																																				
<b>4.2</b>	Aonta a chur ris na dreachd phlana ann am PT1.																																				
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>																																				
<b>5.1</b>	<b>Buidhean air Ionmhas</b> Chan eil buaidh ann.																																				
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b> Chan eil buaidh ann.																																				
<b>5.3</b>	<b>Buidhean air Trèanadh</b> Chan eil buaidh ann.																																				
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corpóra</b> Tha dlùth cheangal ann eadar am plana reachdail seo agus a' cur air adhart cleachdadh, ionnsachadh agus ìomhaigh na Gàidhlig gu nàiseanta.  Bidh am plana seo a' cur air adhart na trì amasan anns a' Phlana Chorpóra aig Bòrd na Gàidhlig.																																				
<b>5.5</b>	<p><b>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</b></p> <table border="1"> <thead> <tr> <th colspan="2">AR N-ADHBHAR</th> <th colspan="2">AR LUACHAN</th> </tr> </thead> <tbody> <tr> <td colspan="2">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</td> <td colspan="2">'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</td> </tr> <tr> <th colspan="4">AR LUACHAN BUILEAN NÀISEANTA</th> </tr> <tr> <td>Còraichean daonna</td> <td><input checked="" type="checkbox"/></td> <td>Clann</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Cultar</td> <td><input checked="" type="checkbox"/></td> <td>Coimhearsnachdan</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Àrainneachd</td> <td><input type="checkbox"/></td> <td>Bochdainn</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Slàinte</td> <td><input type="checkbox"/></td> <td>Eadar-nàiseanta</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Foghlam</td> <td><input checked="" type="checkbox"/></td> <td>Eaconamaidh</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Gnothachasan soirbheachail is ùr-ghnàthach</td> <td><input checked="" type="checkbox"/></td> <td></td> <td></td> </tr> </tbody> </table>	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	<input checked="" type="checkbox"/>	Clann	<input checked="" type="checkbox"/>	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input checked="" type="checkbox"/>	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>	Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>		
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<b>5.6</b>	<b>Buidhean air Cliù</b>																																				

## Seisean Fosgailte

## Cuspair 4.2

	Chan eil buaidh ann.
<b>5.7</b>	<b>Buaidhean air Slàinte is Sàbhailteachd</b> Chan eil buaidh ann.
<b>5.8</b>	<b>Buaidhean Laghail</b> Tha am pròiseas seo stèidhichte air na dleastanasan reachdail aig Bòrd na Gàidhlig gus Achd na Gàidhlig (Alba) 2005 a chur an gnìomh.
<b>5.9</b>	<b>Buaidhean air Co-ionannas</b> 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.
<b>5.10</b>	<b>Buaidhean air an Àrainneachd</b> Cha bhi buaidh ann.



**Scottish  
Ambulance  
Service**  
*Taking Care to the Patient*

# Scottish Ambulance Service

## GAELIC LANGUAGE PLAN

# 2023 - 2028

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

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## 1. Foreword

The Gaelic Language Act recognises Gaelic is an official language of Scotland, commanding equal respect with English. The Scottish Ambulance Service (SAS) is committed to the aspirations and objectives included in the National Gaelic Language Plan 2018 - 23 and the Gaelic Language (Scotland) Act 2005.

Gaelic is a precious part of our communities, culture and heritage, and our plan will help to ensure it can be a flourishing and sustainable part of our future.

We strive to provide the very best care for our patients and integrate the principles of equal respect and active offer for the Gaelic language within our Service.

We recognise the importance of person-centred care and treating our patients as individuals including using their preferred language and we will do all we can to communicate with patients in Gaelic through a variety of mediums.

In this Gaelic language plan, we outline our strategic commitments for 2023- 28 and the principal actions we are taking to embed the Gaelic language across our organisation. In doing so we aim to promote and encourage the use of the Gaelic language in our workforce and to our patients and users of the service.

Pauline Howie

Chief Executive Officer

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## 1. Introduction

### An overview of the functions of the Scottish Ambulance Service

#### Our function

SAS (also referred to in this plan as ‘the Service’) is a national operation based at over 150 locations across three Regions. The Service is now co-located with National Services Scotland, NHS 24, Healthcare Improvement Scotland, NHS Boards’ Out of Hours services, Scottish Fire & Rescue Services and within hospital and GP practice premises. As such, we continue to cover the largest geographic area of any ambulance service in the UK.

At the frontline of the NHS in Scotland, the Service operates across public safety, health care, public health and as a universal service providing scheduled, unscheduled and anticipatory care for patients from all groups in remote, rural and urban communities across Scotland. We save lives by responding to life-threatening emergency calls. We help people live well at home by treating or referring people at the scene and preventing unnecessary hospital admissions. We also take patients requiring clinical care during transport to hospital in time for their appointment.

The Service employs 6,800 highly skilled staff and together with 800 volunteers responds to over 700,000 emergency and urgent incidents each year, undertakes 384,000 patient transport journeys and flies over 3,300 air ambulance missions. A high proportion of our staff have patient contact roles, e.g. Ambulance Care Assistants, Technicians, Paramedics and Call Handlers. Those in other roles support service delivery for example through finance, human resources etc.

The Service receives over 99% of its funding from Scottish Government. Our revenue budget for 2021 / 22 is £346 million with a capital budget of £29 million.

#### Organisational structure

The Service is managed by a Board of Directors and there are three operating regions in the North, East and West. Each region has its own management team structure. Corporate functions including finance and logistics, human resources, corporate affairs and engagement, and ICT are based at national headquarters and locally provide support to teams.

#### Location of ambulance stations and offices

The Service Headquarters is located at Gyle Square, 1 South Gyle Crescent, Edinburgh, EH12 9EB.

There are also offices in each operating region. The map at Appendix 1 illustrates the Service’s locations across Scotland.

### Development of the second edition of the Gaelic Language Plan

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The Service has developed this second edition of the Gaelic plan in difficult circumstances. The COVID-19 Pandemic has required Health Boards across NHS Scotland to manage patient care in different ways in order to meet the demand for our services. The NHS Scotland, including the Service is operating on an emergency footing, which means our focus is on meeting the demand for our services at this time. In this context timescales for a range of projects have been amended and in the case of the Gaelic plan, has led to a shorter consultation period than we would have wished.

## Gaelic within Scottish Ambulance Service

In this section, we have provided an overview of the Gaelic activity currently undertaken by the Service to provide assurance on the mainstreaming of Gaelic across our principal functions since the implementation of the first Gaelic plan in 2016.

As ambulances have been replaced, we have provided dual livery in Gaelic and English. The Gaelic speaking community has welcomed this. The table below shows the number of vehicles with dual livery delivered to the Service since 2018.

Year	Number of vehicles
2018/19	129
2019/20	141
2020/21	115

The Service recognises the important part it can play in increasing the visibility of the Gaelic language. As a national service working across the whole of Scotland the Service vehicles, corporate logo, signage and uniforms are familiar and well recognised by the communities we serve.

The ReciteMe function has been added to our website offering translation across a range of languages, including Gaelic. For patients and operational staff Gaelic is available through Language Line service and this facility can be accessed on the telephone across all Service locations.

Language line service is available through our three Ambulance Control Centres, National Headquarters and regional offices for those callers whose first or preferred language is not English. This can be accessed by call handlers and operational staff on scene with a patient.

- Recite Me' was introduced to the SAS website in 2019 offering increased accessibility for users viewing the website by enabling more functionality for people who may find reading from a screen difficult.

Users can

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- Convert text to speech
- Change the background, text and link colours
- Use a reading ruler
- Use a page magnifier
- Adjust the text margins while in plain text mode
- Change the font and text size of words on the screen
- Access written translation of text in over 50 languages
- Access spoken translation of text in over 30 languages
- Convert pages to plain text
- Download text as words into MP3 form

## Gaelic in Scotland

There are currently over 87,000 people in Scotland with an ability in Gaelic and almost 60,000 who speak it. Since 1991, there is evidence to suggest that the rate of decline in the use of Gaelic is slowing and that numbers of Gaelic speakers have started to increase.

The table at Appendix 2 provides a breakdown of those who can speak, read and write Gaelic. The number of children in Gaelic medium and Gaelic learner education exceeds 6000 (as at 2019 - 2020) The improved accessibility of Gaelic medium education has resulted in increasing the numbers of children and young people using Gaelic as seen in the 2011 census. Under the Education (Scotland) Act 2016, parents of children under school age have increased rights and may request access to Gaelic medium education for their children. Standalone Gaelic medium education primary schools are located in Edinburgh, Glasgow, Fort William, Skye and Inverness. Whilst there are a greater number of Gaelic speakers in the Western Isles and West coast, the interest in learning Gaelic in the central belt is growing.

The map at Appendix 3 illustrates the spread of Gaelic speakers across Scotland and Appendix 4 illustrates the location of Gaelic medium education across Scotland.

In recent years, we have seen more visibility of Gaelic in public areas including place names and road signs. The map at Appendix 5 illustrates some examples of Gaelic place names in Scotland.

## 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 to the English language.

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require a public authority to prepare a Gaelic language plan. This provision was designed to ensure that the public sector in Scotland plays its part in creating a

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sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use.

This document is the Service'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 Service's Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act and having regard to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.

## The National Gaelic Language Plan

The Service supports the aim of the National Gaelic Language Plan 2018-23 that "Gaelic is used more often, by more people and in a wider range of situations."

We are committed to achieving this aim by focussing our work in three areas;

- Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic, more often when they interact with us
- Increasing the opportunity for people to learn Gaelic as part of our day-to-day operations
- Promoting a positive image of Gaelic whenever we can as part of our day-to-day operations as an organisation

The National Gaelic Language Plan can be seen on the Bòrd na Gàidhlig website following these links.

<https://www.gaidhlig.scot/wp-content/uploads/2018/03/BnG-PCNG-18-23.pdf> - Gaelic  
[BnG-NGLP-18-23-1.pdf \(gaidhlig.scot\)](#) - English

## Internal Gaelic Capacity Audit

The Service has not yet undertaken a Gaelic capacity audit to establish the levels of spoken, reading and writing Gaelic skills among staff. We recognise the importance of doing so and are committed to undertaking a capacity audit within the first 12 months of the approval of this Gaelic language plan and subject to the lifting of the current national emergency. This will enable the Service to identify existing skills and highlight where additional recruitment and / or training is required. We will share the results of the audit on our website. We will also look to identify areas of best practise, in SAS and other Boards, which can be further developed and implemented

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## Consultation on the draft Gaelic Language Plan

The 2005 Act requires public bodies to bring the preparation of their Gaelic language plan to the attention of all interested parties before submitting the plan to Bòrd na Gàidhlig. The Service has consulted publicly on the draft of its Gaelic language plan. The draft Gaelic language plan has been publicised through the Service's website and through social media channels. Staff have also been involved during the development of the plan through meetings, at the National Partnership Forum and through links on our internal intranet site.

### Key findings

Consideration has been given to representations made by members of the public, staff and stakeholders during the consultation process. This is a summary of the key findings of the public consultation.

There was a very limited response to the consultation on the draft Gaelic plan, with 11 responses to the on-line questionnaire received. Comments have been mixed with some supportive, some suggesting the service should focus on current priorities rather than the plan and the suggestion that focus should be on other languages spoken more often where English is not understood.

Full details can be seen at Appendix 6.

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## 2. Key principles

This section highlights the Service's commitment to the key principles of the second edition of our Gaelic plan.

### Equal Respect

Under the terms of the 2005 Act, Bòrd na Gàidhlig works with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language and the Bòrd in turn expects that public authorities will demonstrate in their plans how the principle will be achieved and maintained in practice.

The Service will ensure that where Gaelic is included as part of our operations and services, we will ensure they are of an equal standard and quality as those that we provide in English.

### Active offer

The Service will make an active offer of our Gaelic services to our employees and the public. This will ensure that where Gaelic services are made available by us, Gaelic users are made aware of their existence, and are actively encouraged to use them.

This will take the responsibility away from the individual to ask for the service and will give Gaelic users the confidence to know that their needs will be met if that is their choice.

We will ensure that our Gaelic language services are as accessible as our English language services.

### Mainstreaming

The Service will ensure that opportunities for the public and our staff to use Gaelic are normalised, in support of the National Gaelic Language Plan 2018-23 aim that Gaelic is used more often, by more people and in a wider range of situations.

We want to ensure that our patients are safe in our care, receive clinically effective treatment and that their care is person-centred and supportive of their needs. In this context we recognise that we should be able to communicate in Gaelic with patients whose first language is Gaelic. This will ensure a better quality of service for our patients. We recognise the importance of treating our patients as individuals who may require specific support from us. To ensure our service is truly person-centred we acknowledge there are also patients who would prefer to use Gaelic language to communicate with us and we will ensure that this is available either through language line service on the telephone or through staff who speak Gaelic.

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### 3. High-Level Aims

We have worked with Bòrd na Gàidhlig in the development of our Gaelic language plan and have co-produced a set of High-Level Aims. These have been agreed by the Minister with responsibility for Gaelic.

The High-Level aims are a small number of strategic level actions, closely linked to the National Gaelic Language Plan 2018-23. As such, these are framed around the three National Gaelic Language Plan headings of:

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

#### INCREASING THE USE OF GAELIC

High-Level Aim	Build on commitments in Edition 1 by enabling Gaelic-speaking staff to enhance SAS services through engagement with: <ul style="list-style-type: none"> <li>• Communities, with priority given to areas where Gaelic is the community language</li> <li>• Gaelic Medium Education (GME) schools schools teaching Gaelic as a subject.</li> </ul>
Desired outcome	Encourage and support the use of spoken Gaelic more widely across the Service and within communities.
Current practice	Staff who have Gaelic skills are encouraged to use them particularly with patients for whom Gaelic is their first language.
Actions required	Utilise opportunities to engage with local communities / GME schools in Gaelic.
Target date	First year of the plan.
Responsibility	Regional Patient Focus & Public Involvement representatives / Regional management teams
High-level Aim	Establish a group or process to enable regular input from senior management into the development and delivery of the Service's Gaelic language plan.
Desired outcome	With increased prominence the Gaelic language plan will have more corporate visibility and will be integral to the business of the Service.
Current practice	The regular input from senior management is not co-ordinated through a group / process.

Actions required	A process will be introduced based on best governance arrangements to implement, setting out how senior management will have regular input to the process.
Target Date	First year of the plan.
Responsibility	Director of Workforce

## INCREASING THE USE OF GAELIC

High-level Aim	Prioritise delivery of the Service's commitment in Edition 1 to recruit Gaelic speaking community first responders. This should be strengthened in Edition 2 through formal recognition and promotion of Gaelic as a valued skill, with initial priority given to areas where Gaelic is commonly spoken in the community.
Desired outcome	More staff routinely speak Gaelic.
Current practice	Gaelic has not yet been identified as an essential or desirable skill for any posts within the Service.
Actions required	
1.	Revise person specification for Community First Responders to include the need for Gaelic language skills as desirable in areas of 20%+ Gaelic speaking communities.
Target date	First year of the plan.
Responsibility	HR Manager (Equalities)
2.	Recruit Community First Responders with Gaelic language skills.
Target date	First year of the plan.
Responsibility	Head of Service, National Risk & Resilience Department

## PROMOTING A POSITIVE IMAGE OF GAELIC

High-level Aim	Prioritise delivery of the Service's commitment in Edition 1 to establish a system to let patients and the public know when staff have Gaelic language skills. This should be strengthened in Edition 2 through developing a corporate Gaelic identifier scheme to be rolled out across the organisation, aligning it with the national #cleachdi/#useit identifier scheme
Desired outcome	It is clear for patients and members of the public which staff have Gaelic language skills and this will increase the use of Gaelic.
Current Practice	We do not yet have a process in place to identify those staff who have Gaelic skills.
Actions required	Establish which identifier would be appropriate for SAS and progress order for badges / lanyards etc. as required.

Target date	First year of the plan.
Responsibility	Director of Workforce.

## 4. Corporate Service Aims

As well as the High-Level Aims, Bòrd na Gàidhlig has developed a set of standardised Corporate Service Aims. These are based on the experience of approved Gaelic language plans to date, with the aim of standardising key Gaelic services over time across the public sector. Whilst all public authorities will be at different stages in the delivery of these Corporate Service Aims, all should be working towards these standardised aims.

In this section, we address all of these Corporate Service Aims in our plan, describing current practice, the actions needed to achieve the aim, timescales and which team will have responsibility for progressing the actions.

Progress towards the delivery of the Corporate Service Aims will form a key part of the annual monitoring requirements for the Service.

### STATUS

Desired outcome	<b>Logo and brand</b> 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.
Current practice	The use of the Service crest is governed by the Crown office. Corporate branding was reviewed and agreed in 2015. There is no plan to renew the branding at present.
Actions required	
1.	On a new or renewal basis, create a bilingual corporate logo (Gaelic and English) which demonstrates equal respect for both languages, for use as standard across the Service, and as replacement for any previous logos.
Target date	At the first opportunity when the Service next re-brands and roll out as standard
Responsibility	Head of Corporate Affairs and Engagement
2.	On a new or replacement basis, develop the Service stationery, standard email content and website content so as to increase bilingual content (Gaelic and English) demonstrating equal respect for both languages.
Target date	Third year of the plan.
Responsibility	Head of Corporate Affairs and Engagement

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3.	Where new premises are built / refurbished the Service name is displayed in both Gaelic and English. We will continue to seek new opportunities to use bilingual signage, i.e. internal signage.
Target Date	As new builds and reburbishments take place
Responsibility	Head of Estates and Equalities Manager

## COMMUNICATING WITH THE PUBLIC

Desired outcome	<b>Promotion</b> Positive message that communication from the public in Gaelic is always welcome.
Current practice	The use of Gaelic is currently available through language line service on the telephone and through the ReciteMe facility on the public website.
Actions required	A system will be established to let patients and the public know when staff have Gaelic language skills.  The availability of Gaelic will be highlighted whilst working towards equal prominence and accessibility for both languages
Target date	First year of Gaelic Language Plan
Responsibility	Head of Corporate Affairs and Engagement

Desired outcome	<b>Written Communication</b> 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.
Current practice	Communication in Gaelic would be accepted.
Actions required	We will highlight the use of this option through the website.
Target date	Within the second year of our plan.
Responsibility	Head of Corporate Affairs and Engagement

Desired outcome	<b>Reception and phone</b> Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public.
Current practice	We do not yet have a current process in place to identify staff who have Gaelic skills.
Actions required	This relates to our high-level aim listed above.
Target date	First year of the plan.

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Responsibility	Director of Workforce
Desired outcome	<b>Public meetings</b> Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.
Current practice	To date no public meetings have been held where individuals could contribute through the medium of Gaelic if preferred although attendees are routinely asked in advance what communication support is required. Given the current pandemic, it will be some time before public meetings will be held. In the meantime the Service is exploring ways to engage with communities digitally.
Actions required	Once restrictions are lifted we will hold public meetings to allow for contributions to be made through the medium of Gaelic in the following circumstances: <ul style="list-style-type: none"> <li>- Where we receive a request to do so</li> <li>- Where the request is made 3 weeks or more before the meeting is due to take place</li> <li>- Where the meeting takes place in a community with 20%+ Gaelic use.</li> </ul> Meetings will be publicised at least 4 weeks in advance to allow requests to be made within the timescale detailed above.
Target date	First year of the plan – dependent upon pandemic restrictions.
Responsibility	Head of Corporate Affairs and Engagement

## INFORMATION

Desired outcome	<b>News releases</b> High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
Current practice	The practice of publicising high level releases and news releases relating to Gaelic in both Gaelic and English is not in place.
Actions required	We will ensure to publish at least 2 bilingual new releases per annum
Target date	Year 3 of the plan.
Responsibility	Head of Corporate Affairs and Engagement

Desired outcome	<b>Social Media</b> Gaelic content distributed regularly through social media, guided by the level of actual and potential users
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Current practice	Gaelic content is not currently distributed through social media.
Actions required	Distribute at least 10 points in Gaelic every year through social media.
Target date	Year 2 of the plan.
Responsibility	Head of Corporate Affairs and Engagement

Desired outcome	<b>Website</b> Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.
Current practice	There is limited information in written form. ReciteMe provides the facility for the user to access all material in Gaelic.
Actions required	Consideration to be given to which pages should show content in Gaelic and English. Availability of Gaelic on ReciteMe to be strongly publicised as an interim alternative whilst SAS incrementally increases Gaelic content over the life of edition two to ensure access to information in Gaelic.
Target date	Year 2 of the plan.
Responsibility	Head of Corporate Affairs and Engagement

Desired outcome	<b>Corporate Publications</b> Produced in Gaelic and English, with priority given to those with the highest potential reach.
Current practice	Publications are not currently in Gaelic and English.
Actions required	Consider the reach of publications and identify those which will be published in Gaelic and English over the life of edition two, demonstrating equal respect.
Target date	Year 3 of the plan.
Responsibility	Head of Corporate Affairs and Engagement

Desired outcome	<b>Language utility</b> A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.
Current practice	There is no quality and accessibility Gaelic language checks of corporate information.
Actions required	A process is in place to ensure the quality and accessibility of Gaelic language in all corporate information.
Target date	Year 3 of the plan.

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Responsibility	Head of Corporate Affairs and Engagement
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Desired outcome	<b>Exhibitions</b> 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.
Current practice	The Service does not deliver public exhibitions.

## STAFF

Desired outcome	<b>Internal audit</b> Conduct an internal audit of Gaelic skills and training needs through the life of each plan.
Current practice	An audit across all staff has not yet been conducted.
Actions required	Conduct an internal audit of Gaelic skills training and needs.  A report on the audit is sent to BnG and GDPR-compliant survey results should be published on the SAS website alongside the SAS Gaelic language plan.
Target date	Year 1 of the plan.
Responsibility	HR Manager (Equalities)

Desired outcome	<b>Induction</b> Knowledge of the public authority's Gaelic language plan included in new staff inductions
Current practice	The Gaelic language plan is not highlighted at staff induction stage.
Actions required	Reference to the plan to be included in the induction programme for all new staff.
Target date	Year 2 of the plan.
Responsibility	HR Manager (Equalities)

Desired outcome	<b>Language training</b> Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.
Current practice	The Gaelic language internal audit will inform the number of staff who would like to develop Gaelic language skills.

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Actions required	Internal audit to be completed. We will include Gaelic in our training plan from 2023 onwards. This will include setting our yearly Gaelic language training to staff over the life of edition 2.
Target date	Year 1 of the plan.
Responsibility	HR Manager (Equalities)

Desired outcome	<b>Awareness training</b> Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.
Current practice	Gaelic awareness training has been offered through on-line materials.
Actions required	When circumstances permit offer face to face Gaelic awareness training to staff.
Target date	Year 2 of the plan.
Responsibility	HR Manager (Equalities)

Desired outcome	<b>Recruitment</b> Recognising and respecting Gaelic skills within the recruitment process throughout the public authority
Current practice	Posts are not currently advertised in Gaelic and reference is not made to Gaelic language skills in job descriptions or person specifications.
Actions required	in addition to community first responder posts we will establish where the use of Gaelic skills would be desirable in other posts where staff would be able to assist service users who wish to use Gaelic
Target date	Year 2 of the plan.
Responsibility	HR Manager (Equalities)

Desired outcome	<b>Recruitment</b> 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.
Current practice	Current job descriptions do not list Gaelic as an essential / desirable skill.
Actions required	Revise person specification for Community First Responders and other posts to include the need for Gaelic language skills as desirable to assist service users who wish to use Gaelic.
Target date	Year 1 of the plan.

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Responsibility	HR Manager (Equalities)
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Desired outcome	<b>Gaelic Language Corpus</b>
Current practice	The most recent Gaelic Orthographic Conventions are followed in relation to all written materials produced by the Service and we are committed to upholding these place-naming standards. These are used where translations are carried out on behalf of the Service. We seek advice from Ainmean-Àite na h-Alba (Gaelic place names of Scotland) where appropriate regarding Gaelic place names for our written materials and signage
Actions required	A process is in place to ensure the quality and accessibility of Gaelic language in all corporate information.
Target date	Year 2 of the plan.
Responsibility	Head of Corporate Affairs and Engagement

Desired outcome	<b>Recruitment</b> Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
Current practice	The Service has not advertised posts where Gaelic has been considered as an essential skill.
Actions required	Where Gaelic is identified as an essential skill posts will be advertised bilingually.
Target date	Year 1 of the plan
Responsibility	HR Manager (Equalities)

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## 5. Links to the National Performance Framework

The National Performance Framework is for all of Scotland and aims to:

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

The work undertaken to take the actions in the Gaelic plan forward will have impact on the following national outcomes. That the people of Scotland:

- live in communities that are inclusive, empowered, resilient and safe
- are creative and their vibrant and diverse cultures are expressed and enjoyed widely
- are well educated, skilled and able to contribute to society
- are healthy and active
- respect, protect and fulfil human rights and live free from discrimination

The framework measures Scotland's progress against the National Outcomes. To do this, it uses 'National Indicators'.

These indicators give a measure of national wellbeing. They include a range of economic, social and environmental indicators.

## 6. Links to local and regional frameworks

Engagement is ongoing with our partners in other Health Boards and Integrated Joint Boards at a regional level for our Service. We work in partnership with patients and patient groups locally to understand the implications of proposed changes and to co-produce service re-design together.

In practical terms, we believe the development of our Gaelic language plan will contribute to the achievement of our aims by increasing our capacity to communicate effectively with our patients and thus building resilience. We recognise that communication in Gaelic is essential for patients whose first language is Gaelic and for whom communication may be impaired for example through mental ill health, stroke etc. and that expanded capacity for patients will help improve outcomes.

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## 7. Publishing and publicising the Plan

### INTERNAL

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We will use internal channels to let staff and other internal stakeholders at all levels of the Service know about the Gaelic Language Plan, what responsibility they have in terms of delivery of the plan and the opportunities that exists for them to use their Gaelic and / or develop their skills.

### EXTERNAL

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The Service's Gaelic language plan will be published in Gaelic and in English on our website. In addition, we will:

- issue a bilingual press release announcing the plan
- publicise the plan through a variety of social media platforms
- distribute copies to arms-length organisations and other third-party organisations
- distribute copies of the plan to key stakeholders in the public, private and third sectors
- distribute copies of the plan to relevant Gaelic organisations and other interested bodies
- make hard copies available on request

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## 8. Resourcing the Plan

The actions in the Gaelic language plan will be mainstreamed across departments and resourced through existing budgets. To control costs we will seek to make changes on an on-going basis at the time of renewal, for example bilingual livery when vehicles are due to be replaced.

## 9. Monitoring the Plan

This Gaelic language plan will formally remain in force for a period of 5 years from the date it is approved by Bòrd na Gàidhlig or until a new plan has been put in place.

In keeping with the 2005 Act, an annual progress report will be produced and submitted to Bòrd na Gàidhlig from the 12 months after the date of the plan's approval and each year thereafter. The report will detail progress made against the Gaelic language plan commitments and will be made available to the public through the Service's website.

## 10. The Gaelic Plan in Scottish Ambulance Service

### Overall responsibility for the Plan

The Director of Workforce has overall responsibility for preparation, delivery and monitoring of the Service's Gaelic language plan. They can be contacted as follows:

Director of Workforce  
HR Directorate  
Scottish Ambulance Service  
National Headquarters  
Gyle Square  
1, South Gyle Crescent  
Edinburgh  
EH12 9EB

Telephone: 0131 314 0000

### Day-to day responsibility for the Plan

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The HR Manager (Equalities) has day-to-day responsibility for the delivery and monitoring of the SAS Gaelic language plan. Queries regarding the day-to-day operation of the plan should be addressed to:

	Corporate Affairs & Engagement Team Scottish Ambulance Service National Headquarters Gyle Square 1, South Gyle Crescent Edinburgh EH12 9EB
	0131 314 0000
	<a href="mailto:Sas.communications@nhs.scot">Sas.communications@nhs.scot</a>

### Gaelic Language Plan implementation and monitoring

To ensure that the Gaelic language plan is embedded across the corporate structure of the Service, the Director of Workforce will have responsibility for the development, implementation and monitoring of the plan and for ensuring appropriate visibility and progress through the relevant governance structures.

### Engaging with staff

We will engage with our staff in the development and implementation of the Gaelic plan through our Chief Executive Officer bulletin, on the intranet and at local meetings.

The approved Gaelic plan will be publicised widely and staff encouraged and supported particularly with regard to their duties in relation to plan implementation and monitoring.

