



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	07/11/2023
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	4.4

Tìotal a' Phàipeir	PGR002 Eagrain 02 Plana Gàidhlig Àrainneachd Eachdraidheil Alba	
Moladh do Bhuill	Ri Aontachadh	
Neach-labhairt:	Christie NicIleathain, Manaidsear Planaidh	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha an Aonta	Seòrsachadh co-dhùnadh
Stiùiriche Leasachaidh	25/10/2023	Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 – PGR002 E02 Plana Gàidhlig Àrainneachd Eachdraidheil Alba PT2 – Fiosrachadh a bharrachd bho AEA mun dreachd eagrain 2	
1.0	Adhbhar	
1.1	A' sireadh aonta air plana reachdail fo Achd na Gàidhlig (Alba) 2005	
2.0	Cùl-fhiosrachadh	
2.1	PGR002- Geàrr iomradh air adhartas le E01	
2.2	Tha Àrainneachd Eachdraidheil na h-Alba (ÀEA) air adhartas a dhèanamh le bhith a' deasachadh tòrr ghoireasan ùra anns a' Ghàidhlig airson sgoiltean. Tha iad seo co-cheangailte ri seiseanan obrach air cuspairean eadar-dhealaichte airson sgoiltean mar Bheul-aithris agus Eachdraidh san àm ri teachd. Am measg nan goireas eile a chruthaich, rinneadh dà gheama-cairt airson ionnsachadh mu dhualchas is eachdraidh na Gàidhlig ann an dòigh mì-fhoirmeil agus spòrsail. 'S e Làmh an Uachdair agus Ceart no Ceàrr na h-ainmean a th' orra agus tha iad rim faotainn air loidhne tron Stòr aca.	
2.3	Bha duilgheadasan aig a' bhuidhinn tro àm a' ghlaisidh-shluaigh leis na làraichean aca dùinte airson ùine fhada ach ghabh a' bhuidheann an cothrom goireasan agus iomairtean eadar-dhealaichte a thòiseachadh gus taic a chumail ri fàs ann an cleachdadh agus ionnsachadh na Gàidhlig. Mar eisimpleir, thòisich a' bhuidheann sgeama 'Blasad na Gàidhlig' le bhideothan a chaidh a chlàradh a' teagasg fhaclan, abairtean is sgeulachdan Gàidhealach a bhuin do na làraichean eachdraidheil aca.	
2.4	Rinneadh adhartas cuideachd le bhith a' dearbhadh gu bheil a' Ghàidhlig mar phàirt den t-siostam planaigh àbhaisteach aig a' bhuidhinn gus dèanamh cinnteach gum bi ceangal Gàidhlig ann nuair a tha na cothroman a nochdadh. Bheir sin cothrom don bhuidhinn a' Ghàidhlig a fighe a-steach gu pròiseactan bhon fhìor-thoiseach agus tha seo a' toirt spèis cho-ionnan dhan Gàidhlig is Beurla agus tha e a' toirt fàs air faicsinneachd agus cleachdadh a' chànain.	
2.5	Tha Àrainneachd Eachdraidheil na h-Alba air a bhith soirbheachail ann a bhith ag obair ann an com-pàirteachas le buidhnean eadar-dhealaichte tro chuir an gnìomh Eagrain 1 den phlana mar a leanas: Thathar na bhall de Ro-innleachd Turasachd na Gàidhlig 2018-2023, tha Sgioba na Gàidhlig na bhall de Lionra Oifigearan Gàidhlig a	

	<p>chaidh a stèidheachadh le Sabhal Mòr Ostaig am bliadhna, na bhall de lionra airson Oifigearan Gàidhlig an sàs ann an Roinn an Dualchais – Ar Dualchas, dh’obraich iad le buidhnean eadar-dhealaichte gus taic a thoirt seachad air mar dh’fhaodadh iad Gàidhlig a cleachdadh sa bhuidhinn aca mar a leanas: Dig It Scotland, Dundreggan Estate agus Kilmartin Glen Redevelopment Project.</p>
2.6	<p>Thathar air adhartas a dhèanamh le bhith a’ libhrigeadh seiseanan trèanaidh is mothachaidh mun Ghàidhlig do cho-obraichean aig tachartasan intrigidh agus fòraman stiùiridh. Tha na seiseanan seo a’ mìneachadh Gàidhlig san àm a dh’fhalbh agus san latha an-diugh, obair Sgioba na Gàidhlig, dleastanasan cho-obraichean, taic agus goireasan a tha rim faighinn airson nan co-obraichean aig a bheil ùidh ann a bhith ag ionnsachadh na Gàidhlig, a bharrachd air a bhith a’ teagasg beagan abairtean agus farpais-ceist. Tha e cudromach gum bi a’ bhuidheann a’ cumail orra le bhith a’ tabhann, a’ libhrigeadh agus a’ leasachadh nan seiseanan seo thairis air an ath-eagraidh den phlana aca gus fàs a thoirt air ionnsachadh agus cleachdadh na Gàidhlig san àite-obrach.</p>
2.7	<p>Tha cothroman ann do ÀEA gus barrachd adhartais a dhèanamh le bhith a’ cruthachadh agus a’ foillseachadh barrachd susbaint sa Ghàidhlig air na cunntasan meadhanan sòisealta aca agus air an làraich-lìn aca thairis air an ath-eagraidh den phlana aca.</p>
3.0	Prìomh Aithris/Fiosrachadh
3.1	<p>Chaidh measadh a dhèanamh air an dreachd phlana seo le Sgioba Stiùiridh Bhòrd na Gàidhlig. Thug an Sgioba Stiùiridh sùil mhionaideach air a’ phlana agus mhol iad atharrachaidhean.</p>
3.2	<p>Ghabh Àrainneachd Eachdraidheil Alba ris a’ mhòr cuid de na molaidhean aig an Sgioba-stiùiridh agus far nach do ghabh, tha oifigearan a’ Bhùird riarachta leis a’ bhriathrachas a chleachd iad.</p>
3.3	<p>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.</p>
3.4	<p>Thathas a’ moladh gun tèid aontachadh ris a’ phlana seo.</p>
4.0	Moladh
4.1	<p>Aire a thoirt don fhiosrachadh ann am PT1 agus PT2.</p>
4.2	<p>Aonta a chur ris an dreachd phlana ann am PT1.</p>
5.0	Prìomh Bhuidhean Ro-innleachdach
5.1	<p>Buidhean air Ionmhas Chan eil buaidh ann.</p>
5.2	<p>Buidhean air Luchd-obrach Chan eil buaidh ann.</p>
5.3	<p>Buidhean air Trèanadh Chan eil buaidh ann.</p>
5.4	<p>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra Tha dlùth cheangal ann eadar am plana reachdail seo agus a bhith a’ cur air adhart cleachdadh, ionnsachadh agus ìomhaigh na Gàidhlig gu nàiseanta.</p>

Seisean Fosgailte

Cuspair 4.4

	Bidh am plana seo a' cur air adhart na trì amasan anns a' Phlana Chorporra aig Bòrd na Gàidhlig.			
5.5	Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta			
	AR N-ADHBHAR		AR LUACHAN	
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
	AR LUACHAN BUILEAN NÀISEANTA			
	Còraichean daonna	<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"/>		
5.6	Buaidhean air Cliù Chan eil buaidh ann.			
5.7	Buaidhean air Slàinte is Sàbhailteachd Chan eil buaidh ann.			
5.8	Buaidhean Laghail Tha am pròiseas seo stèidhichte air na dleastanasan reachdail aig Bòrd na Gàidhlig gus Achd na Gàidhlig (Alba) 2005 a chur an gnìomh.			
5.9	Buaidhean air Co-ionannas Chan eil buaidh dhìreach air co-ionannas tron phlana seo ach bidh oifigearan a' Bhùird a' cumail sùil air cùisean co-ionannachd mar phàirt den phròiseas dearcnachaidh ann an co-bhonn leis an ùghdarras seo.			
5.10	Buaidhean air an Àrainneachd Cha bhi buaidh ann.			