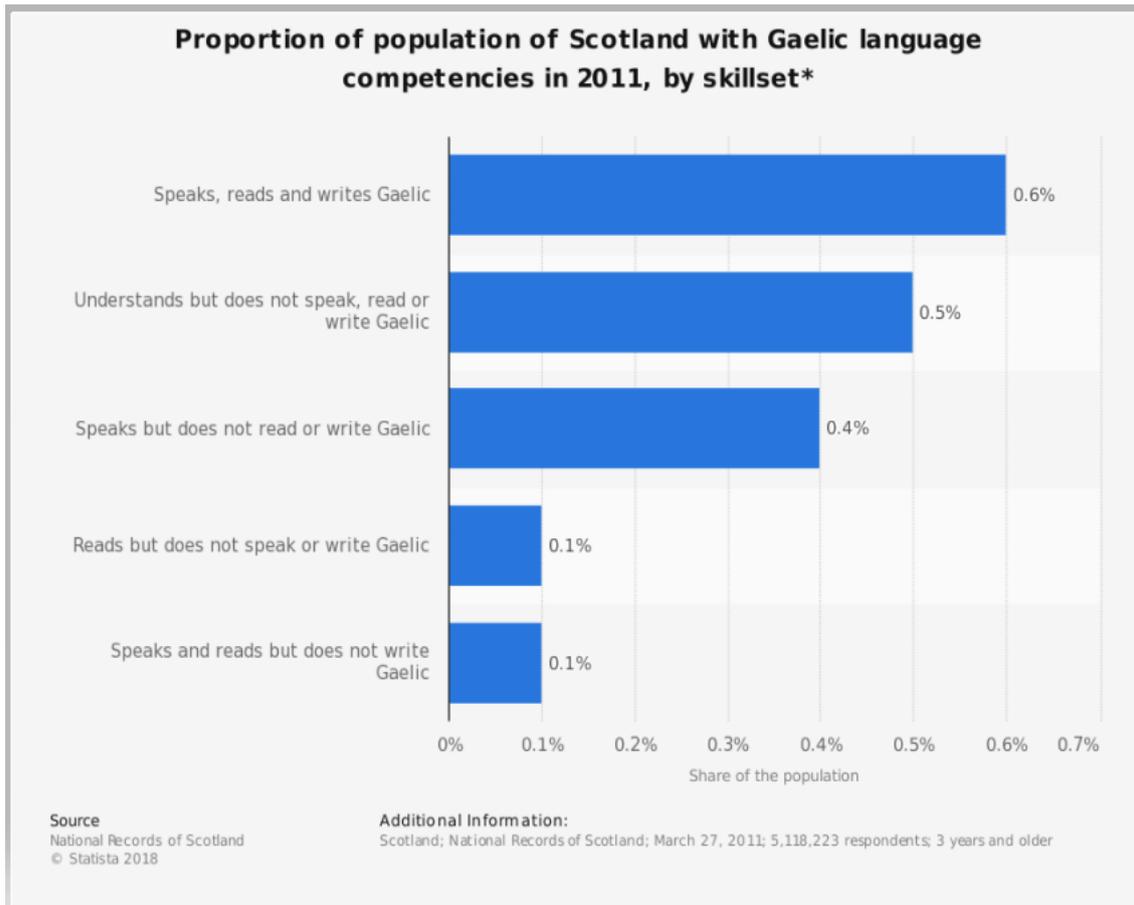
### Arms length organisations and third parties

We will raise awareness of our Gaelic language plan and the work we are undertaking. To this end we will promote and publicise the Gaelic language plan widely once this is approved by Bòrd na Gàidhlig.

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**Appendix 2 – Population Gaelic language skills**



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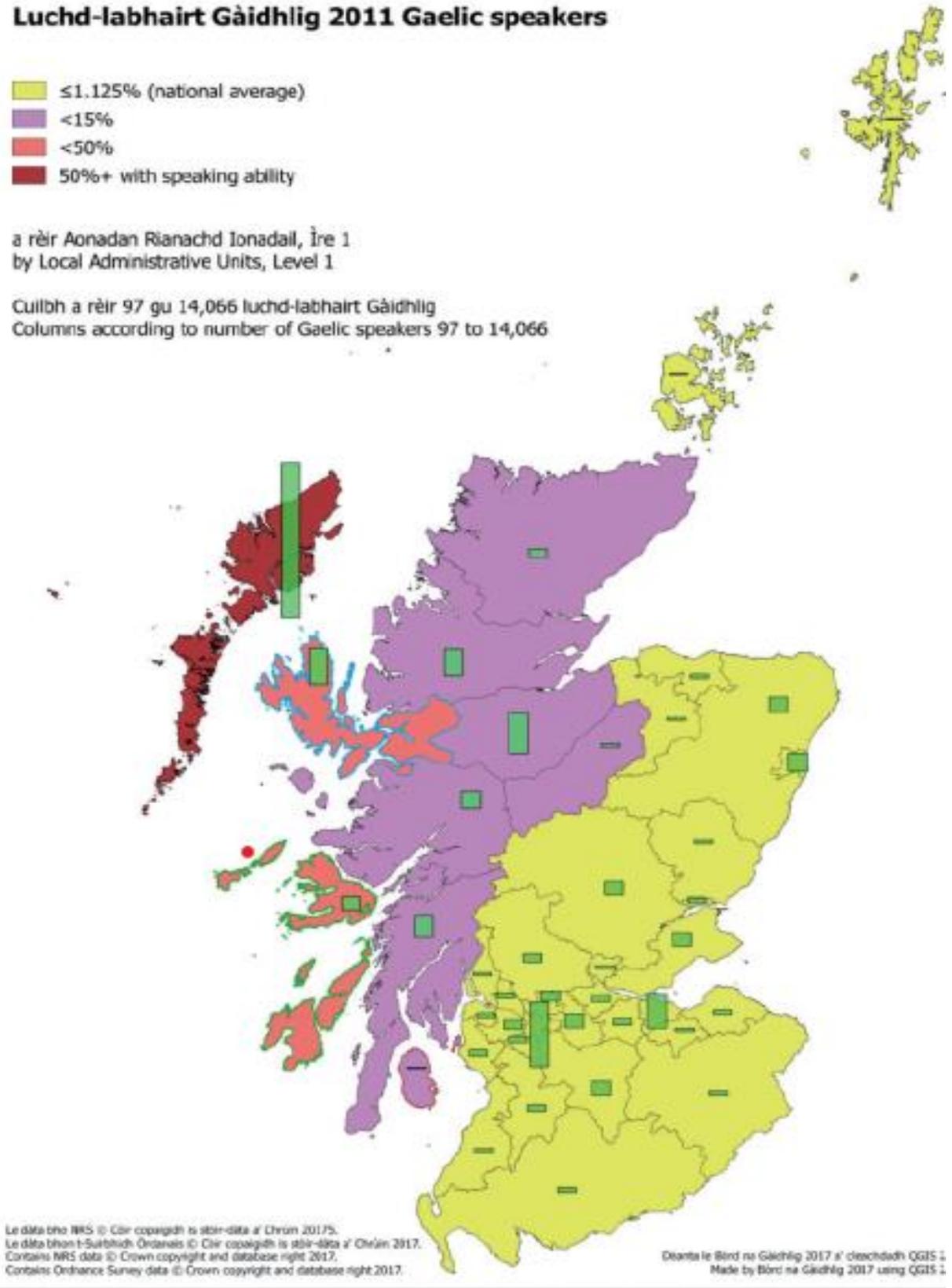
**Appendix 3 – Gaelic speakers in Scotland**

**Luchd-labhairt Gàidhlig 2011 Gaelic speakers**

- ≤1.125% (national average)
- <15%
- <50%
- 50%+ with speaking ability

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

Cuilbh a rèir 97 gu 14,066 luchd-labhairt Gàidhlig  
Columns according to number of Gaelic speakers 97 to 14,066



LeidMha bho NRS © Còir co-riagaidh is stèir-dàta a' Chrùn 2017S.  
LeidMha bhon t-Suirbhidh Òranais © Còir co-riagaidh is stèir-dàta a' Chrùn 2017.  
Contains NRS data © Crown copyright and database right 2017.  
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Dèanta le Bòrd na Gàidhlig 2017 a' cleachdadh QGIS 1  
Made by Bòrd na Gàidhlig 2017 using QGIS 1

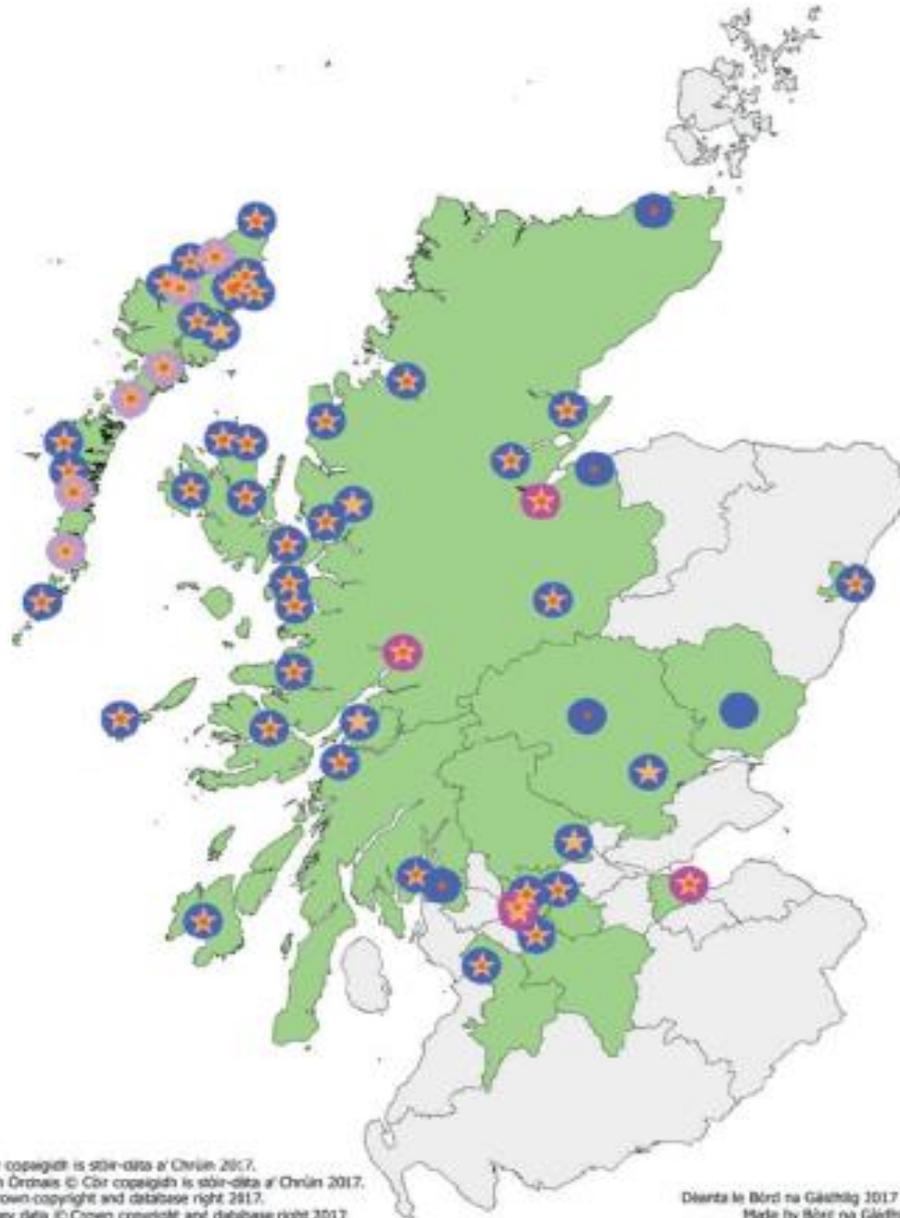
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**Appendix 4 – Gaelic Medium Education**

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### Foghlam tron Ghàidhlig 2016-17 Gaelic Medium Education

- Bun-sgoil le sruth FtG      Primary school with GME stream
- Bun-sgoil Ghàidhlig      GME Primary School
- Bun-sgoil le sruth FtB      GME primary with English ME stream
- ★ Le sgoil-àraich FtG na cois      With associated GME nursery
- ★ An cois àrd-sgoile le FtG      Associated with secondary school with GME
- Ùghdarras ionadail le FtG      Local authority with GME provision



Le dàta bhon NRS © Còir coisgeallt is stòr-dàta a' Chrìon 2017.  
 Le dàta bhon t-Saibhidh Ordnance © Còir coisgeallt is stòr-dàta a' Chrìon 2017.  
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Dianta le Bòrd na Gàidhlig 2017 a' cleachdadh QGIS ;  
 Made by Bòrd na Gàidhlig 2017 using QGIS ;

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**Appendix 5 - Gaelic place names**



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**Appendix 6 – Public consultation summary**

A statutory requirement of the Gaelic Language (Scotland) Act 2005 is that public authorities must consult persons appearing to it to have an interest.

Consultation on the draft Gaelic language plan was conducted through the Service's public website. The plan was posted on the website on 25 October 2021, allowing a 6 week period for feedback and comment.

This is a summary of the feedback received.

**Consultation**

The draft Gaelic language plan has been publicised through the Scottish Ambulance Service website and through social media. The narrative posted on the website can be seen at Appendix A.

Consideration has been given to representations made by members of the public, staff and stakeholders during the consultation process. A summary of the feedback received during the consultation process can be seen at Appendix C and will be provided for Bòrd na Gàidhlig.

The table below illustrates how the Gaelic language plan has been circulated and discussed.

<b>When</b>	<b>How</b>
<b>Internal</b>	
1 December 2020	High-level aims circulated to Executive Team
2 November 2021	Draft Gaelic language plan discussed at Executive Team meeting
28 October 2021	Featured in Chief Executives weekly bulletin
	Circulated electronically to Staff Governance Committee
2 December 2021	Discussed at National Partnership Forum
24 November 2021	Approved at Board meeting
13 December 2021	Item for noting at Staff Governance Committee
<b>External</b>	

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## PT1 4.2

25 October 2021	On Scottish Ambulance Service website for public consultation
w/c 25 October 2021	Shared on Twitter / Facebook by Bòrd na Gàidhlig.

The details included in the Chief Executive weekly bulletin can be seen at Appendix B.

### Findings

The consultation period was open for six weeks between 25 October and 3 December 2021. A summary of the results of the consultation can be seen at Appendix C.

A list of key comments is included in the table with a note of the action taken in response.

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## Appendix A

### Our draft Gaelic Language Plan

The Scottish Ambulance Service has been working over the last few weeks to develop a draft Gaelic Language Plan which will take our work in this area forward over the coming years. This is the second edition of our plan.

You can read our draft plan [here](#).

We are keen to hear your views, and would welcome your comments on this [form](#). We are particularly interested in your thoughts with regard to the following:

1. Does the wording and layout of the draft plan make it easy to understand?
2. If you answered 'no' to question 1, are there any specific changes you would recommend?
3. Do you have any specific feedback on any of the sections in the plan? (sections 1 – 11)
4. Are the actions listed next to each of the high-level aims and corporate service aims proportionate and likely to help us achieve our aims? (sections 4 & 5)
5. If you answered 'no' to question 4, are there any specific changes you would recommend?
6. If there are any other issues we should consider, please explain why you consider this to be a priority and what contribution you think the Service could make.
7. Please let us have any further comments.

The closing date for feedback is **Friday 3 December 2021**.

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## Appendix B

### Gaelic Language Plan

To ensure that the public sector in Scotland helps create a sustainable future for Gaelic by raising its status and profile and creating practical opportunities for its use, the Service is required to develop a Gaelic language plan. The plan 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 Service is currently consulting on the draft plan which can be seen [here](#). If you would like to provide feedback on the plan, you can do so by completing the questionnaire or sending comments to Ann Tobin at [ann.tobin@nhs.scot](mailto:ann.tobin@nhs.scot)

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## Appendix C

### Summary of findings of responses to questions on the Scottish Ambulance Service website

#### 11 responses were received between 25 October and 3 December 2021

<b>1. Does the wording and layout of the draft plan make it easy to understand?</b>							
<b>Responses</b>							
<table border="1"> <tr> <td>Yes</td> <td>7</td> </tr> <tr> <td>No</td> <td>3</td> </tr> <tr> <td>No response</td> <td>1</td> </tr> </table>		Yes	7	No	3	No response	1
Yes	7						
No	3						
No response	1						
<b>2. If you answered 'no' to question 1 are there any specific changes you would recommend?</b>							
- Less gobbledegook. Put it in plain language							
<b>3. Do you have any specific feedback on any of the sections in the plan? (sections 1 – 11)</b>							
- Not sure how people are to be "encouraged" to speak Gaelic. Does it remain a personal choice?							
<b>4. Are the actions listed next to each of the high-level aims and corporate service aims proportionate and likely to help us achieve our aims? (sections 4 &amp; 5)</b>							
<table border="1"> <tr> <td>Yes</td> <td>4</td> </tr> <tr> <td>No</td> <td>5</td> </tr> <tr> <td>No response</td> <td>2</td> </tr> </table>		Yes	4	No	5	No response	2
Yes	4						
No	5						
No response	2						
<b>5. If you answered 'no' to question 4, are there any specific changes you would recommend?</b>							

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6. If there are any other issues we should consider, please explain why you consider this to be a priority and what contribution you think the Service could make.

7. Please let us have any further comments.

- Looks positive, I am really keen to hear about what opportunities might be made available for further training and how SAS might make use of these skills.
- In terms of training, it may be beneficial to consider subsidising staff training for staff who wish to progress their Gaidhlig skills through commercially available training programs (eg Sabhal Ostaig) or tutoring.
- I fully support any efforts the Service makes to increase the utilisation, learning, and normalisation of Gàidhlig within our ranks.

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<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	09/05/2023
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	4.3

<b>Tìotal a' Phàipeir</b>	PGR058 Eagrain 03 Plana Gàidhlig Seirbheis Smàlaidh is Teasairginn na h-Alba	
<b>Moladh do Bhuill</b>	Ri Aontachadh	
<b>Neach-labhairt:</b>	Christie NicIleathain, Manaidsear Planaidh	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha an Aonta</b>	<b>Seòrsachadh co-dhùnadh</b>
Sgioba Stiùiridh	27.04.2023	Ri Aontachadh
<b>Pàipear-taice air a cheangal ris</b>	PT1 – PGR058 E03 Seirbheis Smàlaidh is Teasairginn na h-Alba	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	A' sireadh aonta air plana reachdail fo Achd na Gàidhlig (Alba) 2005	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>2.1</b>	PGR058 - Geàrr iomradh air adhartas le E02	
<b>2.2</b>	Tha Seirbheis Smàlaidh agus Teasairginn na h-Alba air adhartas a dhèanamh le bhith a' brosnachadh Prògram Mothachadh na Gàidhlig aca don luchd-obrach. Thar ùine a' phlana, tha grunn den luchd-obrach air an trèanadh a dhèanamh. Tha e cudromach airson mothachadh don chànan gu bheil a' bhuidheann a' leantainn air adhart a' brosnachadh agus ag adhartachadh na Gàidhlig san àite-obrach.	
<b>2.3</b>	Thathar air adhartas a dhèanamh le bhith a' cruthachadh agus a' foillseachadh bileagan-iùil agus foillseachain sa Ghàidhlig. Mar eisimpleirean, tha goireasan don phoball, leithid bileagan-iùil, rim faighinn air an làraich-lìn aca agus ann an 2021, dh'fhoillsich a' bhuidheann dreach Gàidhlig den phàipear co-chomhairleachaidh airson An t-Àm airson Atharrachadh (Time for Change – Unwanted Fire Alarm Signals) còmhla ri fios naidheachd co-cheangailte ris agus post air na meadhanan sòisealta. Tha e cudromach gun lean a' bhuidheann air adhart a' cruthachadh ghoireasan sa Ghàidhlig don phoball agus a' foillseachadh fhoillseachain sa Ghàidhlig gus spèis cho-ionann a thoirt don Ghàidhlig agus don Bheurla agus gus inbhe na Gàidhlig a neartachadh.	
<b>2.4</b>	Tha Seirbheis Smàlaidh agus Teasairginn na h-Alba air adhartas a dhèanamh le bhith a' chruthachadh susbaint airson trèanadh Gàidhlig agus ga roinn le seirbheisean èiginn eile agus le ùghdarrasan ionadail gus taic agus cuideachadh a thoirt dhuibh le Trèanadh Mothachadh na Gàidhlig. Tha seo air a bhith soirbheachail leis gu bheil buidhnean eile air na goireasan aca a chleachdadh.	
<b>2.5</b>	Thathar mothachail gu bheil cuid de luchd-obrach le Gàidhlig a' cleachdadh na Gàidhlig gu cunbhalach san àite-obrach còmhla ri co-obraichean agus leis a' phoball. Mar sin, tha cothroman ann do Sheirbheis Smàlaidh agus Teasairginn na h-Alba a bhith a' comharrachadh dòighean sam faodadh a' bhuidheann dòigh nas fhoirmeile a chur air dòigh gus a dhèanamh na fhasa do luchd-obrach a bhith a' conaltradh sa Ghàidhlig mar phàirt den obair aca.	

<b>2.6</b>	Tha cothroman ann do Sheirbheis Smàlaidh agus Teasairginn na h-Alba cleachdadh na Gàidhlig a leasachadh air na meadhanan sòisealta aca.																																				
<b>2.7</b>	Tha cothroman ann do Sheirbheis Smàlaidh agus Teasairginn na h-Alba fàs a thoirt air faicsinneachd na Gàidhlig, mar eisimpleir, air soidhnichean. Tha seo cudromach airson spèis cho-ionnan a thoirt don Ghàidhlig agus don Bheurla.																																				
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>																																				
<b>3.1</b>	Chaidh measadh a dhèanamh air an dreachd phlana seo le pannal nam planaichean. Thug am pannal sùil mhionaideach air a' phlana agus mhol iad atharrachaidhean.																																				
<b>3.2</b>	Ghabh Seirbheis Smàlaidh is Teasairginn na h-Alba ris a' mhòr-chuid de na molaidhean aig a' phannal agus far nach do ghabh, tha oifigearan a' Bhùird riarachaidh leis a' bhriathrachas a chleachd iad.																																				
<b>3.3</b>	Thathas a' moladh gun tèid aontachadh ris a' phlana seo.																																				
<b>4.0</b>	<b>Moladh</b>																																				
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<b>4.2</b>	Aonta a chur ris na dreachd phlana ann am PT1.																																				
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<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b> Tha dlùth cheangal ann eadar am plana reachdail seo agus a' cur air adhart cleachdadh, ionnsachadh agus ìomhaigh na Gàidhlig gu nàiseanta.  Bidh am plana seo a' cur air adhart na trì amasan anns a' Phlana Chorporra aig Bòrd na Gàidhlig.																																				
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<b>5.6</b>	<b>Buidhean air Cliù</b>																																				

## Seisean Fosgailte

## Cuspair 4.3

	Chan eil buaidh ann.
<b>5.7</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b> Chan eil buaidh ann.
<b>5.8</b>	<b>Buidhean Laghail</b> Tha am pròiseas seo stèidhichte air na dleastanasan reachdail aig Bòrd na Gàidhlig gus Achd na Gàidhlig (Alba) 2005 a chur an gnìomh.
<b>5.9</b>	<b>Buidhean air Co-ionannas</b> 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.
<b>5.10</b>	<b>Buidhean air an Àrainneachd</b> Cha bhi buaidh ann.



**Scottish Fire and Rescue Service**

GAELIC LANGUAGE PLAN

**2023-2026**

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



## Foreword

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We are pleased to introduce the Scottish Fire and Rescue Service's (SFRS) Gaelic Language Plan for 2023-2026.

The purpose of the Gaelic Language (Scotland) Act 2005 is to secure the Gaelic language as an official language of Scotland. The SFRS is wholly supportive of measures that seek to establish Scotland as an inclusive society where local communities are resilient, prosperous and are able to maintain their local identity.

As a provider of first class public services, the SFRS sets out to meet the needs of all our communities in a manner that is responsive to local needs, effective in its outcomes and delivers best value. This means that we may approach things differently in some areas depending on local risk factors such as geography or demographic.

Importantly, the SFRS recognises that we are the communities we serve. As a national body this footprint gives us a privileged position to not simply serve Scotland's communities but to work alongside and with those communities.

In most areas of Scotland, the SFRS workforce is drawn directly from the local community, and this is especially the case in areas where Gaelic is commonly spoken and where our Retained and Volunteer personnel are most evident.

This is the SFRS's second Gaelic Language Plan and we look to build on the successes of our previous plan; to continue to engage with the public in its delivery and to support the priorities for maintaining Gaelic as a sustainable and vital part of Scottish culture.

Joint statement by Dr Kirsty Darwent, Chair of the Board and Chief Officer, Ross Haggart.

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Sesiean Fosgailte  
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# 1. INTRODUCTION

## DESCRIPTION OF THE SCOTTISH FIRE AND RESCUE SERVICE

The Scottish Fire and Rescue Service (SFRS) came into existence on 1 April 2013 replacing eight separate regional fire authorities. Responsible to the Scottish Government, the SFRS is overseen by a publicly appointed Board and managed by a Chief Officer and executive management team based at its Headquarters in Cambuslang.

The Police and Fire Reform (Scotland) Act 2012 provides the statutory basis for the SFRS to deliver a range of core services and functions that means while the service is ready to respond to fire and other emergencies, it also maintains a strong focus on prevention and protection arrangements to ensure the safety of our communities. The associated Fire and Rescue Framework for Scotland 2016 sets the overarching strategic direction for the SFRS in the delivery of its services to the communities of Scotland.

The priorities for the SFRS have been laid out in the Fire and Rescue Framework for Scotland 2022 with the following Strategic Outcomes defined within the Strategic Plan 2022-2025:

**Outcome 1:** Community safety and wellbeing improves as we deploy targeted initiatives to prevent emergencies and harm.

**Outcome 2:** Communities are safer and more resilient as we respond effectively to changing risks.

**Outcome 3:** We value and demonstrate innovation across all areas of our work.

**Outcome 4:** We respond to the impacts of climate change in Scotland and reduce our carbon emissions.

**Outcome 5:** We are a progressive organisation, use our resources responsibly and provide best value for money to the public.

**Outcome 6:** The experience of those who work for SFRS improves as we are the best employer we can be.

**Outcome 7:** Community safety and wellbeing improves as we work effectively with our partners.

The day-to-day delivery of our actions is the responsibility of our executive team comprising of the Chief Officer, two Deputy Chief Officers and six Directors who, together, provide strategic leadership to all our organisational functions. The executive team are responsible for an overall operating budget of £352.707 million per annum.

Source: [SFRS Strategic Plan 2022 - 2025](#)

Operating across Scotland the SFRS employs around 8,000 personnel including full-time, part time, on call and volunteer personnel. With over 350 premises the SFRS has the largest geographic footprint of any of Scotland's public authorities providing its services to all of Scotland's communities and those visiting the country.

Identifying and understanding the needs of Scotland's communities is as relevant to the Fire Service as it is to any other public authority. The SFRS must balance the demands of providing a national service with the needs of local communities.

There is a significant correlation between some protected characteristics, as defined in the Equality Act 2010, and risk from fire and other emergencies. Moreover, the SFRS recognises social and economic disadvantage on equal footing with those characteristics identified in equality legislation. Older adults, people with disabilities, people living alone, people from deprived backgrounds and those with complex social needs are all more likely to be at risk from fire or other emergencies than those who do not have these characteristics. While we have corporate priorities to address these inequalities it is at the level of local service provision that we can make a difference.

## GAELIC WITHIN THE SCOTTISH FIRE AND RESCUE SERVICE

Operating across Scotland the SFRS covers areas of the country where Gaelic is used as part of everyday life as well as in areas where it is not.

During our previous plan the SFRS produced its Home Fire Safety Booklet in Gaelic to complement the English version.

Working in partnership with a Gaelic speaker and trainer, we developed Gaelic Awareness Training for our employees. To date 507 employees have completed the training.

We have made this training available to other emergency services and local authorities. South Lanarkshire Council and a number of other Local Authorities are utilising the training to improve Gaelic knowledge and awareness within their own workforce.

We conducted a survey with our employees and currently 98 employees have self-identified as having some Gaelic language skills ranging from basic greetings to fluency in speech, reading and writing.

We have used our corporate social media accounts to promote a video in Gaelic in which two on call Firefighters discuss the importance of fire fighters in rural communities.

## GAELIC IN SCOTLAND

The total number of Gaelic speakers recorded in the 2011 census was 57,375, 1.1% of the Scottish population. Gaelic speakers are spread throughout Scotland, the main stronghold of the language is the Western Isles. Gaelic is spoken by a majority of people in the Comhairle

nan Eilean Siar area, and in the parish of Kilmuir in the Isle of Skye within the Highland Council area.

There are an increasing number of Gaelic medium schools across Scotland, including in areas where Gaelic may not be spoken by most of the population.

The SFRS is aware of the importance and relevance of Gaelic as a first language need of some communities as well as the importance of supporting Gaelic speakers in communities where the language is spoken by a minority.

In partnership with colleagues at Ainmean Àite na h-Alba, Bòrd na Gàidhlig has produced a map of Gaelic place-names from across Scotland, highlighting the widespread influence of the language.



## 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 to the English language.

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

This document is the Scottish Fire and Rescue Service's second 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 Fire and Rescue Service's Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act and having regard to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.

## THE NATIONAL GAELIC LANGUAGE PLAN

This section set's out a clear link between the SFRS Gaelic language plan and the National Gaelic Language Plan 2018-23.

The Scottish Fire and Rescue Service supports the aim of the National Gaelic Language Plan 2018-23 that "Gaelic is used more often, by more people and in a wider range of situations."

We are committed to the achieving this aim by focussing our work, in the following three areas:

- Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic, more often when they interact with us
- Increasing the opportunity for people to learn Gaelic as part of our day-to-day operations
- Promoting a positive image of Gaelic whenever we can as part of our day-to-day operations as an organisation

## INTERNAL GAELIC CAPACITY AUDIT

During our first Gaelic Language Plan, we conducted a staff survey to ascertain the knowledge and skills our workforce had with regard to Gaelic. Currently we have several employees who

have self-identified as having some Gaelic language skills ranging from basic greetings to fluency in reading, writing and speaking Gaelic.

Key Summary Findings from the Gaelic Language Capacity Audit are as follows:-

- 98 SFRS employees have some level of Gaelic skills
- 17 employees speak Gaelic daily with members of the public
- Four employees identified that on a monthly basis they speak Gaelic informally with colleagues whilst at work
- Five employees identified that within the workplace they speak Gaelic formally daily with their colleagues and manager

Full details relating to our Gaelic Language Capacity Audit can be found in Appendix One.

## CONSULTATION ON THE DRAFT GAELIC LANGUAGE PLAN

The SFRS consulted publicly on our proposed second Gaelic Language Plan and considered representations made to it during the consultation process which ran for six weeks from 17 January 2022.

Stakeholders and partners were mailed and invited to give their views on the draft plan which was available in English and Gaelic on the SFRS website. A range of internal communications supported employees to comment and take part in the consultation and our social media platforms encouraged public engagement and participation.

Key Summary Findings from the public consultation are as follows:-

- 191 people responded to the consultation
- 45 SFRS employees responded to the consultation
- 6 organisations responded to the consultation

Details relating to our public consultation can be found in Appendix Two.

## 2. KEY PRINCIPLES

We are committed to supporting the Gaelic language and through our commitments under Sections three and Section four of this Plan we will demonstrate our aims. While some aspects are small incremental increases and others are larger, the overall aim is simple, to ensure the sustainable future of the Gaelic language.

### EQUAL RESPECT

Under the terms of the 2005 Act, Bòrd na Gàidhli has a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English

language, The Bòrd in turn expects that public authorities will demonstrate in their plans how the principle will be achieved and maintained in practice.

The Scottish Fire and Rescue Service will ensure that where Gaelic is included as part of our activities and services, we will make certain they are of an equal standard and quality to those we provide in English.

## ACTIVE OFFER

Where Gaelic services are available by us, we will make an active offer to our employees and the public so that Gaelic users are made aware of their existence and are actively encouraged to use them.

This will take the responsibility away from the individual to ask for the service and will give Gaelic users the confidence to know that their needs will be met if that is their choice.

We will ensure that our Gaelic language services are as accessible as our English language services.

## MAINSTREAMING

Scottish Fire and Rescue Service will ensure that opportunities for the public and our employees to use Gaelic are normalised, in support of the National Gaelic Language Plan 2018-23 aim that Gaelic is used more often, by more people and in a wider range of situations.

### 3. PLAN COMMITMENTS

#### HIGH-LEVEL AIMS

We have worked closely with the Bòrd to co-produce a set of high-level aims, these high-level aims are strategic actions and closely link to the National Gaelic Language Plan 2018-23.

We are committed to ensuring that our Gaelic Language Plan is focussed on the three high level aims of:

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

#### INCREASING THE USE OF GAELIC

High-level Aim	Work in collaboration with Police Scotland and Scottish Ambulance Service on the implementation of our respective Gaelic Language Plans.
Desired Outcome	To share best practice and areas for improvement, as well as collaborate on projects that would have a mutual benefit to each organisation and the communities of Scotland.
Current Practice	Meetings take place regularly throughout the year, where a range of cross sector topics including Gaelic language is discussed.
Actions Required	<ul style="list-style-type: none"> <li>• Identify projects that would have a mutual benefit to all partners</li> <li>• Continue to meet on a regular basis</li> <li>• Update the Reform Collaboration Group on work that specifically relates to and includes Gaelic. This group focusses on larger projects that the three emergency services work on collectively</li> </ul>
Target Date	For the duration of the plan
Responsibility	Equality and Diversity Team

High-level Aim	Ensure that any national school resources are available bilingually.
Desired Outcome	Any corporate resources proposed for use in schools is available in Gaelic.
Current Practice	Work is underway to establish links with Education Authorities to deliver safety talks in Gaelic.

Actions Required	<ul style="list-style-type: none"> <li>By the end of this plan, all fire safety talks undertaken in Gaelic medium schools will be delivered in Gaelic</li> <li>Continue to promote existing safety leaflets in Gaelic and develop and produce any future resources bilingually</li> </ul>
Target Date	2026
Responsibility	Prevention and Protection Team

High-level Aim	Encourage Scottish Fire and Rescue staff who speak Gaelic to use it more often.
Desired Outcome	Speaking Gaelic in the workplace becomes normal practice for employees who speak Gaelic.
Current Practice	A small number of employees who speak Gaelic use and speak Gaelic with colleagues and managers in the workplace, however this is not currently formalised.
Actions Required	<ul style="list-style-type: none"> <li>Use the results of the employee survey to ascertain the extent to which existing Gaelic speaking employees use Gaelic to communicate in the workplace</li> <li>Work with Gaelic speaking employees to promote the language within the service</li> <li>Actively promote amongst our employees the use of spoken Gaelic in areas where Gaelic is widely spoken</li> <li>Create a Gaelic language Employee Network if desired by SFRS employees</li> <li>Gaelic speaking employees will be signposted to the Cleachdi resources to normalise within their workplace</li> </ul>
Target Date	2024 then ongoing
Responsibility	Equality and Diversity Team/All Local Senior Officer (LSO) Areas

## INCREASING THE LEARNING OF GAELIC

High-level Aim	SFRS will promote the availability of externally provided Gaelic language training to colleagues and will further promote SFRS Gaelic language and culture awareness modules and resources.
Proposed Outcome	Increase general awareness of Gaelic across the organisation and actively encourage employees to learn Gaelic.
Current Practice	Employees interested in learning or improving their Gaelic language skills are signposted to several websites as directed by Bòrd na Gàidhlig.
Actions Required	<ul style="list-style-type: none"> <li>Promote Speak Gaelic Project to all employees</li> <li>Annually promote Gaelic across the organisation</li> <li>At least once a year promote existing Gaelic Awareness Training to all employees and actively encourage completion</li> </ul>
Target Date	2024 and then ongoing

Responsibility	Equality and Diversity Team
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High-level Aim	Develop the current Gaelic Language awareness modules that are available to staff.
Proposed Outcome	Increase the number of employees who have completed the training and develop the existing content.
Current Practice	The equality and diversity team monitor completion rates and utilise the staff weekly brief to promote the training and encourage completion.
Actions Required	<ul style="list-style-type: none"> <li>Plan a programme of work to regularly promote the awareness modules</li> <li>Work in partnership with other public authorities to develop the existing module content</li> </ul>
Target Date	2024 then ongoing
Responsibility	Equality and Diversity Team

#### PROMOTING A POSITIVE IMAGE OF GAELIC

High-level Aim	Increase the Gaelic content on all online platforms, including social media and website.
Proposed Outcome	Promote existing content and develop further.
Current Practice	Some Gaelic content is currently available.
Actions Required	<ul style="list-style-type: none"> <li>Develop a guidance note which leads to an increase in the use of Gaelic on social media and the SFRS website</li> </ul>
Target Date	2023 then ongoing
Responsibility	Equality and Diversity Team/Corporate Communications Team

High-level Aim	As part of our engagement on local plans, we will seek the views of communities regarding the roll-out of bilingual Gaelic and English signage on SFRS premises and vehicles on a replacement basis, with a view to securing the status of the Gaelic language as an official language of Scotland.
Proposed Outcome	To have a clear understanding of how local communities want to see Gaelic represented within their community.
Current Practice	To change signage, on a replacement basis, in areas where Gaelic is widely spoken by the local community.
Actions Required	<ul style="list-style-type: none"> <li>Liaise with Service Development Areas and seek views from local communities</li> <li>Have dual signage in all areas of Scotland</li> </ul>
Target Date	2024 and then ongoing
Responsibility	Asset Management Team

**CORPORATE SERVICE AIMS**

This is our second Gaelic Language Plan and since 2016 we have taken steps to support and promote Gaelic throughout the organisation.

We will continue to commit to promoting and support Gaelic and take active steps to support the aim of the National Gaelic Language Plan that Gaelic should be used more often, by more people and in more situations.

**STATUS**

Desired Outcome	<b>Logo</b> Render the writing that appears beside our crest in Gaelic and English, showing equal respect and update on all materials where this text appears.
Current Practice	SFRS crest is a legally protected herald, currently no Gaelic equivalent and no plans to review it.
Actions Required	<ul style="list-style-type: none"> <li>Amend brand guidelines to include the Gaelic 'Working Together for a Safer Scotland' logo</li> <li>Issue revised copy of Brand Guidelines to all employees</li> </ul>
Target Date	2023
Responsibility	Corporate Communications Team and Equality and Diversity Team

Desired Outcome	<b>Signage</b> Prominent signage will include Gaelic and English as part of any renewal process.
Current Practice	Current policy is in place to have dual signage on a replacement basis in Eilean Siar, Highland and Argyll and Bute in recognition of the prominence of Gaelic.
Actions Required	<ul style="list-style-type: none"> <li>All signage will be bilingual on a renewal basis</li> </ul>
Target Date	Duration of the plan
Responsibility	Assest Management Team

**COMMUNICATING WITH THE PUBLIC**

Desired Outcome	<b>Promotion</b> Positive message that communication from the public in Gaelic is always welcome.
Current Practice	We do not have a formal process in place, however correspondence in Gaelic from individuals, groups and communities would be responded to in Gaelic.

Actions Required	<ul style="list-style-type: none"> <li>Promote bilingually on our website, that we welcome communications from members of the public in both English and Gaelic</li> </ul>
Target Date	2023
Responsibility	Corporate Communications Team/Equality and Diversity Team

Desired Outcome	<p><b>Written communication</b></p> <p>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.</p>
Current Practice	Any correspondence that is received in Gaelic is responded to in Gaelic.
Actions Required	<ul style="list-style-type: none"> <li>Monitor all correspondence received in Gaelic and report on this annually</li> <li>As part of our planned review of our comments, complaints and suggestion process and a review of our communications strategy, we will include how we manage communications in Gaelic</li> </ul>
Target Date	Duration of the plan
Responsibility	Corporate Communications Team/Corporate Administration Team (SPPC)

Desired Outcome	<p><b>Reception and phone</b></p> <p>Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public.</p>
Current Practice	No formal practice is currently in place.
Actions Required	<ul style="list-style-type: none"> <li>Implement a formal process in Highland, Argyle and Bute and Comhairle nan Eilean Siar</li> <li>We will provide opportunities to our employees to deliver this service</li> </ul>
Target Date	2024 and ongoing
Responsibility	Corporate Administration (SPPC)/Corporate Communications Team/All Service Delivery Areas

Desired Outcome	<p><b>Public meetings</b></p> <p>Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p>
Current Practice	In person public meetings will be held where change proposals will entail significant alterations to local service provision.
Actions Required	<ul style="list-style-type: none"> <li>Promote and support of the use of Gaelic at in-person public meetings in all areas of Scotland</li> </ul>

Target Date	Duration of the plan
Responsibility	Corporate Communications Team/All Service Delivery Areas

**INFORMATION**

Desired Outcome	<b>News releases</b> High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
Current Practice	We issue news releases related to Gaelic language matters in both Gaelic and English.
Actions Required	<ul style="list-style-type: none"> <li>Continue to issue news related to Gaelic, in both Gaelic and English</li> <li>Produce and distribute in Gaelic and English high profile new releases that affect Gaelic speaking communities</li> </ul>
Target Date	Ongoing
Responsibility	Corporate Communications Team/Equality and Diversity Team

Desired Outcome	<b>Social media</b> Gaelic content distributed regularly through social media, guided by the level of actual and potential users.
Current Practice	Local areas distribute Gaelic messages on their own social media feeds.
Actions Required	<ul style="list-style-type: none"> <li>Publish 30 posts each year that are bilingual or in Gaelic only, across social media platforms</li> </ul>
Target Date	2023 and thereafter ongoing
Responsibility	Corporate Communications Team/Equality and Diversity Team

Desired Outcome	<b>Website</b> Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.
Current Practice	We have Gaelic content on our website
Actions Required	<ul style="list-style-type: none"> <li>Increase the presence of Gaelic on our website</li> </ul>
Target Date	Ongoing
Responsibility	Service Delivery (Community Safety Team)/Public Involvement and Consultation Team/Equality and Diversity Team

Desired Outcome	<b>Corporate publications</b> Produced in Gaelic and English, with priority given to those with the highest potential reach.
Current Practice	Gaelic Language Plan is produced in both Gaelic and English.
Actions Required	<ul style="list-style-type: none"> <li>• Implement local area action plans across Scotland, available in Gaelic</li> <li>• Ensure high level strategic documents that are likely to have an impact on Gaelic communities across Scotland are published in both Gaelic and English</li> <li>• Review national campaigns and consider supporting these campaigns in both Gaelic and English</li> </ul>
Target Date	2025 and ongoing
Responsibility	Corporate Communications Team/All Service Delivery Areas

Desired Outcome	<b>Exhibitions</b> 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.
Current Practice	No public exhibitions currently take place bilingually or in Gaelic
Actions Required	<ul style="list-style-type: none"> <li>• Apply for external funding to create a self-guided tour leaflet in Gaelic at the National Fire Museum</li> <li>• Implement audio-transcription for all permanent exhibits</li> </ul>
Target Date	2024 and thereafter duration of the plan
Responsibility	Service Delivery - Community Engagement Team

**STAFF**

Desired Outcome	<b>Internal audit</b> Conduct an internal audit of Gaelic skills and training needs through the life of each plan.
Current Practice	We undertook an employee survey in 2019.
Actions Required	<ul style="list-style-type: none"> <li>• Undertake an employee audit of Gaelic language and skills</li> </ul>
Target Date	2023
Responsibility	Equality and Diversity Team

Desired Outcome	<b>Induction</b> Knowledge of the public authority's Gaelic language plan included in new staff inductions.
Current Practice	There has been little or no awareness of our Gaelic commitments in our induction process for employees
Actions Required	<ul style="list-style-type: none"> <li>• Include detail of our Gaelic commitments in the induction process</li> <li>• Gaelic Awareness Training modules will be included in the induction process</li> </ul>
Target Date	2024
Responsibility	HRPOD Directorate and Training, Safety and Assurance Team

Desired Outcome	<b>Language training</b> Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.
Current Practice	Employees are currently signposted to websites and organisations recommended by Bòrd na Gàidhlig.
Actions Required	<ul style="list-style-type: none"> <li>• Use internal communications to raise awareness of Gaelic skills training</li> </ul>
Target Date	Duration of the plan
Responsibility	Equality and Diversity Team/Corporate Communications Team

Desired Outcome	<b>Awareness training</b> Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.
Current Practice	Gaelic Language Awareness training is in place and available to all employees who wish to undertake this.
Actions Required	<ul style="list-style-type: none"> <li>• Include completion of the Gaelic Awareness Training modules at Induction for these specific groups of employees</li> </ul>
Target Date	2024
Responsibility	HRPOD Directorate/Equality and Diversity Team

Desired Outcome	<b>Recruitment</b> 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.
Current Practice	Gaelic is currently not listed as an essential or desirable skill in job descriptions.
Actions Required	<ul style="list-style-type: none"> <li>Gaelic is listed as a desirable skill for posts within Argyle and Bute, Highlands, Comhairle Nan Eilean Siar this will include On Call and Volunteer Duty System</li> <li>Review the appointment process for all roles to determine whether Gaelic could be included as an essential skill</li> </ul>
Target Date	2024
Responsibility	HROD Directorate/Equality and Diversity Team

Desired Outcome	<b>Recruitment</b> Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
Current Practice	No posts have been identified that requires Gaelic to be an essential skill.
Actions Required	<ul style="list-style-type: none"> <li>Where Gaelic has been identified as an essential or desirable skill, job adverts will be published in both English and Gaelic.</li> </ul>
Target Date	2023-2024
Responsibility	HRPOD Directorate/Equality and Diversity Team

## GAELIC LANGUAGE CORPUS

Desired Outcome	<b>Gaelic Orthographic Conventions</b> The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.
Current Practice	We have regard for the latest orthographic conventions.
Actions Required	<ul style="list-style-type: none"> <li>Maintain existing practice to only use translating services that meet the latest orthographic conventions</li> </ul>
Target Date	Duration of the plan
Responsibility	All Directorates

Sesiean Fosgailte  
Cuspair 4.3 PT1

Desired Outcome	<b>Place-names</b> Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.
Current Practice	We work closely with Ainmean-Àite na h-Alba to ensure that correct details and advice is acquired.
Actions Required	<ul style="list-style-type: none"> <li>• Monitor to ensure consistency and make any changes if recommended to do so by Ainmean-Àite na h-Alba</li> </ul>
Target Date	Duration of the plan
Responsibility	Asset Management Team/Corporate Communications Team/Equality and Diversity Team/All Service Delivery Areas

## 5. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

Our Gaelic Language Plan is seen as contributing towards the following outcomes of the National Performance Framework:-

- Children and Young People grow up loved, safe and respected so that they realise their full potential

The plan aims to promote the Gaelic medium and afford it equal respect. For Gaelic speaking communities this translates to respect for their culture, heritage and community.

- Live in communities that are inclusive, empowered, resilient and safe

Our plan sets out an ambitious programme of actions that we believe contribute to the aims of the National Framework.

## 6. LINKS TO LOCAL AND REGIONAL FRAMEWORKS

Our Gaelic Language Plan focuses on better serving the Gaelic speaking communities of Scotland. It also affords an opportunity for Gaelic speaking employees to contribute to our Gaelic Language Plan.

This correlates to the delivery of the following Scottish Fire and Rescue Service Strategic Outcomes:-

- Our collaborative and targeted prevention and protection activities improve community safety and wellbeing and support sustainable economic growth.
- We are a great place to work where our people are safe, supported and empowered to deliver high performing innovative services.

## 7. PUBLICATION

### PUBLISHING AND PUBLICISING THE PLAN

This is our second Gaelic Language Plan and it will remain in force for a period of three years from the date it is approved by Bòrd na Gàidhlig. Commitments in this plan will enhance and clarify the assurances detailed in our first plan.

**INTERNAL**

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The Scottish Fire and Rescue Service will use our internal communication methods to advise all our employees and internal stakeholders about our second Gaelic Language Plan.

**EXTERNAL**

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The Scottish Fire and Rescue Service's Gaelic Language Plan will be published in Gaelic and in English on our website. In addition, we will: -

- issue a bilingual press release announcing the plan
- publicise the plan through a variety of social media platforms
- Inform our employees and stakeholders about our plan and how they can access it through internal communication methods and our website
- distribute copies of the plan to relevant Gaelic organisations and other interested bodies and advise them on how to access our plan
- make hard copies available on request

**8. RESOURCING THE PLAN**

Most activities outlined in this plan will be, or have already been, incorporated and resourced through our existing budgets.

External funding may be sought for individual projects that help us to promote Gaelic, raise awareness and embed Gaelic into our day-to-day activities.

**9. MONITORING THE PLAN**

We will monitor the implementation of this plan by providing regular updates to our Senior Leadership Team and by completing an annual return to Bòrd na Gàidhlig.

## 10. THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY

### OVERALL RESPONSIBILITY FOR THE PLAN

The Equality and Diversity Manager has overall responsibility for the preparation, delivery and monitoring of the Scottish Fire and Rescue's Gaelic Language Plan. They can be contacted as follows: -

Elaine Gerrard  
Equality and Diversity Manager  
People and Organisational Development  
Scottish Fire and Rescue Service  
Scottish Fire and Rescue Service Headquarters  
Westburn Drive  
Cambuslang  
G72 7NA

07979 931 454  
[Elaine.Gerrard@firescotland.gov.uk](mailto:Elaine.Gerrard@firescotland.gov.uk)

### DAY-TO-DAY RESPONSIBILITY FOR THE PLAN

The Equality and Diversity Manager has day-to-day responsibility for the delivery and monitoring of the Scottish Fire and Rescue Service's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

Maggie Archibald  
Equality and Diversity Advisor  
SDA West HQ  
99 Bothwell Road  
Hamilton  
ML3 0EA

07423 323 058  
[Maggie.Archibald@firescotland.gov.uk](mailto:Maggie.Archibald@firescotland.gov.uk)

## GAELIC LANGUAGE PLAN IMPLEMENTATION AND MONITORING GROUP

We currently do not have capacity to establish a Gaelic Language Implementation and Monitoring Group, however we will use already established internal working groups and directorate annual operating plans to track progress against our Gaelic Language Plan commitments.

## ENGAGING WITH STAFF

We will conduct an employee audit during our second Gaelic Language Plan. Employees will be updated on a yearly basis, using our internal communication methods regarding our duties in relation to the plan, its implementation, monitoring and of progress made.

## ARM'S LENGTH ORGANISATIONS AND THIRD PARTIES

Scottish Fire and Rescue Service will ensure that our emergency service and other public service partners are made aware of our second Gaelic Language Plan through community planning partnerships and the Emergency Service Collaboration Group.

## APPENDIX 1 – INTERNAL GAELIC CAPACITY AUDIT

We conducted an internal Gaelic capacity audit with our employees in 2019 and 98 self-identified as having some Gaelic language skills. These ranged from basic greetings to being fluent in speech, reading and writing. The detailed findings of the report are listed below.

Number of employees who are able to understand spoken Gaelic:

I can understand simple greetings when someone is speaking slowly and clearly	I can pick up the general meaning of simple conversations if someone is speaking slowly and clearly	I can understand most normal, daily conversations if someone is speaking slowly and clearly	I can understand fluent Gaelic speakers talking about everyday subjects at normal speed	I would be able to understand fluent Gaelic speakers in meetings talking about specialised subjects connected to my work
48	21	13	6	10

Number of employees who have Gaelic speaking ability:

I can exchange simple greetings in Gaelic	I can take part in basic conversations about everyday subjects if I fill the gaps in my Gaelic with some English words	I can take part in daily conversations on most subjects if I take my time	I can comfortably take part in daily conversations with fluent Gaelic speakers at normal speed	I would be able to comfortably discuss specialist subjects connected to my work in meetings with fluent Gaelic speakers
46	23	6	4	7

Number of employees who have Gaelic reading ability:

I can understand a few words on signs or notices particularly if there is a diagram or picture to help with the meaning.	I can understand basic Gaelic books with the help of pictures	I can understand simple Gaelic books with the help of a dictionary	I can understand and comfortably read more advanced books or articles aimed at adult readers	I would be able to understand technical writing in Gaelic on specialised subjects connected to my work
50	16	23	6	3

Number of employees who have Gaelic writing ability:

I can write a simple greeting	I can write a few simple sentences in an email to a friend with the help of a dictionary	I can write a complicated email to a friend with the help of a dictionary	I can write about most everyday subjects without difficulty (letters, reports, emails)	I would be able to write a report in Gaelic on specialised subjects connected to my work, without difficulty
20	28	2	2	2

Number of employees who speak Gaelic with members of the public and how often:

Daily	Monthly	Yearly
17	9	13

How often do members of the public initiate conversations with our employees in Gaelic:

Hourly	Daily	Monthly	Yearly
2	15	10	15

How often do our employees initiate conversations with members of the public in Gaelic:

Hourly	Daily	Monthly	Yearly
2	10	11	8

- Of the 478 employees who completed the survey, four employees are currently learning Gaelic.
- Two of these employees work in the City of Glasgow Area, one works in East Dunbartonshire, West Dunbartonshire and Argyll and Bute area and the other works in the City of Aberdeen area.
- 22 employees said that they have Gaelic and are happy with their level of fluency now.
- 198 employees would like to learn Gaelic or improve their Gaelic but have not yet had the opportunity. These employees work in the following departments/areas:-

Department/Location	Number of Employees
Finance and Contractual Services	16
People and Organisational Development	22

Prevention and Protection	12
Response and Resilience	22
Strategic Planning, Performance and Communications	16
Service Delivery Area – East	24
Service Delivery Area – North	35
Service Delivery Area - West	51

- There are currently no posts within the Scottish Fire and Rescue Service that identify Gaelic as being a desirable or essential job skill.
- There are currently no formal services or internal processes conducted through the medium of Gaelic.

## APPENDIX 2 – PUBLIC CONSULTATION

The Scottish Fire and Rescue Service completed a six-week consultation process on our proposed second Gaelic Language Plan which commenced on 17 January 2022 and ended on 27 February 2022. Where necessary, we have acted upon recommendations made. An overview of the results of the consultation are included within this plan. A more detailed report about the consultation results can be found [Here](#)

Key results are as follows: -

- 191 responses were received
- Of those 191 responses, 45 were received from SFRS employees
- Six organisations completed the consultation, four of which were from the Dumfries and Galloway Area
- 68 respondents agree that we have chosen the correct high level aim. Some of those respondents advise us to work more collaboratively with Police Scotland and the Scottish Ambulance Service on projects that will have mutual benefit
- 67 Respondents believe we have chosen the correct Corporate Service Aims
- 74 respondents believe the detailed actions within the plan will help us achieve our aims

- 57 respondents believe that SFRS buildings should have signage in both Gaelic and English
- 59 respondents believe that SFRS vehicles should be branded in both Gaelic and English
- 57 respondents believe that SFRS uniforms should be branded in both Gaelic and English
- 53 respondents believe that our Gaelic Language Plan should focus on all areas of Scotland to ensure we are playing our part in normalising Gaelic
- Some respondents would like to see the SFRS take a more forward thinking and proactive approach similar to Police Scotland and Scottish Ambulance Service and create an environment where Gaelic can thrive



<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	09/05/2023
<b>Àite:</b>	Air MS Teams
<b>Nì a' Chlàir-ghnothaich</b>	4.4

<b>Tìotal a' Phàipeir</b>	Prìomhachasan ro-innleachdail PGR040 E03 Plana Gàidhlig Gaileiridhean Nàiseanta na h-Alba		
<b>Moladh do Bhuill</b>	Airson Aontachadh		
<b>Neach labhairt:</b>	Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh Christie NicIlleathain, Manaidsear Planaidh		
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>	
Sgioba Stiùiridh	27/04/2023	Ri Aontachadh	
<b>Pàipear-taice air a cheangal ris</b>	PT1 – PGR040 Gaileiridhean Nàiseanta na h-Alba Prìomhachasan Ro-innleachdail airson Eagran 3.		
<b>1.0</b>	<b>Adhbhar</b>		
<b>1.1</b>	A' sireadh aonta na Comataidh air Prìomhachasan ro-innleachdail airson Gaileiridhean Nàiseanta na h-Alba.		
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>		
<b>2.1</b>	'S e prìomhachasan ro-innleachdail an t-ainm ùr a th' air pròiseas nan amasan àrd-ìre.		
<b>2.2</b>	Chan eil pròiseas nan amasan àrd-ìre no prìomhachasan ro-innleachdail mar a chanar riutha a-nis mar phàirt den phròiseas reachdail air ullachadh Phlanaichean Gàidhlig.		
<b>2.3</b>	'S ann airson stiùireadh ro-innleachdail a thoirt do dh'ùghdarrasan poblach a tha a' deasachadh phlanaichean Gàidhlig a tha am pròiseas agus gus dearbhadh gu bheil Planaichean Gàidhlig nan ùghdarrasan a' cur ri amasan anns a' Phlana Nàiseanta.		
<b>2.4</b>	'S e a tha eadar-dhealaichte mu dheidhinn a' phròiseis ùir gu bheil barrachd co-obrachadh a' gabhail àite eadar Bòrd na Gàidhlig agus na h-ùghdarrasan poblach aig ìre oifigeir agus Stiùiriche/Ceannard.		
<b>2.5</b>	'S e a tha fa-near leis a' phròiseas seo, barrachd conaltraidh a bhrosnachadh aig gach ìre leis na h-ùghdarrasan poblach nuair a thathar a' deasachadh nan dreachd phlanaichean aca.		
<b>2.6</b>	A bharrachd air sin, tha e a' toirt cothrom do Bhòrd na Gàidhlig a bhith ag obair gu dlùth le ùghdarrasan gus dearbhadh gu bheil a' cur ri prìomhachasan anns a' Phlana Nàiseanta.		
<b>2.7</b>	<b>Geàrr iomradh air adhartas le E02 – Gaileiridhean Nàiseanta na h-Alba</b>		
<b>2.8</b>	Tha Gailearaidhean Nàiseanta na h-Alba (GNA) mar phàirt den lionra Capital Gaelic ann an Dùn Èideann (air a stiùireadh le Comhairle Baile Dhùn Èideann agus Leabharlann Nàiseanta na h-Alba) a' coimhead ri pròiseactan gus cleachdadh na Gàidhlig a leudachadh air feadh a' bhaile agus nas fhaide thall. Bidh cuid den luchd-obrach a' gabhail pàirt sa choimhearsnachd Gàidhlig thar nam buidhnean.		
<b>2.9</b>	Dh'fhoillsich GNA barrachd susbaint air an làrach-lìn aca anns a' Ghàidhlig, mar eisimpleir: Patricia NicDhòmhnaill   Beachdachadh air deigh ri leaghadh   Gailearaidhean Nàiseanta na h-Alba, Queer Lives & Art: leabhraichean agus buntanas le Lavender Menace agus Gailearaidhean Nàiseanta na h-Alba agus Uilleam Mac an t-Sagairt. Gus an obair seo a bhrosnachadh bidh		

	duilleag-lìn 'Gaelic at NGS' ga cur air bhog gus barrachd dhaoine a thàladh don t-susbaint inntinneach seo a tha ri faighinn sa Ghàidhlig. Bidh an duilleag seo a' toirt còmhla diofar bhlogaichean, feartan ciùil, cuairtean mas-fhìor, coltach ris na cuspairean gu h-àrd.	
<b>2.10</b>	Thathar air adhartas a dhèanamh le bhith a' toirt a-steach suaicheantas dà-chànanach a thèid a chleachdadh air an t-soidhne fàilteachaidh aca nuair a nithear ùrachadh air an t-soidhne a th' ann mar-thà. Bidh cothroman a bharrachd aca seo a leudachadh san ath-eagraan aca tro phròiseas ùrachaidh.	
<b>2.11</b>	Rinn GNA adhartas le bhith a' brosnachadh luchd-obrach gus Gàidhlig a chleachdadh 's ionnsachadh, agus a bhith mothachail air na tha am buidheann a' dèanamh gus a' chànan a leasachadh le bhith a' cur seiseanan air dòigh mu na goireasan a th' aca sa Ghàidhlig, pròiseact Capital Gaelic agus Speak Gaelic, a' toirt a-steach faclan Gàidhlig agus ag iarraidh air an luchd-obrach abairtean Gàidhlig fheuchainn. Tha cothroman a bharrachd aca an obair seo a leudachadh tron ath-eagraan den phlana.	
<b>2.12</b>	Tha cothroman aig GNA barrachd adhartais a dhèanamh aig ìre corporra anns a' bhuidheann. Tha seo a' gabhail a-steach barrachd cleachdadh na Gàidhlig air na meadhanan sòisealta, brathan-naidheachd, foillseachaidhean corporra agus trèanadh Gàidhlig leis nach eil mòran adhartais air a bhith ann a thaobh nan gealltanasan ann an eagraan 2 co-cheangailte ris na cuspairean seo. Gheibhear cothroman air barrachd adhartais a dhèanamh anns an obair seo le cur-an-gnìomh nam prìomhachasan ro-innleachdail ann am PT1.	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	Chaidh na prìomhachasan ro-innleachdail seo ullachadh ann an co-bhann le oifigearan agus stiùirichean/Ceannardan aig na h-ùghdarrasan poblach seo airson nan ath eagrain de na Planaichean Gàidhlig aca.	
<b>3.2</b>	Chaidh an ullachadh stèidhichte air prìomhachasan anns a' Phlana Nàiseanta 2018-2023 agus an dreachd Phlana Nàiseanta airson 2023-2028.	
<b>4.0</b>	<b>Moladh</b>	
<b>4.1</b>	Aire a thoirt don fhiosrachadh ann am PT1.	
<b>4.2</b>	Aonta a chur ris na Prìomhachasan ro-innleachdail ann am PT1.	
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>	
<b>5.1</b>	<b>Buidhean air Ionmhas</b>	
	Cha bhi buaidh air ionmhas.	
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b>	
	Cha bhi buaidh air luchd-obrach.	
<b>5.3</b>	<b>Buidhean air Trèanadh</b>	
	Cha bhi buaidh air trèanadh.	
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>	
	Tha na prìomhachasan ro-innleachdail seo a' cur ris na 3 prìomhachasan corporra aig BnG.	
<b>5.5</b>	<b>Ceanglaichean ri Frèam-obrach Coileanadh Nàiseanta</b>	
	<b>AR N-ADHBHAR</b>	<b>AR LUACHAN</b>
	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 seasmach 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
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>	
	Còraichean daonna	<input type="checkbox"/> Clann <input checked="" type="checkbox"/>

Seisean Fosgailte  
Cuspair 4.4

	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-Nàiseanta	<input type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>
	Gnathachasan soirbheachail is ùr-ghnàthach			<input type="checkbox"/>
<b>5.6</b>	<b>Buidhean air Cliù</b>			
	Cha bhi buaidh air cliù.			
<b>5.7</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b>			
	Cha bhi buaidh air slàinte is sàbhailteachd.			
<b>5.8</b>	<b>Buidhean Laghail</b>			
	Cha bhi buaidh laghail ann.			
<b>5.9</b>	<b>Buidhean air Co-ionannas</b>			
	Cha bhi buaidh air co-ionannas.			
<b>5.10</b>	<b>Buidhean air an àrainneachd</b>			
	Cha bhi buaidh air an àrainneachd.			