Historic Environment Scotland

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]



HISTORIC
ENVIRONMENT
SCOTLAND

ÀRAINNEACHD
EACHDRAIDHEIL
ALBA

CONTENTS

INTRODUCTION	3
ABOUT US.....	4
OUR VISION AND AMBITIONS FOR GAELIC	5
OUR AIMS AND ACTIONS	6
STRATEGIC PRIORITIES	6
CORPORATE SERVICE AIMS.....	20
IMPLEMENTATION AND MONITORING.....	27
MEASURING SUCCESS	27
RESPONSIBILITY	29

INTRODUCTION

Welcome to Historic Environment Scotland's (HES) *Gaelic Language Plan 2023-2026*.

As the lead public body for Scotland's historic environment, we want to ensure that we are doing all that we can to acknowledge and promote Gaelic's important and valuable place within Scotland's historic environment.

The structure of this plan sets out aims and actions that will help us to achieve our strategic vision and ambitions for Gaelic and is aligned to the outcomes and priorities in our corporate plan *Heritage for All*.

This plan has been 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.

Our plan has been prepared in accordance with statutory criteria set out in the Gaelic Language (Scotland) Act 2005 and having regard to the *National Gaelic Language Plan 2018-2023* and the Guidance on the Development of Gaelic Language Plans. Our plan aligns delivery to the overall aims of the national plan: increasing the use of Gaelic, increasing the learning of Gaelic and promoting a positive image of Gaelic. This plan includes strategic priorities that were recommended by and then agreed with Bòrd na Gàidhlig.

FOREWORD

ABOUT US

We are the lead public body for the historic environment in Scotland. We are a Non-Departmental Public Body (NDPB) and a registered Scottish Charity (SC045925). Our general functions are to investigate, care for and promote Scotland's historic environment.

We are responsible for leading and enabling the delivery of Scotland's historic environment strategy, [*Our Past, Our Future: The Strategy for Scotland's Historic Environment*](#).

Our corporate plan, [*Heritage for All*](#), sets out our vision that: 'Scotland's historic environment is cherished, understood, shared and enjoyed with pride, by everyone.' It also sets out our 5 corporate outcomes:

1. The historic environment makes a real difference to people's lives
2. The historic environment is looked after, protected and managed for the generations to come
3. The historic environment makes a broader contribution to the economy of Scotland and its people
4. The historic environment inspires a creative and vibrant Scotland
5. The historic environment is cared for and championed by a high-performing organisation

OUR VISION AND AMBITIONS FOR GAELIC

Our Vision: Scotland's Gaelic language and heritage is explored, protected, celebrated and passed on to future generations.

Our Ambitions:

- We will work with communities to explore, enjoy and protect their Gaelic heritage.
- We will enhance our understanding of Gaelic, including its heritage, traditions, stories, and songs, and share our knowledge.
- We will celebrate and increase the representation of Gaelic in Scotland's story so it can be seen and understood by people across the nation and the world.
- We will create more opportunities to learn and use Gaelic.
- We will work with individuals, communities and organisations to ensure Gaelic lives and thrives for generations to come.

OUR AIMS AND ACTIONS

STRATEGIC PRIORITIES

1. We will work together with communities to promote and preserve Gaelic language and culture. We will listen to communities and support them to connect with, celebrate, and enjoy the historic environment and their heritage, developing new creative outputs.
2. We will investigate opportunities for Gaelic speakers to undertake foundation apprenticeships, modern apprenticeships, graduate placements and work placements and continue to develop volunteering within Historic Environment Scotland.
3. We will drive research that enhances our understanding of Gaelic in the context of the historic environment and intangible cultural heritage (ICH).
4. We will implement changes based on the findings of our Gaelic Interpretation Review and share these findings with others to inform best practice.
5. We will establish and build on partnerships with children and young people, educational professionals and other organisations to continue to develop engaging learning and education resources in Gaelic.
6. We will increase opportunities to learn about climate change, biodiversity and landscape through Gaelic.
7. We will support our colleagues to learn Gaelic, gain an increased understanding of Gaelic language and culture and how it relates to our work.
8. We will celebrate and promote Gaelic to national and international audiences.

9. We will continue to work in partnership with others to further progress for Gaelic at a national level by engaging in the Faster Rate of Progress workstreams.
10. We will celebrate our achievements and success in Gaelic and will work with others to share experiences and develop best practice.

Key Performance Indicators

We have identified high-level key performance indicators (KPIs) to measure the success of our Gaelic Language Plan. These KPIs also support the delivery of strategic priorities outlined in [Our Past, Our Future: The Strategy for Scotland's Historic Environment, Heritage for All](#), and our Annual Operating Plans. Further detail can be found in the Measuring Success section of this plan.

Increasing the Use of Gaelic

KPI 1: Established baseline and reporting on Gaelic related grants and funding.

KPI 2: Completed scoping exercise to determine how HES can best support communities with a large number of Gaelic speakers.

Increasing the Learning of Gaelic

KPI 3: Increased HES colleagues' confidence and fluency in Gaelic language.

KPI 4: Increased HES colleagues' understanding of Gaelic and how it relates to our work.

Promoting a Positive Image of Gaelic

KPI 5: Worked with our partners to establish and share best practice in Gaelic.

Corporate Service Aims

KPI 6: Achieved 80% or more of the Corporate Service Aims by the end of our Gaelic Language Plan 2023-2026.

INCREASING THE USE OF GAELIC

- 1. We will work together with communities to promote and preserve Gaelic language and culture. We will listen to communities and support them to connect with, celebrate, and enjoy the historic environment and their heritage, developing new creative outputs.**

Supporting Gaelic communities is key to promoting resilience and growth for Gaelic language and culture. We are passionate about working together with communities in order to promote and preserve Gaelic language and culture. Our community outreach activities have taken place in various places around Scotland and involved people of all ages and Gaelic abilities. We worked with young people and Fèis Rois to celebrate the 250th anniversary of Fort George in 2019 where a film, original soundtrack and live performance were created by young musicians, who worked alongside fiddler and composer Duncan Chisolm, to research the story of Norman Collins, a soldier who was based at Fort George. We built on these relationships by working on another project with Fèis Rois involving a Gaelic songwriting residential weekend for S1-6 pupils, drawing inspiration from Urquhart Castle in 2020. We are working with local historical associations in the Western Isles on the *Teanga fo Losgadh* project which involves community mapping exercises, the sharing and recording of stories and oral history and will culminate in digital resources that can be used by future generations.