## Prìomhachasan ro-innleachdail: Gailearaidhean Nàiseanta na h-Alba Eagra 3 | Strategic Priorities Edition 3: National Galleries of Scotland Edition 3

<b>A' toirt fàs air cleachdadh na Gàidhlig</b>	<b>Increasing the use of Gaelic</b>
Cruthaich cothroman airson luchd-labhairt na Gàidhlig agus greisean gnìomhachais agus dreuchdan saor-thoileach a ghabhail os làimh taobh a-staigh GNA.	Create opportunities for Gaelic speakers to undertake educational placements and voluntary roles within NGS.
Solaraidh agus brosnachaidh eadar-mhìneachadh tro mheadhan na Gàidhlig, air an àrainn fhèin agus air-loidhne.	Provide and promote interpretation through the medium of Gaelic, including on-site and digitally.
<b>A' toirt fàs air ionnsachadh na Gàidhlig</b>	<b>Increasing the learning of Gaelic</b>
Leasaich goireasan foghlaim do sgoilearan agus tidsearan a tha an sàs ann am foghlam tro mheadhan na Gàidhlig agus foghlam Luchd-ionnsachaidh na Gàidhlig.	Develop education resources for pupils and teachers engaged in Gaelic-medium and Gaelic Learners' education.
Cruthaich agus brosnachaidh cothroman airson obair-ruigheachd foghlam na Gàidhlig.	Create and promote Gaelic education outreach opportunities.
<b>A' cur deagh ìomhaigh air adhart airson na Gàidhlig</b>	<b>Promoting a positive image of Gaelic</b>
Co-obrachaidh le buidhnean leithid Taighean-tasgaidh Nàiseanta na h-Alba agus Leabharlann Nàiseanta na h-Alba gus ìomhaigh na Gàidhlig a mheudachadh.	Cooperate with organisations such as National Museums Scotland and the National Library of Scotland to increase the profile of Gaelic.
Gabh pàirt ann an cothroman leithid buidheann-gnìomha ro-innleachd luchd-turais na Gàidhlig.	Participate in such opportunities as the Gaelic tourism strategy implementation group.



<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	09/05/2023
<b>Àite:</b>	Air MS Teams
<b>Nì a' Chlàir-ghnothaich</b>	4.5

<b>Tìotal a' Phàipeir</b>	Prìomhachasan Ro-innleachdail PGR037 E02 Plana Gaidhlig Comhairle Siorrachd Rinn Friù an Ear		
<b>Moladh do Bhuill</b>	Airson Aontachadh		
<b>Neach labhairt:</b>	Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh Christie NicIlleathain, Manaidsear Planaidh		
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>	
Sgioba Stiùiridh	27/04/2023	Ri Aontachadh	
<b>Pàipear-taice air a cheangal ris</b>	PT1 – Prìomhachasan Ro-innleachdail PGR037 E02 Plana Gaidhlig Comhairle Siorrachd Rinn Friù an Ear		
<b>1.0</b>	<b>Adhbhar</b>		
<b>1.1</b>	A' sireadh aonta na Comataidh air Prìomhachasan ro-innleachdail airson Comhairle Siorrachd Rinn Friù an Ear		
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>		
<b>2.1</b>	'S e prìomhachasan ro-innleachdail an t-ainm ùr a th' air pròiseas nan amasan àrd-ìre.		
<b>2.2</b>	Chan eil pròiseas nan amasan àrd-ìre no prìomhachasan ro-innleachdail mar a chanar riutha a-nis mar phàirt den phròiseas reachdail air ullachadh Phlanaichean Gàidhlig.		
<b>2.3</b>	'S ann airson stiùireadh ro-innleachdail a thoirt do dh'ùghdarrasan poblach a tha a' deasachadh phlanaichean Gàidhlig a tha am pròiseas agus gus dearbhadh gu bheil Planaichean Gàidhlig nan ùghdarrasan a' cur ri amasan anns a' Phlana Nàiseanta.		
<b>2.4</b>	'S e a tha eadar-dhealaichte mu dheidhinn a' phròiseis ùir gu bheil barrachd co-obrachadh a' gabhail àite eadar Bòrd na Gàidhlig agus na h-ùghdarrasan poblach aig ìre oifigeir agus Stiùiriche/Ceannard.		
<b>2.5</b>	'S e a tha fa-near leis a' phròiseas seo, barrachd conaltraidh a bhrosnachadh aig gach ìre leis na h-ùghdarrasan poblach nuair a thathar a' deasachadh nan dreachd phlanaichean aca.		
<b>2.6</b>	A bharrachd air sin, tha e a' toirt cothrom do Bhòrd na Gàidhlig a bhith ag obair gu dlùth le ùghdarrasan gus dearbhadh gu bheil a' cur ri prìomhachasan anns a' Phlana Nàiseanta.		
<b>2.7</b>	<b>Geàrr iomradh air adhartas le E01 – Comhairle Siorrachd Rinn Friù an Ear</b>		
<b>2.8</b>	Ann an 2021, fhuair Comhairle Siorrachd Rinn Friù an Ear iarrtas bho phàrantan airson co-chomhairle a chumail air foghlam tro mheadhan na Gàidhlig a stèidheachadh. Mar thoradh air an obair seo, bidh solar foghlam tro mheadhan na Gàidhlig a' fosgladh ann an Rinn Friù an Ear airson seisean-sgoile 2023-2024. 'S e fìor dheagh adhartas a tha seo ann a bhith a' cur an gnìomh a' phlana Ghàidhlig aca co-cheangailte ri riatanasan ann an Achd an Fhoghlaim 2016 agus an Stiùireadh Reachdail airson Foghlam a chruthaich Bòrd na Gàidhlig. Thathar a-nis ag obair còmhla ris a' Bhòrd agus Foghlam Alba le pròiseas fastaidh thidsearan agus a' stèidheachadh an t-solair.		
<b>2.9</b>	Rinneadh adhartas le bhith ag aontachadh gun rachadh soidhnichean fàilteachaidh agus crìche an àrd gu dà-chànanach tro phròiseas ùrachaidh àbhaisteach aca mar Chomhairle. Bidh seo a'		

	toirt barrachd mothachadh am measg dhaoine anns an sgìre mun chànan. Thèid seo a chur an gnìomh beag air bheag mar a tha Bòrd na Gàidhlig a' moladh mar dheagh chleachdadh gus cosgaisean a chumail ìosal.			
<b>2.10</b>	Tha duilgheadasan air a bhith aig a' Chomhairle clasaichean a ruith do dh'inbhich air sgàth gainnead luchd-teagaisg anns an sgìre aca. Tha e a-nis na amas dhaibh fuasgladh èifeachdach a lorg airson cothroman ionnsachaidh a sholarachadh a tha cuimsichte air an neach-ionnsachaidh agus a tha seasmhach, agus thathar ann an còmhraidhean le Glaschu Beò mu bhith a' co-obrachadh air clasaichean, leis gu bheil mòran a-nis rim faighinn air-loidhne. Thathar a' cumail ann an conaltradh le luchd-ionnsachaidh agus an-dràsta tha liosta feitheimh de dhaoine deiseil airson tòiseachadh air ionnsachadh nuair a thathar comasach air clasaichean a libhrigeadh. Gus piseach a thoirt air an amas seo, bheir na prìomhachasan ro-innleachdail ann am PT1 cothrom dhaibh adhartas a dhèanamh air a' chuspair seo.			
<b>2.11</b>	Tha cothroman a bharrachd aig Comhairle Siorrachd Rin Friù an Ear barrachd adhartas a dhèanamh aig ìre chorporra, gu sònraichte le cleachdadh na Gàidhlig air na meadhanan sòisealta, air an làrach-lìn aca agus seiseanan mothachadh na Gàidhlig. Bidh cothroman a bharrachd aca an t-adhartas seo a dhèanamh le bhith a' cur an gnìomh na prìomhachasan ro-innleachdail ann am PT1 gus fàs a thoirt air ionnsachadh agus cleachdadh na Gàidhlig tro obair na Comhairle.			
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>			
<b>3.1</b>	Chaidh na prìomhachasan ro-innleachdail seo ullachadh ann an co-bhann le oifigearan agus stiùirichean/Ceannardan aig an ùghdarras poblach seo airson nan ath eagraim den phlana Gàidhlig aca.			
<b>3.2</b>	Chaidh an ullachadh stèidhichte air prìomhachasan anns a' Phlana Nàiseanta 2018-2023 agus an dreachd Phlana Nàiseanta airson 2023-2028.			
<b>4.0</b>	<b>Moladh</b>			
<b>4.1</b>	Aire a thoirt don fhiosrachadh ann am PT1.			
<b>4.2</b>	Aonta a chur ris na Prìomhachasan ro-innleachdail ann am PT1.			
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>			
<b>5.1</b>	<b>Buidhean air Ionmhas</b>			
	Cha bhi buaidh air ionmhas.			
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b>			
	<b>Cha bhi buaidh air luchd-obrach.</b>			
<b>5.3</b>	<b>Buidhean air Trèanadh</b>			
	Cha bhi buaidh air trèanadh.			
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>			
	Tha na prìomhachasan ro-innleachdail seo a' cur ris na 3 prìomhachasan corporra aig BnG.			
<b>5.5</b>	<b>Ceanglaichean ri Frèam-obrach Coileanadh Nàiseanta</b>			
	<b>AR N-ADHBHAR</b>	<b>AR LUACHAN</b>		
	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 slugh 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		
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>			
	Còraichean daonna	<input type="checkbox"/>	Clann	<input checked="" type="checkbox"/>
	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-Nàiseanta	<input type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>

	Gnothachasan soirbheachail is ùr-ghnàthach	<input type="checkbox"/>
<b>5.6</b>	<b>Buidhean air Cliù</b>	
	Cha bhi buaidh air cliù.	
<b>5.7</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b>	
	Cha bhi buaidh air slàinte is sàbhailteachd.	
<b>5.8</b>	<b>Buidhean Laghail</b>	
	Cha bhi buaidh laghail ann.	
<b>5.9</b>	<b>Buidhean air Co-ionannas</b>	
	Cha bhi buaidh air co-ionannas.	
<b>5.10</b>	<b>Buidhean air an àrainneachd</b>	
	Cha bhi buaidh air an àrainneachd.	



## Prìomhachasan ro-innleachdail: Plana Gàidhlig Comhairle Siorrachd Rinn Friù an Ear Eagran 2 | **Strategic Priorities: East Renfrewshire Council Gaelic Language Plan Edition 2**

<b>A' toirt fàs air cleachdadh na Gàidhlig</b>	<b>Increasing the use of Gaelic</b>
Nearraich com-pàirteachasan le Cultar is Cur-seachad Siorrachd Rinn Friù an Ear, gnìomhachasan ionadail agus prìomh luchd-ùidhe eile gus cleachdadh agus mothachadh na Gàidhlig àrdachadh ann an sgìre na Comhairle.	Strengthen partnerships with East Renfrewshire Culture and Leisure, local businesses and other key stakeholders to increase both the use and awareness of the Gaelic language in the Council area.
<b>A' toirt fàs air ionnsachadh na Gàidhlig</b>	<b>Increasing the learning of Gaelic</b>
Gabh os làimh an dleastanas fo Achd an Fhoghlaim (Alba) 2016 gus foghlam Gàidhlig a bhrosnachadh agus taic a thoirt dha, le adhartas air a sgrùdadh tro phròiseasan leasachadh càileachd agus fèin-mheasadh a tha ann mar-thà.	Undertake the duty under the Education (Scotland) Act 2016 to promote & support Gaelic Education, with progress monitored through existing quality improvement and self-evaluation processes.
Taic agus cuideachadh a thoirt do fhàs bliadhnail ann am Foghlam tro Mheadhan na Gàidhlig (FMG) aig ìre bun-sgoile a dh'ionnsaigh targaid de 25 leanabh ron Lùnastal 2025.	Support and facilitate annual growth in Gaelic Medium Education (GME) at primary level towards a target of 25 children by August 2025.
Planadh gus solar FMG aig ìre àrd-sgoile a thoirt gu bith ann an 2030.	Plan towards GME provision at secondary level in 2030.
Àrdaich mothachadh mun Ghàidhlig agus cruthaich barrachd chothroman airson foghlam luchd-ionnsachaidh na Gàidhlig.	Raise awareness of Gaelic and increase opportunities for Gaelic learner education.
Àrdaich mothachadh mun Ghàidhlig agus dèan cinnteach gu bheil cothrom aig luchd-ionnsachaidh inbheach na Gàidhlig air cothroman ionnsachaidh iomchaidh.	Raise awareness of Gaelic and ensure adult Gaelic learners have access to appropriate Gaelic learning opportunities.
<b>A' cur deagh ìomhaigh air adhart airson na Gàidhlig</b>	<b>Promoting a positive image of Gaelic</b>
Brosnaich deagh ìomhaigh don Ghàidhlig tro lìbhrigeadh na seirbheise corporra agus nan geallaidhean foghlaim sa phlana Gàidhlig seo.	Promote a positive image for Gaelic through delivery of the corporate service and educational commitments in this Gaelic language plan.



<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	09/05/2023
<b>Àite:</b>	Air MS Teams
<b>Nì a' Chlàir-ghnothaich</b>	4.6

<b>Tìotal a' Phàipeir</b>	Prìomhachasan Ro-innleachdail E03 PGR062 Plana Gàidhlig Ùghdarras Pàirc Nàiseanta A' Mhonaidh Ruaidh		
<b>Moladh do Bhuill</b>	Airson Aontachadh		
<b>Neach labhairt:</b>	Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh Christie NicIlleathain, Manaidsear Planaidh		
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>	
Sgioba Stiùiridh	27/04/2023	Ri Aontachadh	
<b>Pàipear-taice air a cheangal ris</b>	PT1 – PGR062 Prìomhachasan Ro-innleachdail airson Eagra 3.		
<b>1.0</b>	<b>Adhbhar</b>		
<b>1.1</b>	A' sireadh aonta na Comataidh air Prìomhachasan ro-innleachdail airson Ùghdarras Pàirc Nàiseanta A' Mhonaidh Ruaidh		
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>		
<b>2.1</b>	'S e prìomhachasan ro-innleachdail an t-ainm ùr a th' air pròiseas nan amasan àrd-ìre.		
<b>2.2</b>	Chan eil pròiseas nan amasan àrd-ìre no prìomhachasan ro-innleachdail mar a chanar riutha a-nis mar phàirt den phròiseas reachdail air ullachadh Phlanaichean Gàidhlig.		
<b>2.3</b>	'S ann airson stiùireadh ro-innleachdail a thoirt do dh'ùghdarrasan poblach a tha a' deasachadh phlanaichean Gàidhlig a tha am pròiseas agus gus dearbhadh gu bheil Planaichean Gàidhlig nan ùghdarrasan a' cur ri amasan anns a' Phlana Nàiseanta.		
<b>2.4</b>	'S e a tha eadar-dhealaichte mu dheidhinn a' phròiseis ùir gu bheil barrachd co-obrachadh a' gabhail àite eadar Bòrd na Gàidhlig agus na h-ùghdarrasan poblach aig ìre oifigeir agus Stiùiriche/Ceannard.		
<b>2.5</b>	'S e a tha fa-near leis a' phròiseas seo, barrachd conaltraidh a bhrosnachadh aig gach ìre leis na h-ùghdarrasan poblach nuair a thathar a' deasachadh nan dreachd phlanaichean aca.		
<b>2.6</b>	A bharrachd air sin, tha e a' toirt cothrom do Bhòrd na Gàidhlig a bhith ag obair gu dlùth le ùghdarrasan gus dearbhadh gu bheil a' cur ri prìomhachasan anns a' Phlana Nàiseanta.		
<b>2.7</b>	<b>Geàrr iomradh air adhartas le E02 – Ùghdarras Pàirc Nàiseanta A' Mhonaidh Ruaidh</b>		
<b>2.8</b>	Chruthaich Ùghdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh measgachadh de ghoireasan taic sònraichte Gàidhlig. Tha seo a' gabhail a-steach goireas air-loidhne mu dheidhinn na Gàidhlig mar So-mhaoin. Thathar ag amas air cleachdadh na Gàidhlig a bhrosnachadh le gnìomhachasan ann an sgìre a' Phàirc. A bharrachd air a' ghoireas sin, chruthach iad inneal eadar-mhìneachaidh dualchais, sgrùdadh-cùise Camanachd, agus goireasan eile a' gabhail a-steach Cruthan-tìre Litreachais agus mapa le ainmean-àite Gàidhlig. Rinn a' bhuidheann cinnteach gun robh goireasan foghlaim mar phàirt dheth a dh'fhaodadh a bhith air an cleachdadh le sgoiltean. Bidh cothroman a bharrachd aca adhartas a dhèanamh le goireasan foghlaim tron ath-eagra aca leis na prìomhachasan ro-innleachdail a tha ann am PT1.		

<b>2.9</b>	Rinneadh adhartas le bhith a' brosnachadh barrachd cleachdaidh agus ionnsachadh na Gàidhlig le bhith a' toirt trèanadh mun Ghàidhlig a-steach do thrèanadh airson maoir-choille a tha ag obair san sgìre aca. A bharrachd an trèanadh seo, thathar air goireasan a chruthachadh do luchd-obrach air mar am bu chòir Gàidhlig a bhith air a gabhail a-steach ann an gnìomhan làitheil na buidhne.						
<b>2.10</b>	Gus inbhe na Gàidhlig a thogail, tha iomairt air na meadhanan sòisealta air a bhith a' ruith ag an Ùghdarras le Facal Gàidhlig na seachdain. Thathar air a bhith a' sgoileadh fios mun Ghàidhlig agus iad air pàirt a ghabhail anns an Iomairt Seachdain na Gàidhlig.						
<b>2.11</b>	Tha Ùghdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh air adhartas a dhèanamh le bhith a' toirt oifigear Gàidhlig a-steach don bhuidhinn. Tha dreuchd inntearnach air a bhith ann airson bliadhnaichean is iad a-nis anns a' phròiseas inntearn ùr fhadstadh. Tha seo a' cur gu mòr ri cur an gnìomh a' phlana Gàidhlig aca agus tha an dreuchd seo air a bhith cudromach ann a bhith a' cruthachadh nan goireasan ùra a tha air fhoillseachadh co-cheangailte ris a' Ghàidhlig.						
<b>2.12</b>	Tha cothroman a bharrachd aig an t-ùghdarras barrachd adhartais a dhèanamh aig ìre chorporra a' gabhail a-steach trèanadh ann an sgìlean Gàidhlig do luchd-obrach, bheir sin cothroman dhaibh fàs a thoirt air cleachdadh na Gàidhlig leis a' bhuidhinn am measg luchd-obrach agus am broinn nan dleastanasan aca.						
<b>2.13</b>	Tha cothroman a bharrachd aca leis an ath-eagrain a bhith a' cumail orra ag obair gu dlùth le gnìomhachasan agus buidhnean anns an sgìre gus fàs a thoirt air cleachdadh na Gàidhlig le brosnachadh nan goireasan a th' aca mar-thà agus gan neartachadh.						
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>						
<b>3.1</b>	Chaidh na prìomhachasan ro-innleachdail seo ullachadh ann an co-bhann le oifigearan agus stiùirichean/Ceannardan aig an ùghdarras poblach seo airson nan ath eagrain den phlana Gàidhlig aca.						
<b>3.2</b>	Chaidh an ullachadh stèidhichte air prìomhachasan anns a' Phlana Nàiseanta 2018-2023 agus an dreachd Phlana Nàiseanta airson 2023-2028.						
<b>4.0</b>	<b>Moladh</b>						
<b>4.1</b>	Aire a thoirt don fhiosrachadh ann am PT1.						
<b>4.2</b>	Aonta a chur ris na Prìomhachasan ro-innleachdail ann am PT1.						
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>						
<b>5.1</b>	<b>Buidhean air Ionmhas</b>						
	Cha bhi buaidh air ionmhas.						
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b>						
	Cha bhi buaidh air luchd-obrach.						
<b>5.3</b>	<b>Buidhean air Trèanadh</b>						
	Cha bhi buaidh air trèanadh.						
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>						
	Tha na prìomhachasan ro-innleachdail seo a' cur ris na 3 prìomhachasan corporra aig BnG.						
<b>5.5</b>	<b>Ceanglaichean ri Frèam-obrach Coileanadh Nàiseanta</b>						
	<table border="1"> <thead> <tr> <th>AR N-ADHBHAR</th> <th>AR LUACHAN</th> </tr> </thead> <tbody> <tr> <td>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 seasmach agus in-ghabhalach</td> <td>'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</td> </tr> <tr> <td colspan="2" style="text-align: center;"><b>AR LUACHAN BUILEAN NÀISEANTA</b></td> </tr> </tbody> </table>	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 seasmach 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	<b>AR LUACHAN BUILEAN NÀISEANTA</b>	
AR N-ADHBHAR	AR LUACHAN						
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<b>AR LUACHAN BUILEAN NÀISEANTA</b>							

Seisean Fosgailte  
Cuspair 4.6

	Còraichean daonna	<input type="checkbox"/>	Clann	<input checked="" type="checkbox"/>
	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-Nàiseanta	<input type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach			<input type="checkbox"/>
<b>5.6</b>	<b>Buidhean air Cliù</b>			
	Cha bhi buaidh air cliù.			
<b>5.7</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b>			
	Cha bhi buaidh air slàinte is sàbhailteachd.			
<b>5.8</b>	<b>Buidhean Laghail</b>			
	Cha bhi buaidh laghail ann.			
<b>5.9</b>	<b>Buidhean air Co-ionannas</b>			
	Cha bhi buaidh air co-ionannas.			
<b>5.10</b>	<b>Buidhean air an àrainneachd</b>			
	Cha bhi buaidh air an àrainneachd.			



## Prìomhachasan ro-innleachdail: Ùghdarras Pàirc Nàiseanta A' Mhonaidh Ruaidh

### Eagrain 3 | Strategic Priorities: Cairngorms National Park Authority Edition 3

<b>A' toirt fàs air cleachdadh na Gàidhlig</b>	<b>Increasing the use of Gaelic</b>
Obraich ann an com-pàirteachas le ùghdarrasan poblach agus buidhnean eile ann an sgìre na Pàirce gus barrachd chothroman a thoirt do dhaoine òga Gàidhlig a chleachdadh.	Work in partnership with public authorities and other organisations in the Park area to provide more opportunities for young people to use Gaelic.
Brosnaich luchd-obrach agus luchd-tadhail ri cleachdadh na h-iomairt Cleachdi.	Encourage use of the Cleachdi initiative by staff and visitors.
Dèan cinnteach gu bheil freagairtean no fianais bho Ùghdarras na Pàirce ann an co-chomhairlean Ath-leasachadh Fearainn a' gabhail a-steach iomraidhean air cleachdadh na Gàidhlig.	Ensure that any Park Authority responses or evidence provided in Land Reform consultations include references to using Gaelic.
<b>A' toirt fàs air ionnsachadh na Gàidhlig</b>	<b>Increasing the learning of Gaelic</b>
Meudaich na goireasan foghlaim Gàidhlig a th' ann mar-thà. Cruthaich goireasan foghlaim ùra aig Ùghdarras na Pàirce ann an Gàidhlig agus Beurla.	Increase existing Gaelic educational resources. Create all new Park Authority educational resources in both Gaelic and English.
Cruthaich stòrasan Gàidhlig, stèidhichte air dualchas nàdair is cultarail na Pàirce, ag amas air diofar irean de chomasan Gàidhlig, sa choimhearsnachd san fharsaingeachd.	Create Gaelic resources, based on the Park's natural and cultural heritage, aimed at different levels of Gaelic proficiencies, in the wider community.
<b>A' cur deagh ìomhaigh air adhart airson na Gàidhlig</b>	<b>Promoting a positive image of Gaelic</b>
Cleachd Meòrachan Tuigse agus dòighean tabhartais eile le Com-pàirteachas Gnìomhachais a' Mhonaidh Ruaidh, Growbiz agus Countryside Learning Scotland gus dèanamh cinnteach gu bheil a' Ghàidhlig air a nochdadh ann an obair gus co-obrachadh gnìomhachais a bhrosnachadh agus ann an leasachadh sgìlean uaine is dùthchail.	Use Memorandums of Understandings and other grant mechanisms with the Cairngorms Business Partnership, Growbiz and Countryside Learning Scotland to ensure Gaelic is reflected in work to promote business collaboration and in the development of green and rural skills.
A' glèidheadh, a' meudachadh agus ag adhartachadh cànan is dualchas cultarail na Gàidhlig ann an sgìre an Ùghdarras airson buannachd luchd-còmhnaidh agus luchd-tadhail.	Conserve, enhance and promote the Gaelic language and cultural heritage of the Authority area for the benefit of residents and visitors.



<b>A' freagairt ri</b>	Comataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	09.05.2023
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	5.1

<b>Tìotal a' Phàipeir</b>	Adhartas air Foghlam Àrd-sgoile		
<b>Moladh do Bhuill</b>	Mar fhiosrachadh*		
<b>Neach-labhairt:</b>	Jennifer McHarrie, Stiùiriche Foghlaim		
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>	
Sgioba-stiùiridh	27.04.2023	Ri Aontachadh	
<b>Pàipear-taice air a cheangal ris</b>	-		
<b>1.0</b>	<b>Adhbhar</b>		
<b>1.1</b>	Gus am fios as ùire a thoirt do Bhuill na Comataidh air Leasachadh Churraicealaim ann an Roinn FtG na h-Àrd-sgoile.		
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>		
<b>2.1</b>	Tha an aithisg a' toirt ùrachadh do bhuill na Comataidh air cuid de ghnìomhan a chaidh a dhèanamh bho chionn ghoirid gus taic a thoirt do leasachadh FtG san Àrd-sgoil.		
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>		
<b>3.1</b>	<p><b>Freagairtean Co-chomhairle bhon Faoilleach 2023 air adhart:</b>  <b>Tha na freagairtean co-chomhairle a leanas, a tha co-cheangailte ri na a tha a' toirt buaidh air FtG aig ìre na h-àrd-sgoile, rim faighinn ann an earrann nan co-chomhairlean air làrach-lìn Bhòrd na Gàidhlig.</b></p> <p>Cho-chomhairleachadh air <a href="#">sgìre-sgoile airson foghlam tron Ghàidhlig ann an Comhairle Baile Obar Dheathain.</a></p>		
<b>3.2</b>	<p><b>Lèirmheas air Teisteanasan agus Measadh san Àm ri Teachd: Co-chomhairle air Roghainnean airson Atharrachadh</b></p> <p>Tha an Lèirmheas air Teisteanasan agus Measadh san Àm ri Teachd aig an t-Ollamh Hayward aig an treas ìre an-dràsta, far a bheil modal ùr airson teisteanasan agus measadh air a chur air adhart. Tha moladh ann airson Diplòma Coileanaidh na h-Alba a bhiodh a' toirt dealbh slàn de shoirbheachas gach sgoilear thairis air an t-slighe ionnsachaidh aca. Bha Manaidsear Foghlaim an làthair aig choinneamh air 22 Giblean cuide ri riochdairean eile bho fhoghlam Gàidhlig leis an t-Ollamh Hayward agus thathar an dùil gun tèid molaidhean sònraichte ceangailte ri FtG san aithisg dheireannach gu bhith air a chur a-steach gu Ministearan sa Chèitean.</p>		
<b>3.3</b>	<p><b>Measadh Roghainnean air a bhith a' Cruthachadh Seirbheis FtG ùr aig ìre na h-Àrd-sgoile</b></p> <p>Mar a chaidh a thoirt fa-near aig coinneamh na Comataidh san t-Samhain 2022, tha Bòrd na Gàidhlig air maoinachadh a thoirt seachad gus an urrainn do Chomhairle Inbhir Chluaidh a dhol air adhart le measadh roghainnean air leasachadh FtG aig ìre na h-Àrd-sgoile. Chaidh am Measadh Roghainnean a chur chun na Comataidh iomchaidh taobh a-staigh Comhairle Inbhir Chluaidh san Mhàrt 2023 airson beachdachadh agus tha buill de Chomhairle Inbhir Chluaidh air taic a chur ri plana fon tèid foghlam Gàidhlig a thabhann air sgoilearan àrd-sgoile na sgìre. Bhruidhinn Stiùiriche Foghlaim air An La 03/04/23 mun bhuidh a bheir seo air fàs FtG. Bidh Stiùiriche Foghlaim an làthair aig an ath coinneamh den Secondary Gaelic Advisory Group aig a' chomhairle sa Chèitean gus beachdachadh air na h-ath cheumnan.</p>		
<b>3.4</b>	<p><b>Sgeama Tabhartasan Foghlaim</b></p> <p>Uile gu lèir, tha Sgeama Tabhartasan Foghlaim air na leanas a thoirt seachad ann an 2022-23: Tabhartasan Foghlaim do dh'oileanaich air Cùrsaichean Foghlaim: 47 Oileanaich Iomlan: £61,862</p>		

	<p>Tha seo math an coimeas ri figearan 2021-22: Tabhartasan Foghlaim do dh'oileanaich air Cùrsaichean Foghlaim: 47 Oileanaich Iomlan: £52,621 Tha Tabhartasan Foghlaim fosgailte do thagraidhean bho oileanaich air Cùrsaichean Bun-sgoile / Àrd-sgoile / Tràth-bhliadhnaichean agus tidsearan air pileat an ATQ. Tha e air a mholadh barrachd taic a chumail ri oileanaich a tha ag amas air teagaisg san àrd-sgoil agus/no airson cuspair eile libhrigeadh ann am FtG (cuspair 5.4 air clàr-gnothaich)</p>			
<b>3.5</b>	<b>FtG sa chlàr-ama aig ìre na h-Àrd-sgoile</b>			
	<p>Thòisich Bòrd na Gàidhlig agus Foghlam Alba ag obair air co-iomairt gus taic a thoirt do chlàr-ama FtG aig ìre na h-Àrd-sgoile. Bidh dà phrìomh amas aig seo – taic a thoirt do dh'Àrd-luchd-obrach le uallach airson clàran-ama agus structaran cholbhan agus a bhith a' sgaoileadh eisimpleirean de dh'obair shoirbheachail thar ùghdarrasan ionadail. Chaidh coinneamh a chumail sa Ghearran le Foghlam Alba gus beachdachadh air riochdaire bho FMG a chur ris a' Bhuidheann Clàr-ama Nàiseanta. Tuilleadh fiosrachaidh ri thoirt seachad aig an ath choinneamh.</p>			
<b>4.0</b>	<b>Moladh</b>			
<b>4.1</b>	Gun toir a' Chomataidh am pàipear seo fa-near.			
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>			
<b>5.1</b>	<b>Buidhean air Ionmhas</b>			
	Tha na cosgaisean uile taobh a-staigh a' bhuidseit.			
<b>5.2</b>	<b>Buidh air Luchd-obrach</b>			
	Cha bhi buaidh ann			
<b>5.3</b>	<b>Buidh air Trèanadh</b>			
	Cha bhi buaidh ann			
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachdail agus Corporra</b>			
	Tha an obair seo a' cur ri amas chorporra 2 Gum bi barrachd cothroman ann 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.			
<b>5.5</b>	<b>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</b>			
	<b>Adhbhar</b>		<b>Ar Luachan</b>	
	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 seasmach agus inghabhalach		'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	
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>			
	Còraichean Daonna	<input type="checkbox"/>	Clann is Daoine Òga	<input checked="" type="checkbox"/>
	Cultar	<input type="checkbox"/>	Coimhearsnachd	<input type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach			<input type="checkbox"/>
<b>5.6</b>	<b>Buidhean air Cliù</b>			
	Cha bhi buaidh ann			
<b>5.7</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b>			
	Cha bhi buaidh ann			

<b>5.8</b>	<b>Buaidhean Laghail</b> Cha bhi buaidh ann
<b>5.9</b>	<b>Buaidhean air Co-ionannas</b> Cha bhi buaidh ann

*\* Nì fiosrachaidh a ghabhas deasbad aig a' choinneimh.*

CLPL - Ionnsachadh proifeiseanta fad-dreuchd (*Career-long Professional Learning*)

FtG / FLi – Foghlam tro Mheadhan na Gàidhlig / Foghlam Luchd-ionnsachaidh

ATQ – Teisteanas Teagaisg a Bharrachd gus an urrainn do tidsearan Nuadh-chànanan ann an àrd-sgoiltean tro mheadhan na Beurla a bhith a' cur Gàidhlig ris a' chlàradh aca.

SLT - Àrd-sgioba stiùiridh



<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	09.05.2023
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	5.2

<b>Tìotal a' Phàipeir</b>	Adhartas air Trusadh is Glèidheadh Luchd-teagaisg	
<b>Moladh do Bhuill</b>	Airson Fiosrachaidh*	
<b>Neach-labhairt:</b>	Jennifer McHarrie	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Sgioba-stiùiridh	27.04.2023	Ri Aontachadh
<b>Pàipear-taice air a cheangal ris</b>	-	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	Ùrachadh airson na Comataidh air leasachaidhean le Trusadh is Glèidheadh Luchd-teagaisg.	
<b>2.0</b>	<b>Cùl-fhiosrachaidh</b>	
<b>2.1</b>	Tha an aithisg seo a' coimhead air cuid de ghnìomhan air a bheil an t-Oifigear Leasachaidh agus an Sgioba Foghlaim air a bhith ag obair, a' togail air an fhiosrachadh a fhuair a' Chomataidh anns an Fhaoilleach 2023.	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	<p><b>Prògram nan Tadhalan Sgoile</b></p> <p>Tha prògram nan tadhalan sgoile fhathast ga libhrigeadh gach teirm le 15 Àrd-sgoiltean air tadhal fhaighinn agus seisean sanasachd le taisbeanadh bhon Oifigear Leasachaidh (Tidsearan) gu Giblean 2023 agus a leantainn gu deireadh teirm 4. A bharrachd air a bhith a' toirt seachad tadhal sgoile, bidh an t-Oifigear Leasachaidh ag obair còmhla ri Leasachadh Sgilean na h-Alba agus Oifigearan DYW a' frithealadh Fèilltean Dhreuchdan a' brosnachadh dhreuchdan ann am FtG.</p>	
<b>3.2</b>	<p><b>Taic do Luchd-teagaisg ùra</b></p> <p>Mar phàirt den phrògram taic do thidsearan-probhaidh ann am FtG tha an t-Oifigear Leasachaidh (Tidsearan) a' cur sreath de sheiseanan tràanaidh air dòigh thar an t-seisein. Tha an seisean foghlaim a' ruith bhon Lùnastal chun an Ògmhios gach bliadhna agus e air a roinn ann an 4 teirmean.</p> <p>Chaidh 3 seiseanan CLPL a chur air dòigh do Thidsearan FtG ùra le 4mh san amharc airson an ath mhios. Tha seiseanan air an libhrigeadh ann an com-pàirteachas le (i) Stòrlann, (ii) Foghlam Alba, (iii) SMO le fòcas sònraichte air oideachadh bogaidh.</p> <p>Bidh an 4mh seisean a' cuimseachadh air beachdan bho dhiofar bhuidhnean Gàidhlig agus mar as urrainn dhaibh taic a thoirt do thidsearan ùra. Thathar a' cur ri chèile pasgan le fiosrachadh mu thaic agus buidhnean mar ghoireas do thidsearan.</p>	
<b>3.3</b>	<p><b>Colaistean is Oilthighean</b></p> <p>Tha Sgioba Foghlaim Bhòrd na Gàidhlig air taic agus comhairle phroifeiseanta a thoirt do luchd-obrach Oilthigh Obar Dheathain a thaobh cothroman gus ITE a libhrigeadh airson FtG. Chaidh a' choinneamh a chumail sa Mhàrt le còmhraidhean mu chothroman.</p>	

	<p>Thadhail Manaidsear an Fhoghlaim air Oilthigh Ghlaschu sa Ghearran a bhruidhinn ri oileanaich a tha air ceuman Gàidhlig a dhèanamh, agus gus fiosrachadh a thoirt seachad mu dhreuchdan ann an teagasg.</p> <p>Choinnich an t-Oifigear Leasachaidh ri Oilthigh Shrath Chluaidh sa Ghiblean agus iad an dùil chualtean còmhla a chur air dòigh airson teirm 4.</p> <p>Chaidh coinneamh a chumail sa Ghiblean leis a' Mhanaidsear Foghlaim agus Stiùiriche Foghlaim le luchd-obrach bhon roinn teagaisg gus bruidhinn air solar ITE agus dòighean air feuchainn ri àireamhan àrdachadh. Obraichidh sinn leis an Sgioba Conaltraidh gus teachdaireachdan air na meadhanan sòisealta a chur air dòigh air cinn-latha dùnaidh airson iarrtasan airson a' chùrsa teagaisg.</p> <p>Leanaidh an cùrsa ATQ, ach tha aig tagraichean ri barrachd obair a dhèanamh air an cuid Gàidhlig a dhèanamh gus an ruig iad an ìre riatanach airson an cùrsa a chrìochnachadh. Mar sin, cha tig a' chiad bhuidheann gu crìch gus an ath-bhliadhna</p> <p><b>3.4 Lìonraidhean agus ceanglaichean ùra</b> Coinneamhan a' gabhail a-steach: Leabharlann Bàrdachd na h-Alba, Comhairle Pheairt is Cheann Rois is Pàrlamaid na h-Alba. 'S e an t-amas fiosrachadh a chruinneachadh mu bhuidhnean sam bith a tha a' tabhann ghoireasan no a' cuideachadh le lìbhrigeadh foghlam Gàidhlig leithid buidhnean coimhearsnachd, agus seo a chur ri Padlet a dh'fhaodar a cho-roinn le tidsearan.</p> <p><b>3.5 Cùisean conaltraidh</b> Artaigeil airson Teachers Resource 16/03 agus Scotland4Kids Teachers Edition 02/05 a' brosnachadh cothroman bogaidh do luchd-obrach is tabhartasan foghlaim. Tha an sgioba meadhanan sòisealta a' brosnachadh agus a' co-roinn fiosrachadh bho dhaoine eile Solaraidhean ITE/PGDE a bharrachd air cruinneachadh round-up gach seachdain de dhreuchdan bàna ann an FtG.</p> <p>Bhruidhinn Stiùiriche an Fhoghlaim air Radio nan Gàidheal airson an dàrna tachartais (seisean fiosrachaidh air-loidhne) gus Cothroman Bogaidh do thidsearan a shanasachadh</p> <p><b>3.6 Cothroman air Bogadh Gàidhlig do Luchd-obrach Foghlaim</b> Tha an sgeama a tha a' cur taic ri cothroman bogaidh Gàidhlig do Luchd-teagaisg is Luchd-obrach Tràth-ionnsachadh is Cùram-chloinne (TIC), a-nis fosgailte do thagraidhean suas gu 4 Cèitean 2023. 2 sheisean fiosrachaidh air-loidhne air an cumail le taic bho cho-obraichean aig UHI agus Oilthigh Ghlaschu. Bha còrr air 40 daoine an làthair eadar an 2 sheisean.</p> <p>Leudachadh air an sgeama gus a bhith a' gabhail a-steach cùrsa Gàidhlig is Conaltradh tro UHI le roghainn ionnsachadh air astar oir tha an cùrsa seo ag amas air luchd-cleachdaidh nas comasaiche.</p> <p><b>3.7 Sgeama Thabhartasan Foghlam Gàidhlig 2023</b> Fosglaidh seo a-rithist san Ògmhios 2023 agus bheir e taic do dh'oileanaich ITE, oileanaich TIC agus cuideachd tidsearan le teisteanas a tha airson na sgilean aca a leasachadh. Tha còmhraidhean gan cumail a thaobh an gabhadh brosnachadh a bharrachd a thabhann dhaibhsan a tha a' dèanamh chùrsaichean foghlam àrd-sgoile.</p>
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<b>3.8</b>	<b>GTCS (Comhairle Choitcheann Teagaisg na h-Alba)</b>			
	Tha Bòrd na Gàidhlig air a bhith ann an còmhraidhean le GTCS a thaobh fiosrachadh a sgaoileadh gu tidsearan mun sgeama Tabhartasan Cùrsaichean Bogaidh do Luchd-obrach Foghlaim a tha fosgailte gu 04.05.23.			
	Tha Bòrd na Gàidhlig air a bhith a' libhrigeadh seiseanan trèanaidh do thidsearan-pròbhaidh agus thathar a' coimhead air dòighean gus na seiseanan seo a thabhann do bharrachd thidsearan ùra airson am brosnachadh gus dreuchd a ghabhail ann am FtG. Thèid fiosrachadh a sgaoileadh gu tidsearan-pròbhaidh a tha air slighe shùbailte, agus thathar an dùil cuideachd fòcas a chur air tidsearan-pròbhaidh de chuspairean àrd-sgoile nach do thagh slighe FtG gu ruige seo, ach aig a bheil comas sa chànan.			
<b>4.0</b>	<b>Moladh</b>			
<b>4.1</b>	Gun toir a' Chomataidh am pàipear seo fa-near.			
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>			
<b>5.1</b>	<b>Buidhean air Ionmhas</b>			
	Buaidh air buidseatan airson Foghlaim agus Sanasachd ach uile taobh a-staigh nam buidseatan stèidhichte.			
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b>			
	Buaidh air Goireasan Luchd-obrach – an dà chuid anns an Sgioba Foghlaim agus airson an Sgioba Conaltraidh.			
<b>5.3</b>	<b>Buidhean air Trèanadh</b>			
	Chan eil buaidh gu sònraichte ann			
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>			
	Tha an stiùireadh seo a' cur ri amas corporra 2 - Gum bi barrachd chothroman ann 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.			
<b>5.5</b>	<b>Ceanglaichean ri Frèam-obrach Coileanadh Nàiseanta</b>			
	<b>AR N-ADHBHAR</b>		<b>AR LUACHAN</b>	
	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	
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>			
	Còraichean daonna	<input type="checkbox"/>	Clann	<input checked="" type="checkbox"/>
	Cultar	<input type="checkbox"/>	Coimhearsnachdan	<input type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-Nàiseanta	<input type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach			<input type="checkbox"/>
<b>5.6</b>	<b>Buidhean air Cliù</b>			
	Neartaichidh an obair seo cliù a' Bhùird mar bhuidheann a tha a' bualadh gu h-èifeachdach air feumalachdan an t-siostaim FtG airson luchd-teagaisg a bharrachd.			
<b>5.7</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b>			
	Cha bhi buaidh ann.			
<b>5.8</b>	<b>Buidhean Laghail</b>			
	Cha bhi buaidh ann.			
<b>5.9</b>	<b>Buidhean air Co-ionannas</b>			
	Cha bhi buaidh ann.			
<b>5.10</b>	<b>Buidhean air an àrainneachd</b>			
	Cha bhi buaidh ann.			

\*Fosgailte airson deasbad aig a choinneamh

Seisean Fosgailte

Cuspair 5.2

ATQ – Teisteanas Teagaisg a Bharrachd gus an urrainn do tidsearan Nuadh-chànanan ann an àrd-sgoiltean tro mheadhan na Beurla a bhith a’ cur Gàidhlig ris a’ chlàradh aca.

CLPL - Ionnsachadh proifeiseanta fad-dreuchd (*Career-long Professional Learning*)

DYW – Developing the Young Workforce

FtG / FLi – Foghlam tro Mheadhan na Gàidhlig / Foghlam Luchd-ionnsachaidh

ITE- Initial Teacher Education (Teacher Training Courses)

SLT - Àrd-sgioba stiùiridh



<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Goireasan
<b>Ceann-latha na Coinneimh</b>	09/05/2023
<b>Àite:</b>	Air MS Teams
<b>Nì a' Chlàir-ghnothaich</b>	5.3

<b>Tìotal a' Phàipeir</b>	Buaidh bho thaic BnG air obair òigridh	
<b>Moladh do Bhuill</b>	Airson Fiosrachadh*	
<b>Neach labhairt:</b>	Steven Kellow, Oifigear Maoineachaidh is Phròiseactan	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Sgioba Stiùiridh	27/04/2023	Ri Aontachadh
<b>Pàipear-taice air a cheangal ris</b>	PT1 – Clàr de phròiseactan a fhuair taic BnG ann an 2022/23 co-cheangailte ri òigridh	
<b>1</b>	<b>Adhbhar</b>	
1.1	Gus fiosrachadh a thoirt do bhuill na Comataidh mun buaidh a th' aig pròiseactan a gheibh taic-airgid bho Bhòrd na Gàidhlig air obair òigridh sa Ghàidhlig.	
<b>2.</b>	<b>Cùl-fhiosrachadh</b>	
2.1	Tha am pàipear seo a' freagairt air gnìomh ann am plana obrach na Comataidh gus lèirmheas a dhèanamh air buaidh taic-airgid Bòrd na Gàidhlig air obair òigridh, is mar ùrachadh den fhiosrachaidh a chaidh a thoirt seachad aig coinneamhan 9 Ògmhios 2020, 18 Cèitean 2021 agus 10 Cèitean 2022.	
<b>3.</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
3.1	Tha am Plana Cànan Nàiseanta Gàidhlig agus Plana Chorporra Bhòrd na Gàidhlig a' cur prìomhachas air obair òigridh, gus dhaoine òga a bhrosnachadh gus an cànan a chleachdadh taobh a-muigh na sgoile le amas gum bi iad a' cleachdadh na Gàidhlig nas trice, is a' cumail orra leis a' chleachdadh sin às dèidh dhaibh foghlam tro mheadhan na Gàidhlig fhàgail.	
3.2	Tro obair nan tabhartasan aig Bòrd na Gàidhlig, thathar a' cur an aon prìomhachas seo air obair òigridh tro na diofar sgeamaichean a thathar a' ruith. Gheibhear iomradh gu h-ìosal air na prìomhachasan a bha aig na diofar sgeamaichean an uiridh a bha ag amas gu sònraichte air taic a chumail ri daoine òga:	
	<b>Taic Freumhan Coimhearsnachd 2022/23</b>	
	<ul style="list-style-type: none"> <li>• “A' toirt cothrom do dhaoine òga le Gàidhlig a chànan a chleachdadh taobh-a-muigh na sgoile, colaiste no oilthigh”</li> <li>• “A' brosnachadh no cumail taic ri theaghlaichean airson Gàidhlig a chleachdadh còmhla no aig an dachaigh</li> </ul>	
	<b>Colmille 2022/23</b>	
	<ul style="list-style-type: none"> <li>• “A' toirt luchd-labhairt òga na Gàidhlig is na Gaeilge còmhla tro thachartasan no pròiseactan sgoile</li> </ul>	
	<b>GLAIF 2022/23</b>	
	<ul style="list-style-type: none"> <li>• “A' brosnachadh cleachdadh na Gàidhlig is a' togail chomasan airson leasachadh na Gàidhlig anns a' choimhearsnachd, gu h-àraidh am measg dhaoine òga”</li> </ul>	

3.3	A bharrachd air na phuingean gu h-àrd, bhathar cuideachd a' ruith sgeama Tabhartasan nan Tràth-bhliadhnaichean ann an co-bhann le Comann nam Pàrant, le taic-airgid bhon sgeama CYPEIF is ALEC (Children, Young People and Families Early Intervention & Adult Learning and Empowering Communities) aig Corra Foundation (is airgead airson an sgeama sin a' tighinn bho Riaghaltas na h-Alba), is tha seo stèidhichte gu tur air cothroman cleachdadh is ionnsachadh na Gàidhlig a thabhann do chlann òga.																					
3.4	Thathar a' tomhais thairis air na sgeamaichean taic-airgid air fad gun deach timcheall air £1.1 millean de thaic-airgid (timcheall air trian de bhuidseat leasachaidh a' Bhùird) a ghealltainn ann am bliadhna-ionmhais 2022/23 do thimcheall air 67 phròiseactan no bhuidhnean a tha an sàs gu dìreach ann a bhith a' cur taic ri tachartasan no gnìomhan airson dhaoine òga. Tha na figearan seo air a bhith an ìre mhath rèidh airson na bliadhnaichean seo chaidh.																					
3.5	Tha iomradh gu h-ìosal air an àireamh de phròiseactan is suimeannan airgead air a bhriseadh a-rèir sgeamaichean taic-airgid:																					
	<table border="1"> <thead> <tr> <th>Sgeama</th> <th>Pròiseactan</th> <th>Suim</th> </tr> </thead> <tbody> <tr> <td>Buidheann Com-pàirteach Libhrigidh</td> <td>10</td> <td>£745,000</td> </tr> <tr> <td>GLAIF</td> <td>11</td> <td>£167,775</td> </tr> <tr> <td>Taic Freumhan Coimhearsnachd</td> <td>21</td> <td>£48,170</td> </tr> <tr> <td>Tabhartasan Tràth-bhliadhnaichean</td> <td>22</td> <td>£97,580</td> </tr> <tr> <td>Tabhartasan Coitcheann</td> <td>3</td> <td>£44,000</td> </tr> <tr> <td><b>IOMLAN</b></td> <td><b>67</b></td> <td><b>£1.1m</b></td> </tr> </tbody> </table>	Sgeama	Pròiseactan	Suim	Buidheann Com-pàirteach Libhrigidh	10	£745,000	GLAIF	11	£167,775	Taic Freumhan Coimhearsnachd	21	£48,170	Tabhartasan Tràth-bhliadhnaichean	22	£97,580	Tabhartasan Coitcheann	3	£44,000	<b>IOMLAN</b>	<b>67</b>	<b>£1.1m</b>
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3.6	Tha tuilleadh fiosrachaidh air na phròiseactan sònraichte seo ri fhaighinn ann am PT1, is fiosrachadh nas mionaidiche air na phròiseactan ri fhaighinn <a href="#">tro GrantNav</a> .																					
3.7	Leis a seo, chithear gu bheil cuid as motha den airgead air a ghealltainn do phròiseactan òigridh dol a-mach tro obair nam Buidhnean Com-pàirteach Libhrigidh, is gu sònraichte Comunn na Gàidhlig – is obair an lìonra Iomairtean, Spòrs Gàidhlig is prògram thachartasan nàiseanta aig ìre £660,000 airson 2022/23.																					
3.8	Thathar a' moladh gu mòr oidhirp na buidhnean air fad a tha an sàs ann a bhith cur air adhart cothroman cleachdadh don òigridh is an dùil gum bi sgeamaichean san àm ri teachd cumail fòcas aca gus taic-airgid a thabhann don leithid.																					
<b>4.</b>	<b>Moladh</b>																					
	Thathar ag iarraidh air Buill na Comataidh am fiosrachadh sa phàipear a leughadh agus na pàipearan-taice a thoirt fa-near.																					
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5.4.1	<p>Tha obair òigridh na prìomhachas do Bhòrd na Gàidhlig, is tha na gnìomhan a leanas bho Phlana Chorpóra 2018-23 air an ainmeachadh co-cheangailte ris a' phrìomhachas sin:</p> <p><b>Cleachdadh na Gàidhlig</b></p> <ul style="list-style-type: none"> <li>• “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”</li> <li>• “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”</li> <li>• “A’ cur barrachd chothroman, is cothroman nas fheàrr, air adhart far am bi teaghlachan a’ cleachdadh na Gàidhlig anns an dachaigh aca”</li> </ul>																																				
5.4.2	<p><b>Ionnsachadh na Gàidhlig</b></p> <ul style="list-style-type: none"> <li>• “A’ cur iomairtean air dòigh le luchd-compàirt gus barrachd taic a thoirt do theaghlachan nuair a tha a’ chlann aca aig ìre nan tràth-bhladhnaichean”</li> </ul>																																				
5.4.3	<p><b>Cur air adhart na Gàidhlig</b></p> <ul style="list-style-type: none"> <li>• “Ag obair còmhla ri luchd-compàirt airson iomairtean a dhealbhadh is a chur an gnìomh a bheir taic do dh’ionnsachadh is cleachdadh na Gàidhlig”</li> </ul>																																				
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Còd taic-airgid	Sgeama	Grantee	Project Title	Amount Funded
2223/09	Buidheann Com-pàirteach Libhrigidh	Comunn na Gàidhlig	Iomairtean	£ 378,400.00
2223/09	Buidheann Com-pàirteach Libhrigidh	Comunn na Gàidhlig	Spòrs Gàidhlig	£ 50,000.00
2223/09	Buidheann Com-pàirteach Libhrigidh	Comunn na Gàidhlig	Prògram Nàiseanta CnaG	£ 20,000.00
2223/10	Buidheann Com-pàirteach Libhrigidh	An Comunn Gàidhealach	Mòdan Ionadail	£ 5,000.00
2223/14	Buidheann Com-pàirteach Libhrigidh	Fèisean nan Gàidheal	Fèisgheil	£ 60,000.00
2223/14	Buidheann Com-pàirteach Libhrigidh	Fèisean nan Gàidheal	Sgoil Samhraidh & Tachartasan Còmhnaidh	£ 20,000.00
2223/26	Buidheann Com-pàirteach Libhrigidh	Comhairle nan Eilean Siar	Iomairtean CnaG	£ 143,600.00
2223/27	Buidheann Com-pàirteach Libhrigidh	Comhairle Earra-Ghàidheal is Bhòid	Iomairtean CnaG	£ 36,800.00
2223/28	Buidheann Com-pàirteach Libhrigidh	Comhairle Baile Dhùn Èideann	Iomairtean CnaG	£ 15,600.00
2223/29	Buidheann Com-pàirteach Libhrigidh	Comhairle Baile Ghlaschu	Iomairtean CnaG	£ 15,600.00
2223/3004	GLAIF	City of Edinburgh Council	Capital Gaelic – further development and consolidation	£ 20,000.00
2223/3008	GLAIF	Angus Council	Gaelic Walks	£ 600.00
2223/3015	GLAIF	National Library of Scotland	Cinema Sgìre	£ 25,000.00
2223/3016	GLAIF	NatureScot	Rannasachadh àrainneachdail còmhla ri Àrainneachd Eachdraidheil Alba	£ 6,000.00
2223/3030	GLAIF	Comhairle nan Eilean Siar	Comhairle Staff Gaelic Development	£ 20,000.00
2223/3034	GLAIF	West Dunbartonshire Council	Expansion of Gaelic Bookbug, Early Years Sessions, BGE and Adult Gaelic Learning Sessions	£ 10,000.00
2223/3035	GLAIF	West Dunbartonshire Council	Cafaidh Capadaich agus Bùth Obrach	£ 2,500.00
2223/3041	GLAIF	North Lanarkshire Council	Leasachadh na Gàidhlig anns a' Chòimhearsnachd airson Oigridh agus Inbhidh	£ 12,000.00
2223/3042	GLAIF	The Highland Council	Gàidhlig sa Chòimhearsnachd	£ 5,675.00
2223/3043	GLAIF	The Highland Council	Promoting Gaelic in the 0 to 3 Sector- a 3 year strategic partnership	£ 60,000.00
2223/3045	GLAIF	The Highland Council	Prògram Taic BSGPR	£ 6,000.00
2223/4005	Taic Freumhan Coimhearsnachd	Air Ghleus	Air Ghleus	£ 3,000.00
2223/4007	Taic Freumhan Coimhearsnachd	Comunn Eachdraidh Nis	Air an Àirigh	£ 300.00
2223/4010	Taic Freumhan Coimhearsnachd	Tighnabruaich District Development Trust	A' Gàidhlig na Tìr Fhèin	£ 2,190.00
2223/4011	Taic Freumhan Coimhearsnachd	Comunn Gàidhealach an Òbain	Mòd Acadamaidh an Òbain	£ 3,000.00
2223/4013	Taic Freumhan Coimhearsnachd	Royal Scottish National Orchestra	Yoyo & The Little Auk 2022	£ 3,500.00
2223/4016	Taic Freumhan Coimhearsnachd	Comhairle nam Pàrant Bun-sgoil Ghàidhlig Ghleann Dàil	A' brosnachadh na Gàidhlig tro òrain is sgeulachdan, airson clann is theaghlachan	£ 3,980.00
2223/4017	Taic Freumhan Coimhearsnachd	Ceòl is Craic	Ginealach Ùr 2022-23	£ 5,000.00
2223/4019	Taic Freumhan Coimhearsnachd	Staffin Community Trust	Làithean Buidhe dhan Òigridh 2022	£ 3,000.00
2223/4020	Taic Freumhan Coimhearsnachd	Comann nam Pàrant Inbhir Narainn	Leig leis fàs	£ 3,990.00
2223/4024	Taic Freumhan Coimhearsnachd	Kilmuir & Staffin Primary Schools	Prògram 2022/23	£ 4,000.00
2223/4030	Taic Freumhan Coimhearsnachd	Sir E Scott School	Brosnachadh Gàidhlig	£ 1,600.00
2223/4033	Taic Freumhan Coimhearsnachd	Scottish Poetry Library	Nua-nòs	£ 4,500.00
2223/4034	Taic Freumhan Coimhearsnachd	Fèis Phàislig	Còisir Ghàidhlig Fèis Phàislig	£ 2,000.00
2223/4036	Taic Freumhan Coimhearsnachd	Co-roinn Ghàidhlig Mhuile agus Idhe	Sgeul na Dreolluinn	£ 1,750.00
2223/4043	Taic Freumhan Coimhearsnachd	Parkour Outreach CIC	Parkour sa Ghàidhlig	£ 1,480.00
2223/4044	Taic Freumhan Coimhearsnachd	Comunn Gàidhealach Muile	Mull Storytelling into Action	£ 2,000.00
2223/4052	Taic Freumhan Coimhearsnachd	North Harris Trust	Duais Iain Muir - Na Hearadh	£ 1,050.00
2223/4054	Taic Freumhan Coimhearsnachd	Dingwall Academy	Cur-seachadan le Spòrs Gàidhlig	£ 250.00
2223/4055	Taic Freumhan Coimhearsnachd	Tain Royal Academy	Cur-seachadan le Spòrs Gàidhlig	£ 600.00
2223/4057	Taic Freumhan Coimhearsnachd	Ullapool High School	Cur-seachadan le Spòrs Gàidhlig	£ 250.00
2223/4058	Taic Freumhan Coimhearsnachd	Nicolson Institute	Cothrom cuir-seachadan a-muigh le Spòrs Gàidhlig	£ 730.00
2223/801	Tabhartasan Tràth-bhliadhnaichean	Cròileagan Inbhir Pheofharain	Mathan Beag & Pàrant is Pàiste	£ 12,000.00
2223/802	Tabhartasan Tràth-bhliadhnaichean	Ceuman Beaga Inbhir Nis	Ceuman Beaga Inbhir Nis	£ 2,800.00
2223/803	Tabhartasan Tràth-bhliadhnaichean	An Cearcall	An Cearcall a-muigh Ath Tharracail	£ 1,250.00
2223/804	Tabhartasan Tràth-bhliadhnaichean	Corragan Beaga Mallaig	Corragan Beaga Mallaig	£ 2,600.00