We want the historic environment to make a real difference to people's lives and therefore we must widen opportunities for everyone to see it, connect with it, understand it and explore it. We will create more opportunities for communities to use and learn about Gaelic in the context of celebrating and enjoying their historic environment and heritage by facilitating activities such as community excavation projects, embedding specific opportunities such as youth engagement within our Learning and inclusion programme, and empowering communities through our funding and grants schemes.

Objectives	Action Required	Impact	Target Date
(A) We will work together with communities to promote and preserve Gaelic language and culture and the historic environment.	<p>Listen to, and work with, communities to establish how we can achieve common goals together.</p> <p>Continue to work together with communities on activities and projects that promote and preserve Gaelic language and culture including areas such as local history, community archaeology, community mapping, designations, intangible cultural heritage (ICH) and intergenerational activities.</p>	<p>Gaelic culture of communities around Scotland is promoted and preserved.</p> <p>Stronger working relationship with communities.</p> <p>HES and others working in Gaelic communities are informed about how they can further support communities in</p>	Year 3

	<p>Scope how HES could do more to support communities in areas where there is a large number of Gaelic speakers.</p> <p>Collaborate with communities in order to produce new creative outputs using and inspired by Gaelic including collaboration with content creators.</p> <p>Establish and develop partnerships with local arts organisations to enhance creative projects.</p> <p>Create physical and online exhibitions and displays of work to promote Gaelic culture and the historic environment.</p> <p>Identify projects with a Gaelic theme within the HES Community Connections Programme.</p> <p>Continue to include Gaelic as a theme within the Scotland's Community Heritage Conversations digital event series.</p>	<p>areas where there is a large number of Gaelic speakers.</p> <p>Outputs of projects and resources can be seen and used by others and future generations.</p> <p>Increased creative outputs related to Gaelic culture and the historic environment.</p> <p>Increased number of exhibitions and displays of creative outputs of community outreach.</p>	
<p>(B) Listen to, work with and support communities to connect with, celebrate and enjoy the historic environment and their heritage.</p>	<p>Listen to, work with and provide support to communities such as signposting our funding and grants schemes, providing advice, guidance and expertise and work in partnership on community activities and projects to help communities connect to their local heritage.</p> <p>Establish baseline and reporting on activities related to Gaelic that are awarded grants and funding.</p> <p>Use our learning programme to provide opportunities for audiences who would not normally have the opportunity to engage with Gaelic, the historic environment and their heritage.</p>	<p>Increased support for communities that allows for them to connect with, celebrate and enjoy the historic environment and their heritage.</p> <p>The number and nature of projects related to Gaelic that are awarded grants and funding are able to be tracked and increased due to the establishment of a baseline.</p> <p>Our community engagement has a wider reach and supports our equalities actions.</p>	<p>Year 3</p>

	Establish the protection and promotion of Gaelic in our work and policies centred around equality and inclusion and inspire others to take a similar approach.		
--	--	--	--

2. We will investigate opportunities for Gaelic speakers to undertake foundation apprenticeships, modern apprenticeships, graduate placements and work placements and continue to develop volunteering within Historic Environment Scotland.

Caring for the historic environment calls for skills training. HES offer apprenticeships in many trades, including training apprentice stonemasons, joiners, electricians, painters and gardeners. We also have a Conservation Trainee Programme and a Craft Fellowship Programme. Through delivery of the *Skills Investment Plan (SIP) for Scotland's Historic Environment Sector* we are ambitious to go further in attracting new talent and opening pathways into the sector. The SIP identifies a series of actions to address the skills related challenges and opportunities in the sector, which supports an estimated 20,000 direct jobs across Scotland covering construction, the creative industries and tourism.

We value the significant contribution of our Gaelic volunteers. To date we have had five volunteers which were based at Arnol Blackhouse. We seek to build on this success by extending the ways in which people can volunteer with us and increasing flexibility in our approach to volunteering. We will apply this learning to future experiences and skills related activities.

Objectives	Action Required	Impact	Target Date
(A) Investigate opportunities for Gaelic speakers to undertake foundation apprenticeships, modern apprenticeships, graduate placements and work placements.	<p>Increase awareness amongst Gaelic speakers of opportunities to undertake foundation apprenticeships, modern apprenticeships, graduate placements and work placements through external communications, website development and sharing with relevant networks.</p> <p>Scoping exercise into existing apprenticeship frameworks suitable for Gaelic speakers and availability of staff to support internally.</p>	<p>Increased awareness of apprenticeship and placement opportunities available to Gaelic speakers.</p> <p>Use of scoping exercise findings to inform contribution to learning modules or apprenticeships available to Gaelic speakers.</p>	Year 2

	Develop partnerships with other organisations such as Skills Development Scotland and engage in partnership with the Economy and Labour Market workstream as part of Faster Rate of Progress to identify future opportunities for apprenticeships and placements.	Increased use of Gaelic in our sector. Supporting the Gaelic economy and labour market.	
(B) Develop the existing offer of our Gaelic voluntary roles by extending the range of voluntary experiences available including the investigation of remote and digital opportunities.	Review of Gaelic volunteering to determine future sustainability. Investigate remote and digital opportunities for Gaelic voluntary roles. Increase awareness of our Gaelic voluntary roles through external communications, website development and sharing with relevant networks.	Increased number and range of Gaelic voluntary roles, including a digital offer, is available within HES. Greater awareness of Gaelic voluntary roles.	Year 3

3. We will drive research that enhances our understanding of Gaelic in the context of the historic environment and intangible cultural heritage (ICH).

We have contributed to research and collaborated with individuals, communities, organisations and higher education institutions to further our understanding of Gaelic in the context of the historic environment and intangible cultural heritage (ICH). In 2022 we hosted a PhD internship with a student based at Glasgow School of Art who explored how communities in the Western Isles understand and value intangible heritage, especially in relation to landscape and land use. In 2022/3 we worked in partnership with NatureScot on a practical research and community engagement project named *Teanga na Tìre: Dualchas nàdarra 's culturail an cois ar n-ainmean-àite (Our placenames' natural and cultural heritage)* which explored how Gaelic placenames help us better understand the natural and cultural heritage of different areas and communities across Scotland. We are currently grant-aiding the Lost Inverlael

Project in partnership with Ullapool Museum (supported by Bòrd na Gàidhlig) which is exploring creative ways of communicating about the past using intangible cultural heritage such as newly commissioned music.

We continue to investigate and promote the links between our sites, the historic environment and our linguistic heritage which demonstrate the influence of Gaelic culture on Scotland's history and living heritage through our visitor experiences.

Objectives	Action Required	Impact	Delivered by	Target Date
(A) Drive research that enhances our understanding of Gaelic in the context of the historic environment and intangible cultural heritage (ICH).	<p>Drive research by identifying and securing resources to support research centred on Gaelic in the context of the historic environment and intangible cultural heritage (ICH).</p> <p>Collaborating with the University of Glasgow and others to seek funding from the collaborative doctoral research scheme to support intangible cultural heritage (ICH) research. Providing a successful funding bid, we will agree to co-supervise the appointed researcher and to provide advice on the creation of resources as an outcome of the project, such as a map.</p>	<p>Increased understanding of Gaelic intangible cultural heritage (ICH) due to research activities. If time allows, activities based on results will enhance the understanding of our sector and the public.</p> <p>Supporting the priorities of our <i>Intangible Cultural Heritage Policy Statement</i>.</p> <p>Protecting, promoting and celebrating the Gaelic language and culture.</p>	<p>Lead: HES</p> <p>Support: University of Glasgow</p>	Year 3
(B) Continue to support placements and research opportunities enhance our understanding of Gaelic in the context of the historic environment and intangible cultural heritage (ICH).	Build on previous success with placements and research opportunities by maintaining an active offer of placements and research opportunities and ensuring a capacity to support this offer within the Gaelic team.	Normalisation of Gaelic.		Annually

4. We will implement changes based on the findings of our Gaelic Interpretation Review and share these findings with others to inform best practice.

We have commissioned a Gaelic Interpretation Review to be completed in Summer 2023 which will review Gaelic interpretation practices across Historic Environment Scotland's estate and our digital offer. It will look at the current approaches and propose the best practice and approach for HES and others, to adopt or refer to in the future. This review impacts the work of many teams across our organisation as it relates to interpretation panels, guidebooks, audio guides, retail products, social media channels, events, collections and archives. We will implement changes based on the findings to improve Gaelic interpretation practices across our organisation and share these valuable findings with others in order to inform best practice.

Objectives	Action Required	Impact	Target Date
(A) Implement changes to establish recommended practice based on the findings of our Gaelic Interpretation Review.	Review current practice in line with the findings of our Gaelic Interpretation Review. Make changes to existing practice based on recommendations.	Establishing best practice in terms of Gaelic interpretation and our use of Gaelic internally and externally.	Year 3
(B) Share findings of our Gaelic Interpretation Review to inform best practice.	Share findings through networks, including Faster Rate of Progress workstreams, our website and grants and funding schemes.	Establishing best practice that is informed by research to be used by individuals or organisations working in Gaelic.	Year 3

INCREASING THE LEARNING OF GAELIC

5. We will establish and build on partnerships with children and young people, educational professionals and other organisations to continue to develop engaging learning and education resources in Gaelic.

We support Gaelic learning and education through the development of learning resources, workshops, site tours, professional learning sessions, digital content, and opportunities to learn and use Gaelic in the home and communities. We will continue to use the historic environment to enrich education and learning in Gaelic – promoting the value and importance of our heritage and Gaelic language and culture at all levels of learning. We have a range of workshops which we run in schools around Scotland including *Ar tìm is ar n-eachdraidh*, *Tron Uinneag* and *Sgeulachdan*. We launched our first national Gaelic competition *Sgrìobh is Aithris* aimed at young Gaelic storytellers in 2022 and created an online exhibition of the stories. We've continued to work in partnership with Comann nam Pàrant annually in *Seachdain na Sgoiltean* where we have facilitated tours and workshops based at Edinburgh Castle. We seek to build on these partnerships, activities and resources in order to contribute to a sustainable future for Gaelic learning and education.

Objectives	Action Required	Impact	Target Date
(A) Establish and build on partnerships with children and young people, educational professionals and other organisations.	Establish a working group with educators representing a range of ages and stages and consult with children and young people and relevant organisations (Stòrlann Nàiseanta na Gàidhlig, Twinkl Alba, Fèisean nan Gàidheal, E-Sgoil, local Gaelic officers etc.) to plan for and work collaboratively on future learning content and reaching a wider audience through inclusion of content on industry leading platforms such as Twinkl.	Stronger working relationships with stakeholders related to Gaelic education. Sharing of knowledge and best practice in regards to learning resources. Gaelic learning and education resources developed will be more relevant and useful.	Year 2
(B) Develop engaging learning and education resources in Gaelic.	Create a learning resources development plan based on partnership working with educational professionals and consult with children and young people and relevant organisations. Develop learning resources on a variety of themes including heritage, history, culture, climate change, biodiversity, careers and on outputs of community outreach work. Develop a series of Gaelic videos that cover a range of themes.	Increased number of learning resources in Gaelic. Increased integration of Gaelic elements within an inter-disciplinary approach and learning resources and programmes that create opportunities for wider	Year 3

	Signpost our resources and deliver teacher professional learning through our website and activities such as <i>An t-Alltan Online</i> .	engagement including non-Gaelic learners.	
--	---	---	--

6. We will increase opportunities to learn about climate change, biodiversity and landscape through Gaelic.

The climate crisis is an issue that transcends political or organisational agendas, and one that requires action. As a public body, HES has duties to contribute to climate change mitigation and adaptation and to act sustainably. We also have a duty to further the conservation of biodiversity with related statutory reporting requirements. We will contribute to Scotland's net zero by 2045 target by creating opportunities and resources that allow for people to learn about the climate crisis and themes of sustainability through Gaelic. Past activities in this area involved working in partnership with Eden Court in 2023, funding three Gaelic artists to explore new live performance ideas with themes of climate change, heritage and conservation. We also created and contributed to Gaelic content in the form of videos centred around climate change for the COP26 Culture & Coastal Resilience event and for our YouTube channel. We aim to increase awareness, understanding and enjoyment of biodiversity and landscape by engaging more people in the conservation of both the natural and historic environment. Many areas where Gaelic is spoken consist of rich biodiversity, vibrant landscapes and unique ecosystems and it is important that these are protected. This aim helps us to fulfil the Biodiversity Duty and our leadership role under the Climate Change (Scotland) Act 2009 by delivering actions within our *Climate Action Plan 2020-2025*, our *Responsible Tourism Framework*, *HES' Biodiversity Delivery Statement for the Scottish Biodiversity Strategy* and *Our Past, Our Future: The Strategy for Scotland's Historic Environment*.

Objectives	Action Required	Impact	Delivered by	Target Date
Increase opportunities to learn about climate change, biodiversity and landscape through Gaelic.	<p>Develop and establish partnerships with others such as NatureScot and universities, in order to promote opportunities to learn about climate change, biodiversity and landscape.</p> <p>Develop Gaelic learning resources based on climate change, biodiversity and landscape.</p> <p>Explore opportunities to share knowledge of climate change, biodiversity and landscape in our community outreach and partnership working.</p>	Increased number of Gaelic learning resources based on climate change, biodiversity and landscape.	<p>Lead: HES</p> <p>Support: NatureScot</p>	Year 3

--	--	--	--	--

7. We will support our colleagues to learn Gaelic, gain an increased understanding of Gaelic language and culture and how it relates to our work.

We support colleagues and their families to learn Gaelic through signposting of resources such as our Gaelic learning tool-kit, LearnGaelic, BBC Alba and social media accounts and providing opportunities to practice Gaelic conversation with the Gaelic team and other colleagues. Current and past activities that have increased our colleagues' understanding of Gaelic language and culture include Minority Language Training, Gaelic Awareness Sessions, Gaelic themed quizzes, in-person and online events such as sharing results of a PhD internship based on Gaelic intangible cultural heritage (ICH) and promoting and showing Gaelic programmes and films such as *Dùthchas*.