Còd taic-airgid	Sgeama	Grantee	Project Title	Amount Funded
2223/805	Tabhartasan Tràth-bhliadhnaichean	Clann Trang Cille Bhrìde an Ear	Clann Trang Cille Bhrìde an Ear	£ 6,500.00
2223/806	Tabhartasan Tràth-bhliadhnaichean	Kinlochlovin'	Casan Beag	£ 2,500.00
2223/807	Tabhartasan Tràth-bhliadhnaichean	North Ayrshire Gaelic Baby & Toddler Group	Cròileagan Siorrachd Àir a Tuath	£ 6,000.00
2223/808	Tabhartasan Tràth-bhliadhnaichean	Lochcarron 0-5 Gaelic Group	Lochcarron 0-5 Gaelic Group	£ 2,700.00
2223/809	Tabhartasan Tràth-bhliadhnaichean	Casan Beaga Baile Dhubhthaich	Casan Beaga Baile Dhubhthaich	£ 2,100.00
2223/810	Tabhartasan Tràth-bhliadhnaichean	Ionad Chaluum Chille Ìle	Bogha Frois	£ 3,000.00
2223/812	Tabhartasan Tràth-bhliadhnaichean	Cròileagan an Ath Leathainn	Cròileagan an Ath Leathainn	£ 4,500.00
2223/813	Tabhartasan Tràth-bhliadhnaichean	Cròileagan Obar Dheathain	Pàrant is Pàiste Obar Dheathain	£ 4,100.00
2223/816	Tabhartasan Tràth-bhliadhnaichean	Pàrant is Pàiste Phartaig	Parant is Paisde Phartaig	£ 2,200.00
2223/818	Tabhartasan Tràth-bhliadhnaichean	Comann nam Pàrant Port Rìgh	Rionnagan Beaga Phort Rìgh	£ 13,330.00
2223/819	Tabhartasan Tràth-bhliadhnaichean	Cluich Gaelic Toddler Group	Cluich Inbhir Nis	£ 1,500.00
2223/820	Tabhartasan Tràth-bhliadhnaichean	Cowal Gàidhlig Parent and Toddler Group	Cowal Gàidhlig Parent and Toddler Group	£ 5,000.00
2223/821	Tabhartasan Tràth-bhliadhnaichean	Lorn Toy Library	Lorn Toy Library	£ 2,650.00
2223/823	Tabhartasan Tràth-bhliadhnaichean	Rionnagan Beaga Bishopbriggs	Rionnagan Beaga Bishopbriggs	£ 2,900.00
2223/824	Tabhartasan Tràth-bhliadhnaichean	Pàrant is Pàiste Pollokshields	Pàrant is Pàiste Pollokshields	£ 2,000.00
2223/825	Tabhartasan Tràth-bhliadhnaichean	Cròileagan Grianach	Cròileagan Grianach Pàrant is Pàiste	£ 15,000.00
2223/826	Tabhartasan Tràth-bhliadhnaichean	Buidheann Pàisdean Inbhir Narainn	Buidheann Pàisdean Inbhir Narainn	£ 2,400.00
2223/827	Tabhartasan Tràth-bhliadhnaichean	Brògan Beaga Ulapuil	Brògan Beaga Ulapuil	£ 550.00
EILE-2023-00415	Tabhartasan Coitcheann	Sabhal Mòr Ostaig	Seachdain nan Teaghlaich	£ 13,000.00
EILE-2023-00418	Tabhartasan Coitcheann	Staffin Community Trust	Sùil nam Bràthan	£ 6,000.00
2223/39	Tabhartasan Coitcheann	Astar Media	FilmG 15	£ 25,000.00



<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	09/05/2023
<b>Àite:</b>	Air MS Teams
<b>Nì a' Chlàir-ghnothaich</b>	5.4

<b>Tìotal a' Phàipeir</b>	Prìomhachasan & Bun-riaghailtean Sgeamaichean Taic-airgid Foghlaim 2023/24	
<b>Moladh do Bhuill</b>	Airson Aontachadh	
<b>Neach labhairt:</b>	Steven Kellow, Oifigear Maoineachaidh is Phròiseactan	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Sgioba Stiùiridh	27/04/2023	Ri Aontachadh
<b>Pàipear-taice air a cheangal ris</b>	Chan eil	
<b>1.0</b>	<b>Adhbhar</b>	
1.1	A' sireadh aonta bhon Chomataidh Poileasaidh is Ghoireasan air prìomhachasan is bun-riaghailtean sgeamaichean taic-airgid Tabhartasan nan Tràth-bhliadhnaichean agus Tabhartasan Foghlaim 2023/24.	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
2.1	Bidh na sgeamaichean taic-airgid Tabhartasan Tràth-bhliadhnaichean agus Tabhartasan Foghlaim a' fosgladh airson iarrtasan 2023/24 a dh'aithghearr.	
2.2	Leis a' phàipear seo, thathar a' sireadh stiùir bhon Chomataidh air prìomhachasan is riaghailtean na sgeama, leis gun tèid na tabhartasan aontachadh aig ìre an Sgioba Stiùiridh leis gum bi nas lugha na £50,000 air a thabhann dhaibh.	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
3.1	Is e an dà sgeama seo na prìomh dhòighean anns am bi Bòrd na Gàidhlig a' cumail taic-airgid ri raointean tràth-bhliadhnaichean is trèanadh theagaisg.	
3.2	Tha sgeama Tabhartasan nan Tràth-Bhliadhnaichean ann airson taic-airgid a thoirt seachad do bhuidhnean tràth-bhliadhnaichean 0-3 airson seiseanan tro mheadhan na Gàidhlig a libhrigeadh.	
3.3	Tha sgeama Tabhartasan Foghlaim ann gus taic-airgid a thoirt seachad do dh' oileanaich a tha trèanadh airson a bhith nan tidsearan Gàidhlig, airson tidsearan Gàidhlig airson na sgilean aca a' leasachadh (m.e. a thaobh ceannardas no cuspairean foghlaim eile), no airson trèanadh Gàidhlig a thoirt do thidsearan Bheurla a dh' ionnsaigh gluasad gu foghlaim tro mheadhan na Gàidhlig.	
3.4	Am-bliadhna, airson a' chiad uair bho chionn co-dhiù 5 bliadhnaichean, tha Bòrd na Gàidhlig a' ruith an sgeama Tràth-bhliadhnaichean as aonais taic-airgid a bharrachd bho Chomann nam Pàrant is taic bhon sgeama CYPFEIF & ALEC aig Riaghaltas na h-Alba.	
3.5	Bidh seo a' ciallachadh gu bheil againn ri mu £75k bhuidseat a' lorg bho loidhnichean-bhuidseat eile airson taic a chumail ris an sgeama, gu sònraichte loidhne pròiseactan foghlaim, ach thathar an dùil gun ghabh seo a dhèanamh gun cus cron a dhèanamh air an sgeama.	
3.6	Chan eilear an dùil gum bi cus atharrachadh air prìomhachasan na sgeama bho bliadhnaichean a chaidh seachad, ach thèid am foirm-iarrtais sìmpleachadh gus a bheil nas lugha fiosrachadh	

Seisean Fosgailte  
Cuspair 5.4

	iarraidh bho luchd-iarrtais aig ìre an tagradh, is thèid am fiosrachadh a tha a dhith oirnn an uair sin iarraidh air buidhnean ma tha an iarrtas aca soirbheachail.						
3.7	Airson sgeama nan Tabhartasan Foghlaim, chan eil prìomhachasan sònraichte ann airson tagraichean, ach gu bheil iad clàraichte air cùrsa teagaisg (no trèanadh Gàidhlig) iomchaidh – is diofar ìrean taic ri fhaighinn a rèir dè an cùrsa agus dè an taic-airgid a tha iad air faighinn tron sgeama a-cheana.						
3.8	Am-bliadhna, thathar ag amas sìmpleachadh a dhèanamh air mar a tha suimeannan taic-airgid air a ruighinn airson luchd-iarrtas Tabhartasan Foghlaim, is seo fàgail cùisean nas fhasa tagradh a chur a-steach agus gum bi barrachd airgead air a thabhann do gach oileanach san fharsaingeachd (suas ri 30% a bharrachd airson luchd-iarrtais BA/MA Foghlaim is 15% airson luchd-iarrtais PGDE). Bidh fhathast taic a bharrachd air a thabhann do dhaoine a tha air roghainn cùrsa a ghabhail is iad air a bhith ann an dreuchd làn-thìde, is taic airson cìsean a' chùrsa far nach eil daoine comasach taic fhaighinn bho SAAS.						
3.9	Thathar cuideachd a' moladh airson a' chiad uair gun tèid airgead a bharrachd a thoirt seachad am-bliadhna do dh' oileanaich a tha clàradh airson cùrsa dh' ionnsaigh teagaisg ann an àrd-sgoiltean (airson brosnachadh a thoirt air daoine a tha gabhail an cothrom seo) agus tabhartas ùr a thoirt seachad do dh' oileanaich a tha air a bhith ann an cùram gus taic a bharrachd a chumail riutha an cùrsa aca a dhèanamh.						
3.10	Gheibhear tuilleadh fios gu h-ìosal air prìomhachasan is bun-riaghailtean an dà sgeama, agus gheibhear fiosrachadh fo phuuing 5.4 air mar a tha na sgeamaichean seo a' freagairt air gnìomhan Plana Chorporra agus Plana Gnìomh Bòrd na Gàidhlig.						
	<b>Tabhartasan nan Tràth-bhliadhnaichean</b>						
	<table border="1"> <thead> <tr> <th>A' fosgladh</th> <th>A' dùnadh</th> <th>Pròiseactan a' ruith</th> </tr> </thead> <tbody> <tr> <td>22 Cèitean 2023</td> <td>13 Iuchar 2023</td> <td>Lùnastal 23 – Ògmhios 24</td> </tr> </tbody> </table>	A' fosgladh	A' dùnadh	Pròiseactan a' ruith	22 Cèitean 2023	13 Iuchar 2023	Lùnastal 23 – Ògmhios 24
A' fosgladh	A' dùnadh	Pròiseactan a' ruith					
22 Cèitean 2023	13 Iuchar 2023	Lùnastal 23 – Ògmhios 24					
3.11	<u>Buidseat 2023/24 (tuairmse): £100,000</u>						
3.12	<u>Prìomhachasan</u> <ul style="list-style-type: none"> <li>A' daingneachadh gu bheil cothrom seasmhach aig clann is teaghlaichean air solar tràth-bhliadhnaichean Gàidhlig</li> <li>A' cur ris an àireamh chloinne a tha a' cumail a' dol le ionnsachadh tron Ghàidhlig aig ìrean eadar-ghluasaid</li> <li>A' cuideachadh barrachd theaghlaichean ann an Alba a bhith mothachail air na buannachdan a thig bho dhà-chànanas agus air na cothroman a gheibhear le foghlam tron Ghàidhlig</li> <li>A' cuideachadh phàrantan gus am bi eòlas nas fheàrr aca air goireasan agus air na cothroman a th' ann gus taic a chumail is conaltradh a dhèanamh ri an cuid chloinne tron Ghàidhlig san taigh agus sa choimhearsnachd</li> </ul>						
3.13	<u>Bun-riaghailtean</u> <ul style="list-style-type: none"> <li>Tha an sgeama fosgailte do bhuidhnean treas-roinn (carthannais no buidheann neo-chorpaichte) sam bith</li> <li>Chan fhaod buidhnean ach 1 iarrtas a chur a-steach</li> <li>Chan fhaodar iarrtas a chur a-steach airson còrr is £5,000, ach ma tha a' bhuidheann a' ruith barrachd na aon seisean san t-seachdain, faodar iarrtas a chur a-steach suas ri £15,000</li> </ul>						
3.14	<u>Slatan-tomhais</u> <ul style="list-style-type: none"> <li>A' freagairt air prìomhachasan na maoinne</li> <li>Comasan air seiseanan Gàidhlig aig deagh inbhe a' libhrigeadh</li> <li>Cho math is a tha a' bhuidheann a' cur ri cleachdadh, ionnsachadh is cur air adhart na Gàidhlig</li> </ul>						

Seisean Fosgailte  
Cuspair 5.4

	<ul style="list-style-type: none"> <li>• Soirbheachas na buidhne ann a bhith a' cur ri àireamhan frithealaidh, àireamhan a' dol a-steach gu FtG agus a bhith a' cur air adhart na Gàidhlig san sgìre</li> <li>• Comasan na buidhne gus suil a chumail air is measadh a dhèanamh air adhartas</li> <li>• A' brosnachadh co-ionannas agus a' toirt seachad cothroman do chlann a tha fo chùram</li> <li>• Luach an airgid ga shealltainn anns an iartas</li> </ul> <p><b>Tabhartasan Foghlaim</b></p> <table border="1"> <tr> <td>A' fosgladh</td> <td>A' dùnadh</td> <td>Pròiseactan a' ruith</td> </tr> <tr> <td>5 Ògmhios 2023</td> <td>1 Sultain 2023</td> <td>Sultain 23 – Ògmhios 24</td> </tr> </table>	A' fosgladh	A' dùnadh	Pròiseactan a' ruith	5 Ògmhios 2023	1 Sultain 2023	Sultain 23 – Ògmhios 24
A' fosgladh	A' dùnadh	Pròiseactan a' ruith					
5 Ògmhios 2023	1 Sultain 2023	Sultain 23 – Ògmhios 24					
3.15	<u>Buidseat 2023/24 (tuairmse): £75,000</u>						
3.16	<p><u>Prìomhachasan</u></p> <p>Tha an sgeama ann gus taic a chumail ri:</p> <ul style="list-style-type: none"> <li>• Oileanaich air cùrsa teagaisg Gàidhlig</li> <li>• Oileanaich air cùrsa thràth-bhliadhnaichean neo cùraim-chloinne Gàidhlig</li> <li>• Luchd-teagaisg an sàs ann am foghlam tron Ghàidhlig (a tha airson cùrsa a dhèanamh gus na sgilean aca a leasachadh)</li> <li>• Luchd-teagaisg ann am foghlam tro mheadhan na Beurla a tha airson cùrsa Gàidhlig a dhèanamh gus obair a dh' ionnsaigh teagaisg sa Ghàidhlig</li> </ul>						
3.17	<p><u>Bun-riaghailtean</u></p> <ul style="list-style-type: none"> <li>• Tha taic airson cìsean suas ri £1,820, ri fhaighinn ach ma tha e ceadaichte do thagraiche na cìsean aca a phàigheadh tro SAAS chan fhaod iad taic iarraidh airson cìsean</li> <li>• Tha tabhartas suas ri £1,000 ri fhaighinn mar thabhartas a rèir dè a' chùrsa agus dè an ìre den chùrsa air a bheil an tagraiche (m.e. suim nas ìsle airson cùrsa pàirt-thìde)</li> <li>• Tha tabhartas suas ri £5,000 gu h-iomlan ri fhaighinn airson daoine a tha air dreuchd làn-thìde a leigeil seachad airson an cùrsa a ghabhail, is tha an t-suim seo air lùghdachadh a rèir dè cho fada is a tha an tagraiche air a bhith ann an obair (m.e. £5,000 ma tha iad air a bhith ann an obair airson 4+ bliadhna, ach dìreach £2,000 ma tha iad air a bhith ann an obair airson 1 bliadhna)</li> </ul>						
3.18	<p><u>Slatan-tomhais</u></p> <p>Thèid iartasan a mheasadh, còmhla ri fianais a bharrachd a thathar a' sireadh, gus dearbhadh gu bheil an neach freagarrach airson taic-airgid fhaighinn, is ma tha iad freagarrach gheibh iad an t-suim air a bheil iad airidh.</p>						
3.19	Tha oifigearan a' cur fàilte air beachdan nam ball air na prìomhachasan, bun-riaghailtean is slatan-tomhais seo is tha iad toilichte molaidhean a ghabhail airson biadhachadh a-steach do sgeamaichean foghlaim 2023/24.						
<b>4.0</b>	<b>Moladh</b>						
	Thathar a' sireadh air Buill:						
4.1	Aontachadh ris na prìomhachasan is bun-riaghailtean nan sgeamaichean taic-airgid foghlaim airson 2023/24.						
<b>5.0</b>	<b>Prìomh Bhuaidhean Ro-innleachdach</b>						
<b>5.1</b>	<b>Buidhean air Ionmhas</b>						
5.1.1	Bidh a' mhòr-chuid de bhuidseat na sgeamaichean seo air a' chosg taobh a-staigh a' bhliadhna-ionmhais seo, is beagan ann am bliadhna-ionmhais 2023/24 mar pàighidhean mu dheireadh airson oileanaich agus buidhnean tràth-bhliadhnaichean.						
5.1.2	Tha na molaidhean a thaobh buidseat taobh a-staigh an airgid a tha air fhàgail anns na loidhnichean-bhuidseat, no le eòlas gum bi airgead bho loidhnichean eile ri fhaighinn airson taic a bharrachd a thoirt seachad (gu sònraichte airson sgeama Tabhartasan Tràth-bhliadhnaichean).						

<b>5.2</b>	<b>Buaidhean air Luchd-obrach</b>																																				
	Bidh an sgioba Thabhartasan an sàs anns na dà sgeama airson rianachd measaidhean is aontaidhean, agus taic ri fhaighinn bho sgioba an fhoghlaim a thaobh measadh is obair leis na buidhnean/daoine a tha cur iarrtasan a-steach.																																				
<b>5.3</b>	<b>Buaidhean air Trèanadh</b>																																				
	Cha bhith buaidh air trèanadh air luchd-obrach a' Bhùird, ach bidh an dà sgeama seo a' cur ri trèanadh feachd-obrach foghlaim Gàidhlig gu mòr.																																				
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>																																				
5.4.1	Bidh na sgeamaichean seo a' cur taic ris na gnìomhan a leanas bho Phlana Corporra 2018-2023 Bòrd na Gàidhlig:																																				
5.4.2	<b>Cleachdadh na Gàidhlig</b> <ul style="list-style-type: none"> <li>“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” (Tràth-bhliadhnaichean)</li> <li>“A’ cur barrachd cothroman, is cothroman nas fheàrr, air adhart far am bi teaghlaichean a’ cleachdadh na Gàidhlig anns an dachaigh aca” (Tràth-bhliadhnaichean)</li> </ul>																																				
5.4.3	<b>Ionnsachadh na Gàidhlig</b> <ul style="list-style-type: none"> <li>“Ag obair còmhla ri buidhnean de phàrantan is buidhnean buntainneach gus fàs a thoirt air FtG” (Tràth-bhliadhnaichean, Foghlam)</li> <li>“A’ cur iomairtean air dòigh le luchd-compàirt gus barrachd taic a thoirt do theaghlaichean nuair a tha a’ chlann aca aig ìre nan tràth-bhliadhnaichean” (Tràth-bhliadhnaichean)</li> <li>“A’ toirt taic do luchd-compàirt gus cothroman ionnsachaidh proifeiseanta a chruthachadh is a libhrigeadh leis an amas gum bi barrachd luchd-obrach ann agus barrachd sgilean aig luchd-obrach” (Foghlam)</li> <li>“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” (Foghlam)</li> </ul>																																				
<b>5.5</b>	<b>Ceanglaichean ri Frèam-obrach Coileanadh Nàiseanta</b>																																				
	<table border="1"> <thead> <tr> <th colspan="2">AR N-ADHBHAR</th> <th colspan="2">AR LUACHAN</th> </tr> </thead> <tbody> <tr> <td colspan="2">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 seasmach agus inghabhalach</td> <td colspan="2">‘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</td> </tr> <tr> <th colspan="4">AR LUACHAN BUILEAN NÀISEANTA</th> </tr> <tr> <td>Còraichean daonna</td> <td><input checked="" type="checkbox"/></td> <td>Clann</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Cultar</td> <td><input checked="" type="checkbox"/></td> <td>Coimhearsnachdan</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Àrainneachd</td> <td><input type="checkbox"/></td> <td>Bochdainn</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Slàinte</td> <td><input type="checkbox"/></td> <td>Eadar-Nàiseanta</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Foghlam</td> <td><input checked="" type="checkbox"/></td> <td>Eaconamaidh</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td colspan="3">Gnothachasan soirbheachail is ùr-ghnàthach</td> <td><input checked="" type="checkbox"/></td> </tr> </tbody> </table>	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 seasmach agus inghabhalach		‘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	<input checked="" type="checkbox"/>	Clann	<input checked="" type="checkbox"/>	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>	Slàinte	<input type="checkbox"/>	Eadar-Nàiseanta	<input type="checkbox"/>	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>	Gnothachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>
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 seasmach agus inghabhalach		‘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																																			
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Gnothachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>																																		
<b>5.6</b>	<b>Buaidhean air Cliù</b>																																				
	Tha na sgeamaichean seo a’ cur ri cliù na buidhne is iad a’ cumail taic ri luchd-ùidh ann an raointean sònraichte gus Gàidhlig a leasachadh.																																				
<b>5.7</b>	<b>Buaidhean air Slàinte is Sàbhailteachd</b>																																				
	Thèid dearbhadh le buidhnean tràth-bhliadhnaichean gum bi poileasaidhean iomchaidh aca is gum bi àrachas freagarrach aca.																																				
<b>5.8</b>	<b>Buaidhean Laghail</b>																																				
	Airson gach sgeama taic-airgid aig Bòrd na Gàidhlig tha sinn ag iarraidh air luchd-iarrtais a bhith mothachail air clann a tha fo chùram is cothroman a chruthachadh dhaibh, is seo mar																																				

Seisean Fosgailte  
Cuspair 5.4

	dhleastanas oirnn fo Achd na Cloinne is nan Daoine Òga (Alba) 2004 agus Plana Pàrantan Corporra aig Bòrd na Gàidhlig.
<b>5.9</b>	<b>Buidhean air Co-ionannas</b>
	Tha co-ionannas is Pàrantan Corporra mar pàirt àbhaisteach de dh'fhoirmichean-iarrtais Bòrd na Gàidhlig gus am bi luchd-iarrtais mothachail air na dleastanasan aca gus co-ionannas is cothroman a bhrosnachadh do chlann a tha, no a th' air a bhith, fo chùram.
<b>5.10</b>	<b>Buidhean air an àrainneachd</b>
	Cha bhith mòran buaidh air an àrainneachd leis na phròiseactan seo, is thèid iarraidh air buidhnean/daoine a bhith mothachail air a seo.



<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Goireasan
<b>Ceann-latha na Coinneimh</b>	09/05/2023
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	6.1

<b>Tìotal a' Phàipeir</b>	Dàta Daonna		
<b>Moladh do Bhuill</b>	Airson fiosrachadh*		
<b>Neach labhairt:</b>	Karen Nic a' Ghobhainn		
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>	
Sgioba Stiùiridh	27/04/2023	Airson fiosrachadh	
<b>Pàipear-taice air a cheangal ris</b>	PT1 – Dàta Daonna		
<b>1.0</b>	<b>Adhbhar</b>		
<b>1.1</b>	Tha am pàipear seo airson fios a chumail ris a' Chomataidh Poileasaidh is Goireasan air cùisean daonna aig Bòrd na Gàidhlig thairis bliadhna 2022/23.		
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>		
<b>2.1</b>	Tha an aithisg a' toirt seachad fiosrachadh air cùisean àbhaisteach aig buidheann sam bith – àireamh luchd-obrach; àireamh luchd-obrach a tha a' fàgail; àireamh a tha a' tòiseachadh; ìre tinneis (an comas ri bliadhnaichean eile).		
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>		
<b>3.1</b>	'S e am fiosrachadh as cudromaiche gu bheil an ìre làithean dheth le tinneas air a dhol suas – bho 195.5 làithean (3.4%) ann an 21/22 gu 260.5 (4.5%) làithean ann an 22/23.		
<b>3.2</b>	Tha sinn air na dreuchdan a leanas a shanasachd anns a' bhliadhna a dh'fhalbh – Manaidsear Planaidh (dreuchd ùr); Stiùiriche Foghlaim Gàidhlig; Oifigear Buileachaidh Phlanaichean; Oifigear Phlanaichean Cànan; Manaidsear Gnìomhan; Rianaire.  Thòisich 2 neach co-thaghte comataidhean ann an 22/23 cuideachd.		
<b>3.3</b>	Tha tuilleadh fiosrachaidh ann am PT1.		
<b>4.0</b>	<b>Moladh</b>		
<b>4.1</b>	Aire a thoirt don fiosrachadh ann am PT1.		
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>		
<b>5.1</b>	<b>Buidhean air Ionmhas</b>		
	Chan eil buaidh ionmhais ann.		
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b>		
	Cha bhi buaidh a bharrachd air an luchd-obrach.		

<b>5.3</b>	<b>Buaidhean air Trèanadh</b>			
	Chan eil buaidh aig an aithisg seo air trèanadh.			
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>			
	Tha am fiosrachadh seo a' cur ris an amas chorporra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.			
<b>5.5</b>	<b>Ceanglaichean ris an Fhrèam-obrach Coileanadh Nàiseanta</b>			
	<b>AR N-ADHBHAR</b>		<b>AR LUACHAN</b>	
	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	
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>			
	Còraichean daonna	<input type="checkbox"/>	Clann	<input type="checkbox"/>
	Cultar	<input type="checkbox"/>	Coimhearsnachdan	<input type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
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	Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>		
<b>5.6</b>	<b>Buaidhean air Cliù</b>			
	Cha bhi buaidh air cliù.			
<b>5.7</b>	<b>Buaidhean air Slàinte is Sàbhailteachd</b>			
	Cha bhi buaidh air slàinte is sàbhailteachd.			
<b>5.8</b>	<b>Buaidhean Laghail</b>			
	Cha bhi buaidh laghail ann.			
<b>5.9</b>	<b>Buaidhean air Co-ionannas</b>			
	Chan eil buaidh air co-ionannas.			
<b>5.10</b>	<b>Buaidhean air an àrainneachd</b>			
	Cha bhi buaidh air an àrainneachd.			

\*Fosgailte airson deasbad aig a choinneamh

**PT1 - Aithisg air Data Daonna aig 31 Màrt 2023****1. Àireamh luchd-obrach**

	Aig 31 Màrt 2023		Aig 31 Màrt 2022	
	Boireannaich	Fireannaich	Boireannaich	Fireannaich
Buill a' Bhùird-stiùiridh	3	3	3	5
Sgioba-stiùiridh	3	1	2	2
An Sgioba	14	5	12	6

**2. Luchd-obrach dheth tinn**

	2022-23	2021-22	2020-21	2019-20	2018-19
Làithean uile gu lèir	260.5	195.5	132.75	125	218
Sa cheud	4.5%	3.9%	2.4%	3%	4.4%
Làithean cuibheasach airson gach neach-obrach	11.3	9.9	6.3	5.5	10
Ùine fhada (> 4 seachdain)	23.7%	5.1%	4.7%	0%	44%
Ùine ghoirid (< 4 seachdain)	76.3%	94.9%	95.3%	100%	56%

Mar a chì sibh gu h-àrd, ged a tha na làithean uile gu lèir air fàs, tha barrachd de na làithean mar phàirt de ùine fhada dheth tinn an taca ri 2021/22.

Bha 251 làithean obrach sa bhliadhna 2022/23.

**3. Glusadan**

Ann an 2022/23, thòisich 5 luchd-obrach aig Bòrd na Gàidhlig agus dh'fhàg 2 luchd-obrach agus 2 bhuill den bhòrd-stiùiridh.

Tha sinn a' sanasachd airson Manaidsear Foghlaim (Fòrladh Màthaireil) an-dràsta.

**4. Fiosrachadh eile**

'S e an fhaid seirbheis cuibheasach aig luchd-obrach Bhòrd na Gàidhlig 6 bliadhnaichean agus 4 mìosan. Tha an fhaid seirbheis airson daoine fa leth eadar 4 mìosan agus 18 bliadhna agus 5 mìosan.