Objectives	Action Required	Impact	Target Date
(A) Support colleagues to learn Gaelic to the level of fluency required for their role	<p>Establish the roles in HES that require a level of Gaelic proficiency in order for HES to fulfil its duties. Ensure these posts are advertised as Gaelic essential or desirable in future.</p> <p>Establish support for colleagues to learn Gaelic to the fluency level required for their roles and the organisation to fulfil its functions including funded Gaelic language classes and courses and the signposting of further resources.</p> <p>Increase visibility and range of resources and activities to help colleagues to learn Gaelic including signposting of LearnGaelic, Duolingo etc. and opportunities to learn and speak Gaelic in person.</p> <p>Create opportunities for colleagues to use written Gaelic in email communications.</p>	<p>Colleagues are supported to achieve their required level of fluency in Gaelic.</p> <p>Learning Gaelic is more accessible to colleagues.</p>	Year 3
(B) Support colleagues to increase their understanding of Gaelic language and culture	Create further opportunities that promote and celebrate Gaelic language and culture such as activities through Seachdain na Gàidhlig, quizzes, Gaelic awareness training etc.	Increased number of activities for colleagues leading to an enhanced	Year 2

	<p>Create an active internal Teams page for Gaelic with our own resources and signposting of external resources and Gaelic events.</p> <p>Create resources and make them available, along with training where needed, to support visitor facing staff focused on topics such as basic phrases, history of Gaelic and Gaelic in the present day.</p>	<p>understanding of Gaelic language and culture.</p> <p>Participation in national events such as Seachdain na Gàidhlig.</p> <p>Increased confidence within visitor staff in understanding of Gaelic language and culture.</p>	
--	---	---	--

PROMOTING A POSITIVE IMAGE OF GAELIC

8. We will celebrate and promote Gaelic to national and international audiences.

We seek to celebrate and promote Gaelic nationally and internationally. We want to share the story of Gaelic language and culture, in the past and present, and allow for it to be understood and enjoyed with pride by everyone. We aim to continue opening-up the relationship between our historic environment and Gaelic to a global audience and exploring its impact and legacy. We have Gaelic interpretation at some of our sites and include a range of Gaelic products in our retail offer. Our Gaelic related blogs and resources such as our *Sgeulachd nan Òran (Story of the Songs)*, a series with singers talking about historical insights we can gather from a selection of Gaelic songs on our YouTube channel, are also promoted to national and international audiences.

Objectives	Action Required	Impact	Target Date
Promote Gaelic to national and international audiences	<p>Show support for and arrange activities related to national events such as Mòd Nàiseanta Rìoghail, Seachdain na Gàidhlig, Say a Gaelic phrase day etc.</p> <p>Promote Gaelic related content such as videos and blogs on our social media and website.</p>	<p>We promote Gaelic language and culture to national and international audiences.</p> <p>We create and share resources that celebrate and educate national and international audiences about Gaelic language and culture.</p>	Annually

	<p>Continue to promote Gaelic through the use of interpretation and QR codes (which link to Gaelic videos) across our sites.</p> <p>Promote our work in national and international networks.</p> <p>Promote Gaelic as part of the UNESCO International Decade of Indigenous Languages.</p> <p>Promote UNESCO site resources in Gaelic.</p> <p>Build more opportunities to promote Gaelic by making it more prevalent in everyday business, including signage and corporate communications and publications.</p>		
--	---	--	--

9. We will continue to work in partnership with others to further progress for Gaelic at a national level by engaging in the Faster Rate of Progress workstreams.

The Faster Rate of Progress initiative is a key element of the *Scottish Government's Gaelic Language Plan 2022-2027* and involves around 25 public bodies who contribute to the sustained growth and support of the Gaelic language. We contribute to the Faster Rate of Progress initiative by taking part in the *Tourism, Culture and Heritage* and *Economy and Labour Market* workstreams. We are working in partnership with the *Tourism, Culture and Heritage* workstream to develop the Gaelic Tourism, Culture and Heritage Strategy and our work contributes to the strategy meeting its aims.

Objectives	Action Required	Impact	Delivered by	Target Date
Contribute to Faster Rate of Progress workstreams	<p>Continue to contribute to the <i>Tourism Culture and Heritage</i> and <i>Economy and Labour Market</i> workstreams.</p> <p>Work in partnership to deliver the <i>Gaelic Tourism Culture and Heritage</i> strategy under the Tourism and Culture work-stream.</p>	Contributed to further progress in delivering priorities for Gaelic at a national level.	<p>Lead: HES</p> <p>Support: VisitScotland</p>	Annually

			Tourism, Culture and Heritage Workstream	
			Economy and Labour Market Workstream	

10. We will celebrate our achievements and success in Gaelic and will work with others to share experiences and develop best practice.

Our many successes in promoting Gaelic and celebrating our heritage over the years include community outreach activities including work with Gaelic speakers in Gigha and the Isle of Lewis. Creative outputs such as our *Light Waves* film and our work with Gaelic artists. Learning resources such as our Gaelic card games *Làmh an Uachdar* and *Ceart no Ceàrr*, our Gaelic thesaurus with terms related to the historic environment and innovative use of technology such as QR codes linking to Gaelic videos that have been watched across many of our sites.

We are keen to share our learning and continue to develop our national and international networks in order to secure a sustainable future for Gaelic communities, the language and our historic environment.

Objectives	Action Required	Impact	Target Date
(A) Celebrate our achievements and success	Celebrate our achievements and successes through internal and external networks such as Community Connections.	Raised awareness of our achievements and successes. Supporting sharing of ideas within heritage and Gaelic sectors.	Annually
(B) Sharing and learning best practice with others	Show leadership in the sector by sharing learning from our activities and research with others such as our Gaelic Interpretation Review. Develop national and international networks and identify opportunities for collaboration with other Gaelic officers in order to learn from each other and develop best practice.	Sharing and developing best practice in Gaelic sector. Learning from and working with others resulting in increased and more informed outputs.	Year 3

	<p>Demonstrate best practice throughout grant funded projects.</p> <p>Establish and develop networks with our counterparts in places such as Ireland, Wales and Canada.</p> <p>Investigate how the protection and promotion of Gaelic can be further integrated into our work and policies centred around equality and inclusion and inspire others to take a similar approach.</p>	<p>Providing and receiving support from others in our sector.</p>	
--	---	---	--

CORPORATE SERVICE AIMS

STATUS

Current Practice	
<ul style="list-style-type: none"> • HES logo and branding is in both Gaelic and English • Signage uses Gaelic bilingually or as element • 69 of our sites have bilingual or Gaelic elements in interpretation signage • Some temporary signage is bilingual or has Gaelic elements (<i>e.g., re-thatching at Arnol Blackhouse, temporary signage refresh for Kisimul Castle</i>) 	
Desired Outcome	<p>Logo and brand</p> <p>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.</p>
Actions Required	<p>We will explore the creation of Gaelic and English logos and branding for our sub-brands that have English only at present. We will review our current guidance to ensure our HES logo and branding are always used appropriately.</p>
Target Date	Annually

Desired Outcome	<p>Signage</p> <p>Prominent signage will include Gaelic and English as part of any renewal process.</p>
-----------------	--

Actions Required	When we renew or replace internal and external fixed signage at any of our offices, the replacement signage will be bilingual. We will continue to renew or replace existing Gaelic interpretation related signage and seek opportunities to create additional interpretation related signage that is bilingual or has Gaelic elements.
Target Date	Annually

COMMUNICATING WITH THE PUBLIC

Current Practice	
<ul style="list-style-type: none"> • Our 'Contact us' page states that we welcome communication in Gaelic • We have an internal Gaelic Communications Guidance policy • All Gaelic communications are directed to our Gaelic team • We respond to all Gaelic communications (post, email and social media) in Gaelic • Some colleagues use Gaelic phrases in meetings with national and international audiences 	
Desired Outcome	Promotion Positive message that communication from the public in Gaelic is always welcome.
Actions Required	We will continue to promote positive message that communication from the public in Gaelic is always welcome.
Target Date	Annually

Desired Outcome	Written Communication Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.
Actions Required	We will continue to accept written communication in Gaelic by post, email and social media and reply following our Gaelic Written Communications Guidance. We will continue to aspire to colleagues outwith the Gaelic team being able respond to written communication in Gaelic.
Target Date	Annually

Desired Outcome	Reception and phone Where Gaelic speaking HES colleagues can provide this service, they are supported to do so, and the service is promoted to the public.
-----------------	--

Actions Required	We will support and encourage reception and visitor facing colleagues to use Gaelic greetings and phrases in emails, on the phone and in person.
Target Date	Annually

Desired Outcome	Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.
Actions Required	We will hold public meetings bilingually when the meeting content is related to Gaelic or 20% of the population speak Gaelic in the area where the public meeting is being held. We will encourage the use of Gaelic greetings and phrases at meetings that are not held bilingually.
Target Date	Annually

INFORMATION

Current practice

- All news releases relating to our Gaelic Language Plan and supporting projects are bilingual
- We occasionally issue bilingual news releases for other activities
- Our Gaelic team provide media interviews in Gaelic
- We publish social media and blog posts relating to Gaelic language and culture
- We have a Gaelic section on our website, which includes our Historic Environment thesaurus and a variety of other Gaelic resources
- Statutory listings that have a strong connection with Gaelic have addresses that are both in Gaelic and English
- There is interpretation in Gaelic at our some of our sites. If Gaelic language interpretation is included, it is done fully bilingually, or with a level of Gaelic incorporation. This interpretation is presented in a variety of forms including signage, digital resources, QR code videos, guidebooks and audio tours. In our Gaelic interpretations, we strive to present a view of Gaelic culture that is based on the best available evidence.

<ul style="list-style-type: none"> • Temporary exhibitions using Gaelic • Gaelic is used in corporate publications as considered appropriate. Where publications are not bilingual, some include bilingual titles, headings and content 	
Desired Outcome	News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
Actions Required	We will continue to ensure high profile news releases and all news releases related to Gaelic are circulated and promoted in both Gaelic and English.
Target Date	Annually

Desired Outcome	Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users
Actions Required	We will continue to ensure Gaelic content is distributed regularly through social media, guided by the level of actual and potential users using #Gàidhlig and #Cleachdi where appropriate. We will increase Gaelic web content and social media posts by 10 on a yearly basis.
Target Date	Annually

Desired Outcome	Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.
Actions Required	We will continue to include Gaelic content on our website and ensure any future website development considers best practice in promoting Gaelic content
Target Date	Annually

Desired Outcome	Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.
-----------------	---

Actions Required	Corporate publications are produced in Gaelic and English when it is valuable and economically viable to do so. Where publications produced are not bilingual, some will include bilingual titles, headings and content.
Target Date	Annually

Desired Outcome	Language utility A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.
Actions Required	All corporate information released in Gaelic is designed to be of high quality and high accessibility. We will continue to use a professional translator and proofreader for larger pieces of Gaelic translation work.
Target Date	Annually

Desired Outcome	Exhibitions Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.
Actions Required	We will continue to deliver public exhibitions and events bilingually where appropriate. We will seek further opportunities to deliver public events bilingually or in Gaelic with priority given to those with the highest potential impact.
Target Date	Annually

COLLEAGUES

<p>Current Practice</p> <ul style="list-style-type: none"> Internal audit in timeline of the last edition and will continue to conduct internal audits in future editions of our Gaelic Language Plan and take forward actions based on the findings Gaelic awareness and language skills training is an open offer to colleagues
--

<ul style="list-style-type: none"> • Colleagues have access and are signposted to resources to learn Gaelic • Some colleagues are learning Gaelic through resources such as Learn Gaelic, Duolingo and participating in courses run by Sabhal Mòr Ostaig 	
Desired Outcome	Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.
Actions Required	We will continue to conduct internal audits of Gaelic skills and training needs of our colleagues through the life of each edition. We will continue to take forward actions based on the findings of these internal audits.
Target Date	Annually

Desired Outcome	Induction Knowledge of the public authority's Gaelic language plan included in new colleague inductions
Actions Required	We will share our Gaelic language plan and provide Gaelic awareness training in new colleague inductions
Target Date	Year 2

Desired Outcome	Language training Gaelic language skills training and development offered to colleagues, particularly in relation to implementing the public authority's Gaelic language plan.
Actions Required	We will develop our current offer for colleagues in terms of Gaelic language skills, training and development in order that they can achieve their required or desired level of knowledge and fluency.
Target Date	Annually

Desired Outcome	Awareness training Gaelic awareness training offered to colleagues, with priority given to directors, board members and colleagues dealing directly with the public.
Actions Required	We will continue to deliver and develop our Gaelic awareness training offered to colleagues with priority given to directors, board members and colleagues dealing directly with the public.
Target Date	Annually

Desired Outcome	Recruitment Recognising and respecting Gaelic skills within the recruitment process throughout the public authority
Actions Required	We will continue to recognise and respect Gaelic skills within the recruitment process and seek further opportunities to do so in any redesign of the recruitment process.
Target Date	Annually

Desired Outcome	Recruitment 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.
Actions Required	We will advertise roles as Gaelic essential and Gaelic desirable where appropriate.
Target Date	Year 2

Desired Outcome	Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
Actions Required	We will continue to create bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
Target Date	Annually

GAELIC LANGUAGE CORPUS

Desired Outcome	Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.
Actions Required	We will continue to follow the most recent Gaelic Orthographic Conventions in relation to all written materials that we produce.
Target Date	Annually

Desired Outcome	Place-names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.
Actions Required	We will continue to seek and use Gaelic place name advice from Ainmean-Àite na h-Alba.
Target Date	Annually

IMPLEMENTATION AND MONITORING

- A Gaelic Language Plan Implementation and Monitoring Group will be established. This group will have responsibility for the development, implementation and monitoring of different aspects of our Gaelic Language Plan.
- A Gaelic Action Plan will be developed that will outline specific details, timescales, and teams involved, in order to achieve the actions, aims and KPIs set out in the Gaelic Language Plan. A quarterly internal progress report will be produced and shared with the Gaelic Language Plan Implementation and Monitoring Group.
- We will complete an annual monitoring report for Bòrd na Gàidhlig. This report will be made publicly available on our website.
- We will publish Key Performance Indicators (KPIs) that we will use to measure our success.