Karen Nic a' Ghobhainn  
Manaidsear Gnìomhan  
27 Giblean 2023



<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	09/05/2023
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	6.2

<b>Tìotal a' Phàipeir</b>	Slàinte is Sàbhailteachd	
<b>Moladh do Bhuill</b>	Ri Aontachadh	
<b>Neach labhairt:</b>	Karen Nic a' Ghobhainn	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Sgioba Stiùiridh	27/04/2023	Ri Aontachadh
<b>Pàipear-taice air a cheangal ris</b>	-	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	Tha am pàipear seo airson fios a chumail ris a' Chomataidh air slàinte is sàbhailteachd aig Bòrd na Gàidhlig.	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>2.1</b>	Tha dleastanas air buill a' bhùird-stiùiridh a dhearbhadh gun tèid a h-uile oidhirp a dhèanamh gus dìon a thoirt dhan luchd-obrach tro phoileasaidh is siostaman airson slàinte is sàbhailteachd aig an ìre as àirde.	
<b>2.2</b>	Tha a' bhuidheann a' cleachdadh companaidh Peninsula gus taic a chumail rithe airson nan dleastanasan seo a choileanadh.	
<b>2.3</b>	Tha a' mhòr chuid de luchd-obrach Bòrd na Gàidhlig ag obair aig an taigh fhathast.	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	Cha robh tubaist aig ìre ' <a href="#">reportable</a> ' aig Bòrd na Gàidhlig ann an 22/23.	
<b>3.2</b>	Cha deach tubaist sam bith a chlàradh aig Bòrd na Gàidhlig ann an 22/23.	
<b>3.3</b>	<p><b>COVID-19</b></p> <p>Bho Mhàrt 2020, bha an sgioba air fad ag obair bhon taigh làn ùine. Ann an 22/23, thòisich an sgioba air measgachadh eadar a bhith ag obair bhon taigh agus a' dol a-steach dhan oifis a rèir na suidheachaidhean diofraichte aig gach neach-obrach.</p> <p>Mar sin, tha a' bhuidheann air a bhith ag obair gu dìcheallach gus dèanamh cinnteach gu bheil goireasan iomchaidh aig gach neach-obrach airson an obair aca a dhèanamh gu h-èifeachdachd.</p>	
<b>3.5</b>	<p>'S e iad seo cuid de na gnìomhan:</p> <ul style="list-style-type: none"> <li>• Stiùireadh – a' cleachdadh stiùireadh bhon <a href="#">Riaghaltas</a> agus <a href="#">NHSInform</a>;</li> <li>• Oifis ùr - Chaidh oifis ùr a' steidheachadh ann an Steòrnabhagh</li> </ul>	

	<ul style="list-style-type: none"> <li>• Gheàrr sinn sìos air na deasgan a th' againn aig oifisean Taigh a Ghlinne Mhòr</li> <li>• Conaltradh cunbhalach – an dà chuid, foirmeil – m.e. coinneamhan Dè tha Dol, co-labhairt luchd-obrach - is neo-foirmeil – Cupa Tì còmhla dà thuras gach seachdain;</li> <li>• Taic le uidheamachd, m.e. sgrionaichean, càballan ceangal anns na h-oifisean agus ann an dachaighean far an robh seo iomchaidh.</li> <li>• Taic le slàinte inntinn – fiosrachadh air goireasan taic, m.e. seirbhisean Employee Assistance Program. Fhuair manaidsearan trèanadh a thaobh taic slàinte inntinn a thoirt dha luchd-obrach bho ACAS.</li> <li>• Ceisteachan luchd-obrach air dòighean-obrach.</li> <li>• Stiùireadh air Aonta Còir Dì-cheangail (Right to Disconnect)</li> </ul>																																				
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<b>4.1</b>	Aire a thoirt don fiosrachadh sa phàipear seo.																																				
<b>4.2</b>	Aonta a thoirt don phàipear.																																				
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<b>5.1</b>	<b>Buidhean air Ionmhas</b>																																				
	Bidh buaidh air ionmhas le ceannachd uidheamachd is taic a bharrachd is thèid clàr a chumail air dè chaidh a chosg air uidheamachd airson gach àite-obrach.																																				
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b>																																				
	Leis na ceumannan a tha air an gabhail, thathar an dòchas gum bi deagh bhuidhean air an luchd-obrach.																																				
<b>5.3</b>	<b>Buidhean air Trèanadh</b>																																				
	Tha na ceumannan seo a' toirt buaidh air trèanadh agus thèid trèanadh sam bith a tha a dhìth a thabhainn.																																				
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>																																				
	Tha am fiosrachadh seo a' cur ris an amas chorporra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.																																				
<b>5.5</b>	<b>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</b>																																				
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<b>5.6</b>	<b>Buidhean air Cliù</b>																																				

Seisean fosgailte  
Cuspair 6.2

	Mur robh a' bhuidheann a' dèanamh na h-obrach seo, thigeadh droch chliù air a' bhuidhinn.
<b>5.7</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b>
	Iomradh sa phàipear
<b>5.8</b>	<b>Buidhean Laghail</b>
	Tron obair seo, tha a' bhuidheann a' cumail ris an lagh.
<b>5.9</b>	<b>Buidhean air Co-ionannas</b>
	-
<b>5.10</b>	<b>Buidhean air an àrainneachd</b>
	Cha bhi buaidh air an àrainneachd.

\* Fosgailte airson deasbad aig a choinneamh



<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	09/05/2023
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	6.3

<b>Tìotal a' Phàipeir</b>	Poileasaidh Rianachd Coileanaidh	
<b>Moladh do Bhuill</b>	Airson Aontachadh	
<b>Neach labhairt:</b>	Karen Nic a Ghobhainn, Manaidsear Gnìomhan	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Sgioba Stiùiridh	27/04/2023	Airson Aontachadh
<b>Pàipear-taice air a cheangal ris</b>	Tha PT1 – Poileasaidh Rianachd Coileanaidh	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	Chaidh lèirmheas a dhèanamh air am poileasaidh seo mar phàirt den obair a tha a' dol leis an t-seirbheis HR.	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>2.1</b>	Tha am poileasaidh a' nochdadh anns a' Bheurla leis gun deach a sgrìobhadh le taic bho thaobh a-muigh na buidhne.	
<b>2.2</b>	Chaidh lèirmheas a dhèanamh air am poileasaidh seo gus am biodh stiùireadh againn a thaobh rianachd coileanaidh na sgioba.	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	Chaidh am poileasaidh gu Sgioba Stiùiridh agus bha iad fosgailte airson co-chomhairle am measg an luchd-obrach airson cola-deug.	
<b>4.0</b>	<b>Moladh</b>	
<b>4.1</b>	Gun tèid am poileasaidh seo aontachadh.	
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>	
<b>5.1</b>	<b>Buidhean air Ionmhas</b>	
	Cha bhi buaidh air ionmhas.	
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b>	
	Bidh am poileasaidh seo ga dhèanamh follaiseach gu bheil Bòrd na Gàidhlig airson gum bidh rianachd èifeachdach ann air coileanadh an sgioba air fad.	
<b>5.3</b>	<b>Buidhean air Trèanadh</b>	
	Thèid am poileasaidh seo a thaisbeanadh aig coinneamh Dè tha Dol agus bidh cothrom ann ceistean a thogail.	
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>	
	Tha ùrachadh a' phoileasaidh a' cur ris an t-amas chorporra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.	
<b>5.5</b>	<b>Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta</b>	
	<b>AR N-ADHBHAR</b>	<b>AR LUACHAN</b>
	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 seasmach agus in-ghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar slugh 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
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>	

Seisean Fosgailte  
Cuspair 6.3

	Còraichean daonna	<input type="checkbox"/>	Clann	<input type="checkbox"/>
	Cultar	<input type="checkbox"/>	Coimhearsnachdan	<input type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
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	Foghlam	<input type="checkbox"/>	Eaconamaidh	<input type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>
<b>5.6</b>	<b>Buidhean air Cliù</b>			
	Tha e cudromach do bhuidhnean poblach gu bheil poileasaidhean ceart agus iomchaidh agus nì am poileasaidh seo soilleir gur e sin air a bheil sinn ag amas.			
<b>5.7</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b>			
	Cha bhi buaidh air slàinte is sàbhailteachd.			
<b>5.8</b>	<b>Buidhean Laghail</b>			
	Tha na poileasaidhean seo a' riochdachadh an cleachdadh agus na laghan as ùire.			
<b>5.9</b>	<b>Buidhean air Co-ionannas</b>			
	Cha bhi buaidh air co-ionannas.			
<b>5.10</b>	<b>Buidhean air an àrainneachd</b>			
	Cha bhi buaidh air an àrainneachd.			

\* Fosgailte airson deasbad aig a choinneamh



DRAFT

## **Performance Management Policy**

## **Performance Management Policy**

### **1. Purpose**

Bòrd na Gàidhlig recognises and acknowledges that a high level of organisational performance is directly dependent on the skills, talent and engagement of its employees. This policy sets out how Bòrd na Gàidhlig will support all its employees to play their part in managing individual performance and development.

This policy applies to all employees of Bòrd na Gàidhlig.

### **2. Scope**

Performance management and development is a positive process that builds on individual strengths and capabilities. It is based on helping employees to be effective in their work; contributing to the delivery of the organisations objectives.

Effective performance management requires investing time to ensure managers and individual employees contribute to the process. It provides Bòrd na Gàidhlig with a basis for improved decision making and more accurate data for performance and development needs.

### **3. Policy Statement**

This policy and the information provided ensures a more accurate basis for future employee decisions and actions for job content and evaluation, promotions, transfers, and resource planning.

For Bòrd na Gàidhlig to meet its organisational objectives, it is essential that all employees:

- Understand their role and the organisations expectations of them.
- Understand Bòrd na Gàidhlig's annual objectives and operational goals, and how their role and personal aspirations fit into them;
- Have the required knowledge and skills to deliver both now and in the future:
- Are given opportunities to gain experience and develop.

### **4. Procedure**

#### **The Performance Management (PM) Approach**

Good practice performance management is continuous and interactive. It is based on positive, open and constructive dialogue between an employee and their line manager and the continuous development of their working relationship so that it:

- Is an everyday and natural management process.
- Focuses on enhancing strengths as well as performance outputs.
- Is a positive process for future development and the changing needs of the organisation.
- Provides meaningful, real-time feedback, ensures clear expectations, uses problem solving, and coaching to achieve and deliver effective performance for employees and Bòrd na Gàidhlig.
- Provides information benefiting succession planning and career development.
- Establishes job accountabilities, quality requirements and priorities.
- Improves communication between manager and employee.
- Builds and maintains a cohesive and productive workforce.

The job plan (and, where available, the job description) underpins the management of performance for each employee, setting out each employee's contribution to the overall corporate outcomes and priorities.

Delivery of this contribution is where performance management plays its part. Key aspects of Bòrd na Gàidhlig's approach are informal performance development conversations and real-time feedback.

### **Work Plan**

The Work Plan is crucial in setting out what employees are expected to contribute to the operational plan, connecting the work they do as employees, to the Corporate Plan. All departments will create an annual Work Plan as part of annual Business Planning, or at the commencement of a new role. This may be a simple revision of existing plans updated for the coming year, but it will confirm the individual employee's contribution to their team(s) and the Bòrd na Gàidhlig operational plan.

### **Real Time Feedback and Recognition**

Working with this policy, real-time, relevant feedback is an integral element of the performance management approach and as such, real-time, relevant feedback is necessary for employees' personal development and improved performance. It provides recognition, helpful advice and encourages good intention for supporting employees and managers to be work effectively. This is the essence of real-time feedback

This feedback does not need to be in writing, in most cases it is best to be given face to face, and for those working remotely this can be achieved through video conferencing etc. Good practice involves use of regular feedback 'in the moment' wherever possible. Feedback can be spontaneous or pre-planned, but it should occur close to the event to which it refers.

Recognition should be undertaken as part of day to day management and employee's achievements should be acknowledged and recognised appropriately. Recognition of individual and team performance and acknowledging their contributions to Bòrd na Gàidhlig's goals is also part of real-time feedback. For many employees, recognition by peers, colleagues and team members is important, whilst for others, private recognition is important. managers should seek to understand what motivates their employees in this respect and what type of recognition works best for them.

### **Performance Conversations (POPs)**

Regular and frequent performance conversations are the foundation for good practice performance management between employee and line manager. It will be for the employee and the line manager to ensure that these take place at least 6-weekly. (with the exception of Probation and Performance Improvement.) Responsibility for ensuring these conversations take place is held jointly between employee and line manager.

All managers have a responsibility to facilitate performance conversations, and the following discussions relating to Individual and other objectives identified in the work plan will be included:

- Providing support, including reflection on work, progress on outcomes and learning to date;
- Where expertise and skills can be put to good use in different situations;
- The links between the employee's agreed objectives, their job description and the corporate objectives and priorities;
- Recognition of successes;
- Exploration of obstacles and issues, with problem solving and advice to help overcome them. What could be done differently, how can I be better?

All the above discussion topics may not feature at every POP. The emphasis is that the conversations happen, in whatever format suits the employee and line manager, from short informal chats to more in-depth discussions. It is important that there is a balance between focusing on the operational tasks and the employees' performance in delivering their objectives. Managers and employees should ensure that sufficient time is allocated to focusing on employee performance.

### **Record Keeping**

POP's should be recorded on the standard template. However, it is the quality of the conversation that is important. Certain POP's must be recorded for additional reasons. This includes when an employee is on probation, or for improving performance or conduct matters.

The POP record should be uploaded to People HR.

Employees may request on-going feedback in writing at any time, and if the employee wishes to share this feedback it should be filed appropriately.

### **Employee Development and Succession Planning**

The continual development of our employees is at the core of our approach. The role of the manager is that of supporter, enabler, mentor and guide, working with the employee to reflect on their work, skills and abilities. This includes identifying where their skills, knowledge and experience can be best utilised and when development would be beneficial to increasing the employee's knowledge, experience and effectiveness

Learning and development includes enhancing existing skills, developing new skills, improving or gaining knowledge and understanding, or simply broadening experiences. It may be achieved through coaching and mentoring, on-the-job learning or development opportunities, structured on-line or self-led learning or formal classroom based learning, (internal and external).

### **Employee Improvement**

Where performance or capability related concerns arise, they will be dealt with in a supportive manner, whilst recognising the need to balance the development needs of the employee with the requirements of the organisation. Learning and development support and reasonable adjustments will be provided where appropriate to help employees improve performance. (Please refer to Learning and Development Policy).

Where under performance is sufficiently serious and immediate, for example it is having, or is likely to have, a detrimental effect on the organisation, our customers or employees, it may be appropriate to move directly to the formal stage of this procedure.

All parties involved in the improvement process will ensure they operate within the scope of Bòrd na Gàidhlig's values and will ensure that confidentiality is maintained. Managers should retain an "open mind" in all cases, even those that appear clear cut, until the relevant information and facts have been established.

Where evidence of a combination of performance, ill health and/or conduct is raised at the same time, the issues may be combined and where appropriate, one meeting be arranged to consider all issues.

### **Informal Performance Management Procedure**

Line managers will monitor performance through the 6 weekly POP review and provide development feedback throughout the year.

Where a performance problem is identified, the line manager will discuss it with the employee at the earliest opportunity so that guidance and support can be given to ensure that employees are aware of expectations.

Where an ongoing performance problem is identified, the line manager will arrange a meeting with the employee and the following issues will be considered:

The required standards of performance;

- the specific areas of performance that are causing concern, with examples.
- establishing any factors contributing to the performance problem, such as health, personal or other work-related issues.
- identifying any support required such as learning requirements, which can be delivered through a number of different methods such as a formal training course, coaching, mentoring or work shadowing etc.
- discussing and setting clear and achievable targets which will be recorded in the appraisal.
- informing the employee of the timescale for improvement.

The outcome of this meeting will be recorded on a performance improvement plan and a review meeting agreed.

If performance returns to an acceptable standard within the agreed timescale and is sustained, then no further action will be taken, and performance will continue to be reviewed through the regular cycle.

Where attempts to resolve performance have not been successful, the performance issues will be progressed to the formal stages, listed below.

### **Factors Impacting Performance**

Employees are encouraged to make line managers aware of any health, personal or work-related issues which may be impacting on performance, so that issues can be investigated and addressed at the earliest opportunity.

### **Disability & Health Concerns**

Where an employee's lack of performance is potentially attributable to an underlying health condition, the line manager should seek advice from Bòrd na Gàidhlig's Occupational Health (OH) Provider. The role of OH is to provide employees and managers with expert medical advice on how the condition impacts on their work and where appropriate, to recommend reasonable adjustments, to help employees conduct their roles effectively.

Employees are encouraged to disclose any relevant information in confidence to OH so that appropriate measures can be taken to enable the employee to improve their performance. If the employee does not engage with OH, then Bòrd na Gàidhlig will make decisions based on the information that is available

If an employee's performance at work is attributable to a lack of attendance due to ill health, this may be dealt with as part of the Absence Management policy.

### **Reasonable Adjustment**

Bòrd na Gàidhlig will make recommended reasonable adjustments where practical in terms of the organisation's needs.

### **Performance Improvement Plan (PIP)**

The aim of a PIP is to support and assist employees to improve their performance to a satisfactory level.

A template for a PIP can be found at appendix X. The manager and employee can agree to present the PIP in a different format, but it must be in writing, have clear and realistic actions/targets with dates and both parties must sign to agree the PIP. The document should be a 'live' document that is updated, as necessary.

The normal timescale for a PIP would be up to a maximum of 3 months. However, it may be relevant to increase the timescale depending on the circumstances. If it becomes apparent that the employee is not able to improve and sustain the improvement with support, then the PIP may be concluded sooner.

## **Formal Performance Management Procedure**

### **Stage 1 – First Improvement Warning**

Where the level of performance has not improved following the conclusion of the informal process or the performance issue is sufficiently serious, the line manager may decide to move to formal action and a formal performance improvement meeting will be arranged with the employee.

The documentation the line manager will use for the meeting will be the outcome and record of the most recent POP meeting, the performance improvement plan if applicable and supported with notes of any other supervisory meetings and any other relevant information such as OH reports

The employee will be given **5 working days'** notice in writing of the date, place and time of the meeting. The notice will set out the concerns to be considered at the meeting and the basis for these concerns. The notice will also inform the employee of their right to be accompanied at the meeting. The employee will be provided with a copy of all documentation related to the investigation.

The employee will be invited to provide any additional evidence to mitigate their case – this should normally be submitted to the line manager at least **2 working days** in advance of the meeting.

The employee will be reminded that any live warnings may be considered relevant to the meeting and the possible subsequent sanction that might be applied.

Unless there is a valid reason the employee will be given written confirmation of the outcome of the meeting, within **5 working days**.

The following action or actions may be taken:

- No action
- Continuation of the informal performance management process including a further performance improvement plan, identifying any learning & development, coaching support, mentoring etc.
- A First Improvement Warning which will be considered active for 6 months.
- Annual pay progression may be withheld until acceptable performance is achieved and will be effective from the date of improvement – this action should only be taken following consultation with HR.

### **Stage 2 - Final Improvement Warning**

If it is considered that performance does not meet the necessary standards within the timescales or where acceptable performance is not sustained after a successful PIP, Stage 2 of the formal process may be initiated.

A meeting will be arranged and conducted as specified in Stage 1 above.

Following the Meeting the following action or actions may be taken:

- Continuation of the performance management process including identifying learning & development, coaching support, mentoring etc.

- A Final Improvement Warning which will be considered active for 12 months and a continuation and revision of the PIP.
- A continuation of the withholding of annual pay progression until acceptable performance is achieved and which will be effective from the date of improvement.

If it is considered that performance does not meet the necessary standards within the timescales set at stage 2, where acceptable performance is not sustained or it becomes evident that the performance is not going to improve, Stage 3 of the formal process will be initiated.

### **Stage 3 - Redeployment or Dismissal**

A meeting will be arranged and conducted as specified in Stage 1 of the policy.

The meeting will normally be with a manager at a more senior level to the manager involved at Stage 1 and 2. If Stage 1 and 2 have been conducted by a senior level manager, an equivalent senior level manager may conduct Stage 3 if the Ceannard is unable to conduct the process.

Following the meeting the following action or actions may be taken:

- Continuation of the performance management process and a continuation and revision of the PIP
- Redeployment at the same grade
- Mutual agreement to redeploy at a lower grade
- Dismissal

In some circumstances it may be appropriate to appoint a Board Member as Hearing Manager.

### **Right to be Accompanied**

An employee has the right to be accompanied at all stages of the Formal Process. The accompanying person will be either a work colleague from within Bòrd na Gàidhlig, or an accredited trade union representative

An employee should advise the manager who the accompanying person will be, at least **2 working days** prior to the meeting.

An accompanying person is allowed time off with pay to attend a meeting. Preparation time is also permitted during work time.

### **Postponement of Meetings**

If an employee or the accompanying person is not available on the date or at the time proposed for a meeting, the employee can request an alternative date and/or time, provided that the proposal is reasonable, and the proposed alternative date is within **5 working days** of the original date. Only in exceptional circumstances will Bòrd na Gàidhlig permit a postponement of more than 5 working days.

Employees must make every effort to attend a meeting and failure to attend without good reason may amount to misconduct (please see Disciplinary Policy).

If an employee becomes aware of a reason, they may not be able to attend a meeting, then they should contact the manager as soon as possible and provide full details of any reason attendance may be problematic. In exceptional cases a meeting may occur in their absence.

If an employee fails to attend a meeting unreasonably or without explanation, a decision may have to be taken on the available evidence. The manager can arrange a new meeting date if there was a sufficient reason for non-attendance.

Where, despite consideration of all reasonable steps to assist attendance at the meeting, the employee is not able to attend, the employee's representative may submit information on the employee's behalf. If the employee has no representative, then the employee can submit a written statement outlining any mitigating circumstances.

Arrangements can also be made to hold a meeting at an appropriate alternative location should the circumstances warrant this adjustment.

### **The Meeting**

At the meeting, the relevant manager will advise the employee of the concerns regarding their performance as outlined in the invite to the meeting, including the impact on operational work and meeting business objectives. The manager will ask the employee questions to gather additional information.

A record will be made of the meeting will be made available to the employee as soon as is practicable after the meeting. The meeting may be recorded with all party's permission to assist with preparing a written transcript.

The employee and the accompanying person will be given the opportunity to present the employees case and to ask questions.

The manager or the employee (or the person acting on their behalf) can request an adjournment of the meeting at any time.

The relevant manager will decide as soon as possible following the meeting. The employee will be given written confirmation of any formal action and notified of their right to appeal within **5 working days** of the meeting.

### **Appealing a Decision**

Where an employee wishes to appeal against a decision made under the formal performance procedure, they must do so by writing to the manager who made the decision within **5 working days** of receiving the letter informing them of the outcome of the performance meeting.

The appeal should be made in writing, and it should set out the grounds on which the employee believes that the decision was flawed or unfair.

An Appeal Manager who is normally more senior but may be of equivalent level to the manager who made the decision will hear the appeal

The Appeal Manager will arrange a meeting with the relevant parties, within **10 working days** of receipt of the written appeal.

### **The Appeal Meeting**

Prior to the meeting, the Appeal Manager will gather all relevant available evidence and information to date and access should be given to all documentation in relation to the case. During the meeting, the Appeal Manager will consider the reasons submitted for the appeal, the decision to impose the sanction, the procedure that was followed and any **new** information that may have become known.

The employee will have the right to be accompanied at the meeting. The accompanying person will be either a work colleague from within Bòrd na Gàidhlig, or an accredited trade union representative.

Following the appeal meeting, the decision may be to:

- Uphold the original decision.
- Substitute any outcome that was available to the manager conducting the hearing at which the sanction was imposed.

The Appeal Manager will give their decision in writing within **5 working days** of the appeal meeting. If in exceptional circumstances this is likely to extend beyond 5 working days from the appeal meeting, the Appeal Manager shall inform the employee of the delay, the reasons for the delay and the expected date for the decision.

### **Managing Performance during Probation**

The purpose of the nine month probationary period is to ensure that the capability, reliability, conduct and attendance of new employees is assessed throughout the probation period. As part of the induction, a line manager is required to prepare and agree an individual induction and work plan.

During the probationary period, line managers will:

- Make a written record of the performance reviews, made at month one, three and six months.
- Raise at an early stage, any issues arising during this period, discussing and recording any performance or capability issues at the regular review
- Meet with the probationary employee to address below standard performance, seeking to assist improvement at an early stage.
- Provide guidance, encouragement, feedback plus any training identified that will help to ensure satisfactory development.

### **Managing Performance during Progression**

For employees progressing through the salary scale for their grade, a record must be made of a performance review, using the template provided, to detail satisfactory or otherwise performance to ensure appropriate pay progression takes place. This record must be saved into the employee's electronic staff file on People HR.

### **Learning and Development**

Learning and development plays a key role in ensuring employees can meet the professional and legislative demands of their jobs and the changing needs of the Bòrd and its stakeholders.

Please see Bòrd na Gàidhlig Learning and Development Policy.

### **Equality Impact Assessment**

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



<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	10-05-2022
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	7.1

<b>Tìotal a' Phàipeir</b>	Bun-riaghailtean agus Ballrachd na Comataidh	
<b>Moladh do Bhuill</b>	Ri Aontachadh	
<b>Neach labhairt:</b>	Shona C NicIllinnein, Ceannard	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
-	-	-
<b>Pàipear-taice air a cheangal ris</b>	Tha PT 1 – Bun-riaghailtean na Comataidh Poileasaidh is Ghoireasan	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	'S e as adhbhar don aithisg seo, cothrom a thoirt do Bhuill na Comataidh beachdachadh air Bun-riaghailtean airson na Comataidh Poileasaidh is Ghoireasan, agus ballrachd na Comataidh; agus molaidhean a thoirt seachad ma tha atharraichean sam bith a dhìth gus cuideachadh le bhith a' dèanamh cinnteach gum bi siostaman-riaghlaidh èifeachdach ann fhathast.	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>2.1</b>		
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	Chaidh ùrachadh a dhèanamh air na Bun-riaghailtean ann an Dùbhlachd 2022 is chan eil moladh ann airson atharrachaidhean eile aig an àm seo.	
<b>4.0</b>	<b>Moladh</b>	
<b>4.1</b>	Thathar ag iarraidh air Buill na Comataidh: <ul style="list-style-type: none"> <li>• beachdachadh air na Bun-riaghailtean airson na comataidh (PT1) agus molaidhean a thoirt seachad, ma tha atharraichean a dhìth;</li> <li>• an aonta a chur ris agus a mholadh don Bhòrd-stiùiridh airson an aonta.</li> </ul>	
<b>5.0</b>	<b>Prìomh Bhuaidhean Ro-innleachdach</b>	
<b>5.1</b>	<b>Buaidhean air Ionmhas</b>	
	Chan eil buaidh a bharrachd ann.	
<b>5.2</b>	<b>Buaidhean air Luchd-obrach</b>	
	Chan eil seo a' bualadh air luchd-obrach ann an dòighean ùra.	
<b>5.3</b>	<b>Buaidhean air Trèanadh</b>	
	Bidh buill a' faighinn trèanadh iomchaidh ann an riaghlaidh.	
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corpóra</b>	
	Tha na bun-riaghailtean a' cur ris an amas chorpóra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.	
<b>5.5</b>	<b>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</b>	
	<b>AR N-ADHBHAR</b>	<b>AR LUACHAN</b>
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluaigh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag

Seisean Fosgailte : Open Session  
Pàipear 7.1

	a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach	obair ann an dòigh a tha fosgailte agus follaiseach	
<b>AR LUACHAN BUILEAN NÀISEANTA</b>			
	Còraichean daonna	<input type="checkbox"/>	Clann <input type="checkbox"/>
	Cultar	<input type="checkbox"/>	Coimhearsnachdan <input type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn <input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta <input type="checkbox"/>
	Foghlam	<input type="checkbox"/>	Eaconamaidh <input type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>	
<b>5.6</b>	<b>Buaidhean air Cliù</b>		
	Tha deagh riaghlaidh a' cur ri deagh chliù airson na buidhne.		
<b>5.7</b>	<b>Buaidhean air Slàinte is Sàbhailteachd</b>		
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air Slàinte is Sàbhailteachd.		
<b>5.8</b>	<b>Buaidhean Laghail</b>		
	Tha Bun-riaghailtean cudromach a thaobh a bhith a' cumail taic ris a' bhuidhinn ann an coileanadh dhleastanasan reachdail is laghail, agus a thaobh deagh riaghaladh.		
<b>5.9</b>	<b>Buaidhean air Co-ionannachd</b>		
	Chan eil buaidh sam bith a bharrachd aig an aithisg seo air co-ionannachd.		
<b>5.10</b>	<b>Buaidhean air an Àrainneachd</b>		
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air an àrainneachd.		



**NA BUN-RIAGHAILTEAN**  
**A' CHOMATAIDH POILEASaidH IS GHOIREASAN**  
**TERMS OF REFERENCE**  
**POLICY AND RESOURCES COMMITTEE**

Air aontachadh le/Approved by: **Am Bòrd-stiùiridh – The Board**

Air aontachadh air/Approved on: **2022-12-15**

Ath-nuadhachadh a dhìth/Review due on: **2023-05-09**

A' Ghàidhlig is Beurla Co-ionnan: **OND**

**A' CHOMATAIDH POILEASaidH IS GHOIREASAN  
NA BUN-RIAGHAILTEAN**

Tha am Bòrd Stiùiridh air Comataidh Poileasaidh is Ghoireasan a stèidheachadh mar Chomataidh den Bhòrd-stiùiridh gus taic a thoirt do Bhòrd na Gàidhlig ann a bhith a' coileanadh an raon-dleistanais aige fo Achd na Gàidhlig (Alba) 2005 agus Achd Foghlam (Alba) 2016, agus airson rianachd iomlan a thoirt air stòrasan ionmhasail is goireasan daonna na buidhne.

**Ballrachd**

- Is iad buill na comataidh Buill a' Bhùird-stiùiridh: Nicola NicThòmais, Màiri NicAonghais, Dòmhnall M MacAoidh agus Coinneach MacIomhair.
- Bidh Nicola NicThòmais sa chathair air a' chomataidh.
- Bidh rùnaireachd na comataidh air a sholarachadh leis a' Cheannard.

**Aithriseadh**

- Bidh a' chomataidh ag aithris gu foirmeil ann an sgrìobhadh chun a' Bhùird-stiùiridh an dèidh gach coinneamh. Mar is àbhaist, bi geàrr-chunntas na coinneimh na bhun-stèidh airson na h-aithris.
- Bidh a' chomataidh a' toirt Aithisg Bhliadhnail don Bhòrd-stiùiridh, ann an deagh ùine gus taic a thoirt a thaobh crìoch a chur air an aithisg bhliadhnail agus air an aithris air riaghladh, anns an toir a' chomataidh geàrr-chunntas air na co-dhùnaidhean a rinneadh bhon obair aice rè na bliadhna.