MEASURING SUCCESS

We have identified high-level key performance indicators (KPIs) to measure the success of our Gaelic Language Plan. These KPIs also support the delivery of strategic priorities outlined in [Our Past, Our Future: The Strategy for Scotland's Historic Environment, Heritage for All](#), and our Annual Operating Plans. We will produce a quarterly internal progress report based on our action plan and complete an annual monitoring

report for Bòrd na Gàidhlig. We will make this report available to the public on our website.

Increasing the Use of Gaelic	
Deliverables for Gaelic Language Plan 2023-2026	What Success Will Look Like
KPI 1: Established baseline and reporting on Gaelic related grants and funding.	Baselined the number and nature of projects related to Gaelic since 2020 that have been awarded grants and funding by 6 June 2024. Created tracking procedures in order to report on and increase the number of projects related to Gaelic by the end of the <i>Gaelic Language Plan</i> lifespan.
KPI 2: Completed scoping exercise to determine how HES can best support communities with a large number of Gaelic speakers.	Completed scoping exercise to determine how HES can best support communities with a large number of Gaelic speakers by 6 June 2025.
Increasing the Learning of Gaelic	
Deliverables for Gaelic Language Plan 2023-2026	What Success Will Look Like
KPI 3: Increased HES colleagues' confidence and fluency in Gaelic language.	Based on evidence from our <i>Gaelic and Scots Staff Survey 2022</i> : The Gaelic fluency of colleagues has increased from 89 in 2022 to at least 111 in 2026. The confidence of colleagues in engaging with the public, communities, or other organisations on HES matters concerning Gaelic has increased from 53 in 2022 to at least 80 in 2026.
KPI 4: Increased HES colleagues' understanding of Gaelic and how it relates to our work.	Based on evidence from our <i>Gaelic and Scots Survey 2022</i> : The awareness of colleagues of HES' commitments to Gaelic within the HES Gaelic Language Plan has increased from 132 in 2022 to at least 165 in 2026.

	<p>The awareness of colleagues of the services and support provided to staff by the HES Gaelic team has increased from 103 in 2022 to at least 129 in 2026.</p> <p>The number of events, activities and resources for colleagues to gain an understanding of Gaelic language and culture has increased.</p>
Promoting a Positive Image of Gaelic	
Deliverables for Gaelic Language Plan 2023-2026	What Success Will Look Like
KPI 5: Worked with our partners to establish and share best practice in Gaelic.	<p>Continued to work with partners by contributing to the <i>Tourism Culture and Heritage</i> and <i>Economy and Labour Market</i> workstreams under the Scottish Government's Faster Rate of Progress Initiative.</p> <p>Showed leadership in the sector by sharing learning from our activities and research with others such as our Gaelic Interpretation Review by the end of the <i>Gaelic Language Plan 2023-2026</i> timeline.</p> <p>Worked with other Gaelic officers to learn from each other and develop best practice by the end of the <i>Gaelic Language Plan 2023-2026</i> timeline.</p>
Corporate Service Aims	
Deliverables for Gaelic Language Plan 2023-2026	What Success Will Look Like
KPI 6: Achieved 80% or more of the Corporate Service Aims by the end of our Gaelic Language Plan 2023-26.	By the end of our <i>Gaelic Language Plan 2023-2026</i> at least 80% of the Corporate Service Aims will have been achieved.

RESPONSIBILITY

The senior manager with overall responsibility for plan preparation, development, launch, delivery, implementation and monitoring of HES's *Gaelic Language Plan* is:

Chief Executive

Historic Environment Scotland

Longmore House, Salisbury Place

Edinburgh EH9 1SH

E-mail: chiefexecutive@hes.scot

For enquiries relating to our *Gaelic Language Plan*, please contact our Gaelic Language Policy Manager:

Catriona Morrison

Gaelic Language Policy Manager

Historic Environment Scotland

Fort George, Near Ardersier

Inverness IV2 7TD

E-mail: gaidhlig@hes.scot



HISTORIC
ENVIRONMENT
SCOTLAND

ÀRAINNEACHD
EACHDRAIDHEIL
ALBA

Information for Bòrd na Gàidhlig regarding Historic Environment Scotland's *Gaelic Language Plan 2023-2026*

- Our draft Gaelic Language Plan 2023-2026 (Edition 2) has been developed with input from colleagues across our organisation and informed by feedback during public consultation. Changes have been made to the initial draft plan that was submitted to Bòrd na Gàidhlig on 1st June 2023 following feedback and discussion with the Bòrd.
- The public consultation on the draft Gaelic Language Plan 2023-26 ran for 6 weeks from 8 March – 19 April 2023 online through Citizen Space. A total of 33 responses were received (28 in English, 5 in Gaelic; including 3 organisations). A summary of the results can be found in **Annex A**.
- The strategic priorities that were agreed at the meeting between Alex Paterson, Chief Executive of HES, and Shona MacLennan, CEO of Bòrd na Gàidhlig on Tuesday 17th January 2023 have been incorporated into the plan.
- A foreword by our Chief Executive will be included in the final publication of our Gaelic Language Plan 2023-2026.
- Our Islands Community Impact Assessment, along with any other relevant assessments, and a summary of the public consultation results will be published on our website alongside the final approved version of our 2023-26 Gaelic Language Plan.
- We have included a summary of the results of our Gaelic and Scots Colleague Survey 2022 (**Annex B**) for reference.

Annex A – Summary of Public Consultation Analysis

Introduction

- We ran a public consultation for HES' Draft Gaelic Language Plan 2023-2026 for 6 weeks from 8 March – 19 April 2023 online through Citizen Space.
- The consultation was promoted through professional networks, our social media channels and was featured in national press including two interviews with BBC Radio nan Gàidheal and a front-page feature on The Scotsman.

Responses

- The consultation received a total of 33 responses. This included 5 responses in Gaelic, 28 in English and a response from 3 organisations: Social Enterprise Academy, The University of Edinburgh and VisitScotland.
- 75% of respondents either strongly agreed or agreed with the ten high-level aims outlined in the draft Gaelic Language Plan.
- 82% of respondents were of the view that our draft Gaelic Language Plan does enough to help safeguard and promote Gaelic language and culture.
- There were three amendments made to the draft Gaelic Language Plan as a result of comments made in responses to the consultation.

Annex B – Summary of Gaelic and Scots Colleague Survey 2022

In April to June 2022, we conducted a survey for colleagues to gather data on Gaelic awareness and skills within the organisation. 175 colleagues from an organisational head count of c.1500 responded to the survey:

- 89 colleagues identified having Gaelic skills.
- 97% felt Gaelic is important to Scotland's historic environment
- 75% of respondents were aware of our commitments to Gaelic within our *Gaelic Language Plan 2018 – 2023*
- 61% of respondents were aware of the services and support provided to staff by the Gaelic team
- 30% felt confident about engaging with the public, communities, or other organisations on matters concerning Gaelic.