**Uallaichean**

Bidh a' chomataidh

- a' cumail sùil air adhartas ùghdarrasan poblach ann an cur an gnìomh an cuid phlanaichean cànan;
- a' ceadachadh Amasan aig Àrd Ìre airson Phlanaichean Cànan;
- a' cumail sùil air adhartas an aghaidh targaidean is crìochan mar a chuireadh an cèill anns na Planaichean Corporra agus Gnìomh aig Bòrd na Gàidhlig;
- a' ceadachadh ro-innleachdan air rannsachadh agus fiosrachadh;
- a' ceadachadh Plana Ionmhasail sa Mheadhan-ùine (MTFP) ceangailte ris a' phlana chorporra agus ris an Ro-innleachd Ionmhasail sa Mheadhan-ùine aig Riaghaltas na h-Alba, agus a' moladh a' Phlana ris a' Bhòrd Stiùiridh;

**POLICY AND RESOURCES COMMITTEE  
TERMS OF REFERENCE**

The Board has established a Policy and Resources Committee as a Committee of the Board to support Bòrd na Gàidhlig in fulfilling its remit under the Gaelic Language (Scotland) Act 2005, the Education (Scotland) Act 2016, and for overall management of the organisation's financial and people resources.

**Membership**

- The members of the committee are Board Members: Nicola Thomson, Mary MacInnes, Donald M MacKay and Coinneach MacIver.
- The committee will be chaired by Nicola Thomson
- The committee will be provided with a secretariat function by the Ceannard.

**Reporting**

- The committee will formally report in writing to the Board after each meeting. A copy of minutes of the meeting will usually form the basis of the report.
- The committee will provide the Board with an Annual Report, timed to support finalisation of the annual report and the governance statement, summarising its conclusions from the work it has done during the year.

**Responsibilities**

The committee will

- monitor progress with implementation by public authorities of their Gaelic language plans;
- approve Gaelic Language Plans High Level Aims;
- monitor progress against targets and goals as set out in Bòrd na Gàidhlig's Corporate and Operational Plans;
- approve research and information strategies;
- approve the Medium-Term Financial Plan (MTFP) linked to its corporate plan and the Scottish Government Medium-Term Financial Strategy, and recommend the Plan to the Board;

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Cuspair 7.1 PT1

- a' ceadachadh a' bhuidseit bhliadhnail (aig a bheil ceanglaichean soilleir ris an MTFP) agus a' moladh buidseat na buidhne ris a' Bhòrd-stiùiridh;
- a' cumail sùil air teachd-a-steach agus caiteachas an aghaidh bhuidseatan ùghdarraichte;
- a' dèanamh lèirmheas air cùisean is co-dhùnaidhean cudromach a thaobh aithriseadh ionmhasail;
- a' leasachadh agus a' ceadachadh poileasaidh corporra agus ro-innleachdan, nam measg air obrachadh ann an com-pàirteachas;
- a' sgrùdadh phoileasaidhean air goireasan daonna;
- a' dèanamh cinnteach gu bheil rianachd èifeachdach ann airson chùisean ceangailte ris an luchd-obrach taobh a-staigh na buidhne;
- a' ceadachadh atharrachaidhean mòra ris na structaran airson luchd-obrach agus gu luchd-obrach a bharrachd mar a tha an Ceannard a' socrachadh;
- a' marasgladh ullachaidhean a' Chòd Ghiùlain airson Buill Bhòrd na Gàidhlig agus mar a tha stiùireadh no atharrachaidhean poileasaidh sam bith air an toirt a-steach ann an co-rèir ri ullachaidhean a' Chòd; agus
- a' beachdachadh air cùisean sam bith eile a dh'fhaodar am Bòrd-stiùiridh òrdachadh no Ministearan na h-Alba a riaghladh bho àm gu àm.
- approve the annual budget (which has clear links to the MTFP) and recommend the organisation's budget to the Board;
- monitor the income and expenditure against authorised budgets;
- review significant financial reporting issues and judgements;
- develop and approve corporate policy and strategies including partnership working;
- scrutinise HR policies;
- ensure there is effective management of people-related matters within the organisation;
- approve major changes to staffing structures and for additional staffing as determined by the Ceannard;
- oversee the provisions of the Code of Conduct for Members and the introduction of any guidance or policy changes in accordance with the provisions of the Code; and
- consider such other issues as may be prescribed by the Board or as Scottish Ministers may direct from time to time.

Bidh a' Chomataidh Poileasaidh is Ghoireasan cuideachd a' dèanamh lèirmheas air a' choileanadh is èifeachdas aice fhèin gach bliadhna agus ag aithris toraidhean an lèirmheis sin don Bhòrd-stiùiridh. Beachdaichidh Cathraiche na Comataidh air lèirmheas sam bith air ballrachd le Cathraiche a' Bhùird-stiùiridh.

**Còraichean**

Faodaidh a' chomataidh:

- buill a bharrachd a cho-thaghadh gus sgilean, fios agus eòlas sònraichte a thoirt dhan bhuidhinn;
- comhairle shònraichte fhaighinn air stèidh ad-hoc agus sin air a phàigheadh leis a' bhuidhinn, le ùmhlachd do chead buidseit bhon Bhòrd-stiùiridh no bhon Oifigear Chunntachail.

**Ùghdarras**

Tha a' chomataidh ùghdarraichte le Bòrd-stiùiridh Bhòrd na Gàidhlig na leanas, às an leth, a cheadachadh:

The Policy and Resources Committee will also annually review its own performance and effectiveness and report the results of that review to the Board. The Chair of the Committee will consider any review of membership with the Chair of the Board.

**Rights**

The committee may:

- co-opt additional members to provide specialist skills, knowledge and experience to the group;
- procure specialist ad-hoc advice at the expense of the organisation, subject to budgetary approval by the Board or Ceannard.

**Authority**

The committee is authorised by the Board of Bòrd na Gàidhlig to approve, on their behalf:

Seisean Fosgailte  
Cuspair 7.1 PT1

- Planaichean Gàidhlig
- poileasaidhean obrachaidh
- poileasaidhean air luchd-obrach
- sgeamaichean thabhartasan is duaisean, ann an co-rèir ris an Sgeama airson Ùghdarras air a Thiomnadh

**Coinneamhan**

Is iad modhan na comataidh:

- bidh a' chomataidh a' coinneachadh co-dhiù ceithir tursan gach bliadhna. Faodaidh Cathraiche na Comataidh coinneamhan a bharrachd a ghairm, mar a tha e/i ga mheas riatanach;
- mar ìos-mheud, bidh dithis bhall den Chomataidh an làthair mus bi coinneamh air a meas cuòraichte;
- am bitheantas, bidh an Ceannard an làthair aig coinneamhan na Comataidh, agus far a bheil cùisean ann a tha a' buntainn ris na dreuchdan aca bidh buill eile den Sgioba-stiùiridh an làthair;
- faodaidh a' Chomataidh iarraidh air oifigich sam bith eile bhon bhuidhinn a bhith an làthair gus a cuideachadh le còmhraidhean air cùis shònraichte;
- faodaidh a' Chomataidh iarraidh air a h-uile duine a tha an làthair nach eil nam buill den Chomataidh, no air feadhainn dhiùbhsan, a tharraing air ais gus deasbad fosgailte is fosgarra fhurastachadh air cùisean sònraichte;
- faodaidh am Bòrd Stiùiridh no an Ceannard iarraidh air a' Chomataidh coinneamhan a bharrachd a ghairm gus cùisean sònraichte a dheasbad air a bheil iad ag iarraidh comhairle na Comataidh.

- Gaelic Language Plans
- operational policies
- people policies
- grants schemes and awards, as per the Scheme of Delegated Authority

**Meetings**

The procedures for meetings are:

- the committee will meet at least four times a year. The Chair of the Committee may convene additional meetings, as he/she deems necessary;
- a minimum of two members of the Committee will be present for a meeting to be deemed quorate;
- Committee meetings will normally be attended by the Ceannard, and for matters relating to their roles by the other members of the Leadership Team.
- the Committee may ask any other officials of the organisation to attend to assist it with its discussions on any particular matter;
- the Committee may ask any or all of those who normally attend but who are not members to withdraw to facilitate open and frank discussion of particular matters;
- the Board or Ceannard may ask the Committee to convene further meetings to discuss particular issues on which they want the Committee's advice.



<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	09/05/2023
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	7.2

<b>Tìotal a' Phàipeir</b>	Aithisg Bhliadhnail bho Chathraiche Comataidh Poileasaidh is Ghoireasan			
<b>Moladh do Bhuill</b>	Ri Aontachadh			
<b>Neach labhairt:</b>	Shona Nicllinnein, Ceannard			
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>		
Sgioba-stiùiridh	27/04/2023	Airson aontachadh		
<b>Pàipear-taice air a cheangal ris</b>	PT1 – Aithisg Bhliadhnail			
<b>1.0</b>	<b>Adhbhar</b>			
<b>1.1</b>	'S e adhbhar na h-aithisge seo cunntas a thoirt air an obair a rinn a' Chomataidh bho thòisich i gu deireadh na bliadhna ionmhais 2022/23.			
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>			
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>			
<b>3.1</b>	Bha sia coinneamhan aig a' Chomataidh. Chaidh iad uile a chumail air-loidhne.			
<b>4.0</b>	<b>Moladh</b>			
<b>4.1</b>	Thathar ag iarraidh air a' Chomataidh Poileasaidh is Ghoireasan: <ul style="list-style-type: none"> <li>• beachdachadh air an aithisg bhliadhnail a chithear ann an PT1; agus</li> <li>• aonta a chur ris an aithisg gus an tèid a cur air beulaibh a' Bhùird-stiùiridh aig an ath choinneimh aca san Ògmhios 2023.</li> </ul>			
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>			
<b>5.1</b>	<b>Buidhean air Ionmhas</b>			
	Chan eil buaidh ionmhasail dhìreach sam bith aig an aithisg seo.			
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b>			
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air an luchd-obrach.			
<b>5.3</b>	<b>Buidhean air Trèanadh</b>			
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air trèanadh.			
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachdach agus Corporra</b>			
	Tha am plana obrach a' cur ris an amas chorporra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.			
<b>5.5</b>	<b>Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta</b>			
	<b>AR N-ADHBHAR</b>		<b>AR LUACHAN</b>	
	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 seasmach 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	
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>			
	Còraichean daonna	<input type="checkbox"/>	Clann is Òigridh	<input checked="" type="checkbox"/>
	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
	Àrainneachd	<input checked="" type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>
<b>5.6</b>	<b>Buidhean air Cliù</b>			
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air cliù na buidhne.			

Seisean Fosgailte  
Cuspair 7.2

<b>5.7</b>	<b>Buaidhean air Slàinte is Sàbhailteachd</b>
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air Slàinte is Sàbhailteachd.
<b>5.8</b>	<b>Buaidhean Laghail</b>
	Tha an aithisg a' sealltainn gu bheil a' Chomataidh a' coileanadh nan dleastanasan aice, agus tha cuid dhiubh mar dleastanasan reachdail is laghail.
<b>5.9</b>	<b>Buaidhean air Co-ionannachd</b>
	Chan eil buaidh sam bith a bharrachd aig an aithisg seo air co-ionannachd.
<b>5.10</b>	<b>Buaidhean air Àrainneachd</b>
	'S e an aon buaidh a tha air an àrainneachd nach robh aig buill no oifigear a bhith a' siubhal airson nan coinneamhan is tha sin math a thaobh na h-àrainneachd.

<b>AITHISG BHLIADHNAIL NA COMATAIDH POILEASaidh IS GHOIREASAN DHAN BHÒRD-STIÙIRIDH</b>	<b>ANNUAL REPORT TO THE BOARD FROM THE POLICY AND RESOURCES COMMITTEE</b>
<p><b>1. CÙL-FHIOSRACHADH</b></p> <p>1.1 Bidh a’ Chomataidh Poileasaidh is Ghoireasan (CPG) a’ dèanamh aithris gach bliadhna dhan Bhòrd-stiùiridh air a h-obair thar na bliadhna, agus air na h-aithisgean a chaidh a thoirt dhan Chomataidh le luchd-rannsachaidh is eile.</p> <p>1.2 Tha an Aithisg Bhliadhnail seo air a toirt seachad às leth na Comataidh Poileasaidh is Ghoireasan agus i a’ coimhead air a h-obair eadar an Giblean 2022 agus am Màrt 2023.</p> <p><b>2. TAR-SHEALLADH</b></p> <p>2.1 Tha ùine na h-Aithisg Bliadhnail seo a' gabhail a-steach beachdachadh air na cunntasan deireannach airson 2022/23.</p> <p>2.2 Tha a’ Chomataidh air a bhith a’ cumail sùil air obair oifigearan agus luchd-rannsachaidh a chaidh a chur air bhonn leis a’ bhuidhinn.</p> <p>2.3 Choinnich a’ Chomataidh sia tursan rè àm na h-aithisg seo.</p> <p><b>3. OBAIR NA COMATAIDH</b></p> <p><b>Coinneamhan CPG</b></p> <p>3.1 Tha Leas-phàipear A a’ liostadh ballrachd na Comataidh thar na h-ùine cho math ri luchd-frithealaidh cunbhalach bhon Sgioba-stiùiridh.</p> <p>3.2 Chùm CPG coinneamhan air 10 Cèitean 2022; 12 Iuchar 2022; 19 Lùnastal 2022; 30 Lùnastal; 1 Samhain 2022 agus 24 Faoilleach 2023. Chaidh na coinneamhan uile a chraoladh beò air Teams Live. Thug Cathraiche na CPG seachad dreachd de na geàrr-chunntasan airson sia de na coinneamhan aig CPG dhan ath choinneimh Bùird-stiùiridh.</p>	<p><b>1. BACKGROUND</b></p> <p>1.1 The Policy and Resources Committee (PRC) reports annually to the Board on its activities over the year, and on the reports presented to the Committee by researchers and others.</p> <p>1.2 This Annual Report is presented on behalf of the Policy and Resources Committee to cover the period April 2022 to March 2023.</p> <p><b>2. OVERVIEW</b></p> <p>2.1 The period of this Annual Report covers consideration of final accounts for 2022/23.</p> <p>2.2 The Committee has continued to have oversight of the work of officers and external research commissioned by the organisation.</p> <p>2.3 The Committee met six times during the period covered by this report.</p> <p><b>3. WORK OF THE COMMITTEE</b></p> <p><b>Meetings of the PRC</b></p> <p>3.1 Annex A lists the membership of the Committee over the period and the regular attendees from the Leadership Team.</p> <p>3.2 The PRC held meetings on 10 May 2022; 12 July 2022; 19 August 2022; 30 August 2022; 1 November 2022; and 24 January 2023. All of these meetings were broadcast live via Teams Live. The PRC Chair presented a draft of the minutes of six meetings to the following Board meeting.</p>

<b>Prìomh ghnìomhan</b>	<b>Key Activities</b>
<p>4. A bharrachd air aithisgean bhon luchd-stiùiridh air adhartas air plana gnìomh 2022-23, aithisgean ionmhais is buaidh COVID-19 air BnG fhèin agus air na buidhnean is pròiseactan air am maoineachadh le BnG, bheachdaich a' Chomataidh air grunn chùisean eile tron bhliadhna.</p> <p>4.1.1 Tha dleastanas air a' Chomataidh gus planaichean Gàidhlig a sgrùdadh agus aontachadh. Thèid na planaichean seo a sgrùdadh le Pannal nam Planaichean mus tèid iad air adhart dhan Chomataidh. Tron ùine Giblean 2022 gu Màrt 2023, dh'aontaich a' Chomataidh ri Amasan Àrd-ìre aig coig buidhnean (Comhairle Mhoireibh, NHS na Gàidhealtachd, Ùghdarras Pàirc Nàiseanta Loch Laomainn agus nan Tròisichean, Sabhal Mòr Ostaig agus Comhairle Pheart is Ceann Rois) agus ri 10 Planaichean Gàidhlig (Comhairle Siorrachd Lannraig a Tuath, Foghlam Alba, Comhairle Dhùn Phrìs is Ghall-Ghàidhealaibh, Riaghaltas na h-Alba, Leasachadh Sgìlean na h-Alba, Oilthigh Shrath Chluaidh, Coilltearachd is Fearann Alba, Iomairt na h-Alba, Ùghdarras Poilis na h-Alba, Stòras Mara Cailleannach Earranta).</p> <p>4.1.2 Dh'aontaich CPG ris an dreachd buidseat airson 23/24 agus mhol iad dhan Bhòrd-stiùiridh e.</p> <p>4.1.3 Dh'aontaich CPG grunn iarrtasan taic-airgid. Dh'aontaich a' Chomataidh ris na Prìomhachasan is Bun-riaghailtean aig Sgeamaichean Taic-airgid ùra 2023/24.</p> <p>4.1.4 Fhuair a' Chomataidh aithisg air buaidh taic BnG air obair òigridh is chuir iad fàilte air an adhartas.</p> <p>4.1.5 Fhuair a' Chomataidh aithisgean cunbhalach air cuspairean co-cheangailte ri ionmhas agus adhartas le Plana Ghnìomh 22/23. Fhuair iad cuideachd aithisgean air feachd-obrach, a' gabhail a-staigh aithisg bheachdan</p>	<p>4. In addition to management reports on progress with the operational plan 2022-23, financial reports and the impact of COVID-19 on BnG itself and the organisations and projects funded by BnG, the Committee also considered a number of other issues throughout the year.</p> <p>4.1.1 The Committee has responsibility for scrutinising and approving Gaelic language plans. These are considered in detail by the Plans' Panel before being submitted to the Committee. During the period April 2022 – March 2023, the Committee agreed the High Level Aims for five organisations (Moray Council, NHS Highland, Loch Lomond and Trossachs National Park Authority, Sabhal Mòr Ostaig and Perth and Kinross Council) and 10 Gaelic Language Plans (North Lanarkshire Council, Education Scotland, Dumfries and Galloway Council, Scottish Government, Skills Development Scotland, University of Strathclyde, Forestry and Land Scotland, Scottish Enterprise, Scottish Police Authority and Caledonian Maritime Assets).</p> <p>4.1.2 The Committee approved the draft budget 23/24 and recommended it to the Board.</p> <p>4.1.3 The Committee agreed a number of funding applications. The Committee agreed the new Priorities and Rules for 2023/24 Funding Schemes.</p> <p>4.1.4 The Committee received a report on the impact of BnG support on youth work and welcomed the progress.</p> <p>4.1.5 The Committee received regular reports on finance and progression of the Operational Plan for 22/23. They also received reports on staffing including the staff survey, training and</p>

<p>luchd-obrach, trèanadh is leasachadh, slàinte is sàbhailteachd agus pàrantan corporra.</p> <p>4.1.6 Fhuair a' Chomataidh aithisgean cunbhalach air cuspairean co-cheangailte ri foghlaim, mar eisimpleir Leasachadh Ìre as Àirde, Bogadh airson Tidssearan, Leasachaidhean Foghlam Luchd-lonnasachaidh, agus àireamhan foghlaim.</p> <p>4.1.7 Dh'aontaich a' Chomataidh ris na poileasaidhean a leanas: smachdachaidh; cùisean gearain; draghan fhoillseachadh agus urram sam àite obrach.</p> <p>4.1.8 Chaidh taisbeanaidhean a thoirt dhan Chomataidh bho Alba Cruthachail agus Theatre gu Leòr mun obair aca.</p> <p>4.1.9 Rinn Saffery Champness ath-sgrùdadh air èifeachdas na Comataidh Poileasaidh is Ghoireasan agus chaidh na co-dhùnaidhean aca ath-sgrùdadh agus a dheasbad.</p> <p>4.1.10 Dh'aontaich a' Chomataidh ris an dreachd Phlana Corporra 2023-28.</p> <p><b>Co-dhùnaidhean</b></p> <p>5. Tha a' Chomataidh Poileasaidh is Ghoireasan den bheachd gu bheil i air a bhith soirbheachail ann a bhith a' toirt air adhart prìomhachasan corporra a' Bhùird-stiùiridh rè ùine na h-aithisg bliadhna seo.</p> <p>6. Feuchaidh a' Chomataidh ri sùil a chumail air dòigh-obrach agus dòigh-làimhseachaidh na buidhne a thaobh prìomhachasan corporra, eadar poileasaidhean, ro-innleachdan agus goireasan a chur gu feum anns an dòigh as èifeachdaiche.</p> <p>7. Bu toil leam taing a thoirt do Bhuill eile a' Bhùird-stiùiridh a bha air a' CPG. Bu mhath leam taing a thoirt dhan Sgioba-stiùiridh agus dhan Sgioba Rianachd cuideachd airson an cuid taice ann a bhith a' cur coinneamhan comataidh air dòigh agus ag ullachadh phàipearan agus airson an deòin, agus an dìcheall a bhith daonnan a'</p>	<p>development, health and safety and corporate parenting.</p> <p>4.1.6 The Committee received regular reports on education topics, such as Senior Phase Development, Immersion for Teachers, Gaelic Learners Education developments and education data.</p> <p>4.1.7 The Committee agreed the following policies: disciplinary; grievance; whistleblowing; and dignity at work.</p> <p>4.1.8 The Committee received presentations from Creative Scotland and Theatre gu Leòr on their work.</p> <p>4.1.9 Saffery Champness carried out a review of the effectiveness of the Policy and Resources Committee and their findings were reviewed and discussed.</p> <p>4.1.10 The Committee agreed the draft Corporate Plan 2023-28.</p> <p><b>Conclusions</b></p> <p>5. The Policy and Resources Committee considers that it has been successful in progressing the Board's corporate priorities during the period covered by this annual report.</p> <p>6. The Committee will seek to continue to have oversight of the organisation's corporate priorities, through strategies, policies and the most effective use of resources.</p> <p>7. I would like to thank my fellow Board members who served on the PRC. I would also like to thank the Leadership Team and the Administration Team for their support in facilitating and in their preparation of papers for the Committee meetings and in their willingness,</p>
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Seisean Fosgailte  
Cuspair 7.2 PT1

<p>feuchainn ri piseach a thoirt air an dòigh sa bheil sinn ag obair.</p> <p>Nicola NicThòmais Cathraiche</p>	<p>and determination, to continually strive for improving the way we work.</p> <p>Nicola Thomson Chair</p>
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## Eàrr-ràdh A

## Annex A

<p><b>Ballrachd Comataidh Poileasaidh is Ghoireasan aig Bòrd na Gàidhlig Giblean 2022 gu Màrt 2023</b></p> <p><b>Buill:</b> Nicola NicThòmais (Cathraiche bho 24/01/2023) Màiri T NicAonghais (Cathraiche eadar-amail gu 23/01/2023) Dòmhnall MacAoidh Coinneach MacIomhair (Ball co-thaghte bho 24/01/2023)</p> <p><b>Làthaireachd:</b></p> <table border="1"> <thead> <tr> <th>Ball</th> <th>Àireamh de choinneamhan 2022-23</th> <th>Làthaireachd</th> </tr> </thead> <tbody> <tr> <td>Nicola NicThòmais (Cathraiche)</td> <td>6</td> <td>5</td> </tr> <tr> <td>Màiri NicAonghais</td> <td>6</td> <td>6</td> </tr> <tr> <td>Dòmhnall MacAoidh</td> <td>6</td> <td>6</td> </tr> <tr> <td>Coinneach MacIomhair</td> <td>1</td> <td>1</td> </tr> </tbody> </table>			Ball	Àireamh de choinneamhan 2022-23	Làthaireachd	Nicola NicThòmais (Cathraiche)	6	5	Màiri NicAonghais	6	6	Dòmhnall MacAoidh	6	6	Coinneach MacIomhair	1	1	<p><b>Membership of the Bòrd na Gàidhlig Policy and Resources Committee April 2022 to March 2023</b></p> <p><b>Members:</b> Nicola Thomson (Chair from 24/01/2023) Mary T MacInnes (Interim Chair until 23/01/2023) Donald MacKay Kenneth MacIver (co-opted Member from 24/01/2023)</p> <p><b>Attendance:</b></p> <table border="1"> <thead> <tr> <th>Member</th> <th>Number of meetings 2022-23</th> <th>Attendance</th> </tr> </thead> <tbody> <tr> <td>Nicola Thomson (Chair)</td> <td>6</td> <td>5</td> </tr> <tr> <td>Mary MacInnes</td> <td>6</td> <td>6</td> </tr> <tr> <td>Donald MacKay</td> <td>6</td> <td>6</td> </tr> <tr> <td>Kenneth MacIver</td> <td>1</td> <td>1</td> </tr> </tbody> </table>			Member	Number of meetings 2022-23	Attendance	Nicola Thomson (Chair)	6	5	Mary MacInnes	6	6	Donald MacKay	6	6	Kenneth MacIver	1	1
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<p><b>An Làthair gu cunbhalach:</b> <u>Sgioba-stiùiridh</u> Shona NicIlinnein Nicola Pearson Iain Mac a' Mhaoilein Jim Whannel (gu Dùbhlachd 2022) Jennifer McHarrie (bho Dùbhlachd 2022)</p> <p><b>An Làthair gu neo-chunbhalach:</b> <u>Oifigearan</u> Steven Kellow Christie NicIleathain Louise NicIleathain Karen Nic a' Ghobhainn</p> <p><u>Taobh a-muigh</u> Cha robh gin ann.</p>			<p><b>Regular Attendees:</b> <u>Leadership Team</u> Shona MacLennan Nicola Pearson Iain MacMillan Jim Whannel (to December 2022) Jennifer McHarrie (from December 2022)</p> <p><b>Occasional Attendees:</b> <u>Officers</u> Steven Kellow Christie MacLean Louise Maclean Karen Smith</p> <p><u>External Attendees:</u> There were none.</p>																																



<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	24/01/2023
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	8.1

<b>Tìotal a' Phàipeir</b>	Plana obrach na Comataidh	
<b>Moladh do Bhuill</b>	Ri Aontachadh	
<b>Neach labhairt:</b>	Shona NicIllinnein, Ceannard	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
-	-	-
<b>Pàipear-taice air a cheangal ris</b>	PT1 Plana-obrach 2023/24	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	Gus prògram-obrach na Comataidh aontachadh.	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>2.1</b>	Tha prògram-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.	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	Tha am prògram stèidhichte air gnàth-riaghailtean na Comataidh, agus air na thachair am-bliadhna.	
<b>4.0</b>	<b>Moladh</b>	
<b>4.2</b>	Aonta a chur ris a' phlana obrach airson 2023/24.	
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>	
<b>5.1</b>	<b>Buidhean air Ionmhas</b> Chan eil buaidh ann.	
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b> Bidh am plana obrach a' toirt stiùir dhan sgioba air an obair a tha a dhìth airson aithisgean a chur chun na Comataidh.	
<b>5.3</b>	<b>Buidhean air Trèanadh</b> Chan eil buaidh ann.	
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachdail agus Corporra</b> Tha am pàipear seo a' cur ris an amas gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.	
<b>5.5</b>	<b>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</b>	

Seisean Fosgailte : Open Session  
Cuspair 8.1

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	<input type="checkbox"/>	Clann	<input type="checkbox"/>
Cultar	<input type="checkbox"/>	Coimhearsnachdan	<input type="checkbox"/>
Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>
Foghlam	<input type="checkbox"/>	Eaconamaidh	<input type="checkbox"/>
Gnothachasan soirbheachail is ùr-ghnàthach		<input checked="" type="checkbox"/>	
<b>5.6</b>	<b>Buaidhean air Cliù</b> Tha e cudromach do chliù na buidhne gu bheil siostaman ann a bhios a' dearbhadh gu bheil deagh riaghlaidh aig a' bhuidhinn.		
<b>5.7</b>	<b>Buaidhean air Slàinte is Sàbhailteachd</b> Chan eil buaidh air slàinte is sàbhailteachd		
<b>5.8</b>	<b>Buaidhean Laghail</b> Bidh am plana obrach a' cur ri coileanadh nan dleastanasan reachdail agus deagh riaghlaidh aig BnG.		
<b>5.9</b>	<b>Buaidhean air Co-ionannas</b> Cha bhi buaidh air co-ionannas		
<b>5.10</b>	<b>Buaidhean air an Àrainneachd</b> Cha bhi buaidh air an àrainneachd.		

Seisean Fosgailte  
Cuspair 8.1 PT1

		Cèitean	Sultain	Samhain	Gearran
		09/05/2023	05/09/2023	07/11/2023	06/02/2024
<b>Puingean Stèidhichte</b>	Cùisean Tòiseachaidh/Fàilte	√	√	√	√
	Geàrr-chunntas na coinneamh mu dheireadh	√	√	√	√
	Clàr gnìomhan	√	√	√	√
	Plana-obrach na Comataidh	√	√	√	√
	Lèirmheas air a' choinneamh	√	√	√	√
	Taisbeanadh	√	√	√	√
<b>Deagh Riaghladh</b>	Poileasaidhean Daonna	√	√	√	√
	Suirbhidh Luchd-obrach		√		
	Ro-innleachd ICT		√		
	Ùrachadh Bun-Riaghailtean na Comataidh	√			
	Èifeachdas na Comataidh	-	✗		
	Aithisg Bhladhna na Comataidh	√			
	Dàta Daonna	√			
	Slàinte is Sàbhailteachd	√			
	Sgrùdadh Ràitheil den PCC 22/23	√			
	Sgrùdadh Ràitheil den PCC 23/24		√	√	√
	Plana Corporra				
<b>Ionmhas</b>	Aithisg Ràitheil air Ionmhas	√	√	√	√
	Tabhartasan eadar £50,001 agus £100,000	✗	√	√	√
	Plana Ionmhas Meadhan-ùine		√		
	Buidseat Bliadhna				√
	Aithisg Bliadhna air Solarachadh	√			
<b>Cleachdadh</b>	Planaichean Gàidhlig	√	√	√	√
	Amasan Àrd-ìre	√	√	✗	√
	Adhartas nam Prìomh Buidhnean Libhrigidh				√
	Molaidhean Taic-airgid nam prìomh buidhnean				√

Seisean Fosgailte  
Cuspair 8.1 PT1

<b>Ionnsachadh</b>	Àireamhan foghlam - clann is inbhich			√	√
	Àireamhan luchd-teagaisg ùra & oileanaich teagaisg			√	
	Adhartas air fòghlaim àrd-sgoile	√		√	√
	Adhartas air a' trusadh agus a' gleidheadh luchd-teagaisg	√			√
<b>Puingean Ad-hoc</b>	Buaidh bho thaic BnG air obair òigridh	√			
	Còd Ghiùlain	√			
	Pannal nam Planaichean			√	