We are reflecting on the results of our colleague survey to establish the best means of gathering Gaelic related data from colleagues to increase our participation rate in future surveys and planning our next steps in terms of Gaelic awareness and skills within the organisation.



A' freagairt ri	Comataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	07.11.2023
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	5.1

Tìotal a' Phàipeir	Ùrachadh: FtG aig ìre àrd-sgoile agus trusadh is taic do thidsearan		
Moladh do Bhuill	Mar fhiosrachadh*		
Neach-labhairt:	Jennifer McHarrie, Stiùiriche Foghlaim		
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris	
Sgioba-stiùiridh	27.10.2023	Ri Aontachadh	
Pàipear-taice air a cheangal ris	-		
1.0	Adhbhar		
1.1	Tha an aithisg seo a' coimhead air cuid de ghnìomhan air a bheil an Sgioba Foghlaim air a bhith ag obair co-cheangailte ri foghlam àrd-sgoile agus trusadh is taic do thidsearan		
2.0	Cùl-fhiosrachadh		
2.1	Tha an aithisg a' toirt ùrachadh do bhuill na Comataidh air cuid de ghnìomhan a chaidh a dhèanamh bho chionn ghoirid		
3.0	Prìomh Aithris/Fiosrachadh		
3.1	<p>Freagaritean Co-chomhairle bhon Faillleach 2023 air adhart:</p> <p>Tha na co-chomhairlean a leanas co-cheangailte ri rudan a tha a' toirt buaidh air FtG aig ìre na h-àrd-sgoile.</p> <p><i>Co-chomhairleachadh Comhairle na Gàidhealtachd air sgìrean-sgoile FtG airson Bun-sgoil Ghàidhlig Inbhir Nis, Acadamaidh Rìoghail Inbhir Nis, Bun-sgoil Inbhir Pheofharain, Acadamaidh Inbhir Pheofharain, Bun-Sgoil Bruach na Muilne, Acadamaidh Inbhir Narann</i></p> <p>Ceann-latha dùnaidh 27.10.23, thèid ar freagairt a chur air ar làraich-lìn anns na làithean a tha romhainn</p>		
3.2	<p>Prògram Ath-leasachaidh Foghlaim</p> <p>Air 22 Ògmhios dh'fhoillsich Riaghaltas na h-Alba Its Our Future an aithisg mu dheireadh den Lèirmheas Neo-eisimeileach air Teisteanasan is Measadh. B' e aithisg chudromach a bha seo a rinn 26 molaidhean a thaobh na dòigh sa bheil teisteanasan agus measadh ag obrachadh ann an Alba.</p>		
3.3	<p>Gheall Rùnaire a' Chaibineit airson Foghlam agus Sgìlean beachdan a ghabhail air an aithisg, agus na measaidhean buaidh a leanas a dhèanamh mus cuireadh iad freagairt foirmeil Riaghaltas na h-Alba an cèill nas fhaide air adhart sa bhliadhna:</p> <p>Measadh Buaidh Co-ionannachd, Measadh Buaidh air Còraichean is Sunnd Cloinne, Measadh Dleastanas Alba nas Cothromaiche agus Measadh Buaidh air Coimhearsnachdan nan Eilean</p>		
3.3	<p>Chuir Bòrd na Gàidhlig freagairt foirmeil a-steach BnG-response-Hayward-Withers-Review agus dh'iarr Sgioba Ath-leasachaidh an Fhoghlaim beachd Bhòrd na Gàidhlig air an aithisg dheireannach agus molaidhean ach cuideachd air an dealbh nas fharsainge de dh'ath-leasachadh foghlaim a' gabhail a-steach beachdachadh air aithisgean co-cheangailte air Skills Delivery Landscape agus post-school-education-research-skills-purpose-principles</p>		
3.4	<p>Choinnich Stiùiriche an Fhoghlaim ri oifigearan bho Sgioba Ath-leasachadh Foghlaim aig Riaghaltas na h-Alba air 27.10.23 gus bruidhinn gu mionaideach mu na molaidhean againn.</p>		
3.5	<p>Trusadh is taic do thidsearan</p> <p>Thoisich an t-Oifigear Leasachaidh (tidsearan) ùr san dreuchd aig deireadh na Sultain. Tha gnìomhan air toirt a-steach:</p> <ul style="list-style-type: none"> tachartas aig Oilthigh Dhùn Èideann airson coinneachadh ri oileanaich ùra air 14/09/2023 		

Seisean Fosgailte
Cuspair 5.1

3.6	<p>Obair com-pàirteachais le buidhnean eile</p> <ul style="list-style-type: none"> • obair le SDS mun tachartas “Siuthad” a tha gu bhi ann an Inbhir Nis air 09/11/2023. Tha an tachartas seo do dh’òigridh ÀS1-ÀS3airson sealltainn dhaibh mu na dreuchdan Gàidhlig eadar-dhealaichte a tha rim faighinn. • ag ullachadh airson tadhal air SMO mar phàirt den chùrsa bheag aca “Slighe gu Teagasg” (le taic bho BnG) <p>Obair com-pàirteachais le buidhnean eile</p> <ul style="list-style-type: none"> • Tha Stiùiriche an Fhoghlaim a-nis na bhall de Bhuidheann Comhairleachaidh SCILT • Tha Manaidsear Foghlaim (AM) air a bhith ag obair le SCILT gus beachdachadh air mar a dh’fhaodadh cuid de na cothroman trèanaidh aca a bhith freagarrach do thidsearan Gàidhlig. • Ceangal ùr air a dhèanamh le Dyslexia Scotland agus tha AM a-nis na ball de bhuidheann le fòcas air Dyslexia ann am FtG • Tha Manaidsearan Foghlaim (ZNI is AM) cuideachd ag obair le SALT (Comann Albannach son Teagasg Chànanan) agus CLAS (Comann Luchd-teagaisg Àrd-sgoiltean) airson dòighean a lorg gus obair nan lìonraidhean sin a cho-roinn gus am bi iad na bhuannachd do thidsearan FLi agus FtG. 																		
4.0	Moladh																		
4.1	Gun toir a’ Chomataidh am pàipear seo fa-near.																		
5.0	Prìomh Bhuaidhean Ro-innleachdach																		
5.1	<p>Buidhean air Ionmhas Tha na cosgaisean uile taobh a-staigh a’ bhuidseit.</p>																		
5.2	<p>Buidh air Luchd-obrach Cha bhi buaidh ann</p>																		
5.3	<p>Buidh air Trèanadh Cha bhi buaidh ann</p>																		
5.4	<p>Ceanglaichean ri Amasan Ro-innleachdail agus Corporra Tha an obair seo a’ cur ri amas corporra 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.</p>																		
5.5	Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta																		
	<table border="1"> <thead> <tr> <th data-bbox="272 1261 842 1299">Adhbhar</th> <th data-bbox="842 1261 1506 1299">Ar Luachan</th> </tr> </thead> <tbody> <tr> <td data-bbox="272 1299 842 1514">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 data-bbox="842 1299 1506 1514">’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" data-bbox="272 1514 1506 1552" style="text-align: center;">AR LUACHAN BUILEAN NÀISEANTA</td> </tr> <tr> <td data-bbox="272 1552 632 1590">Còraichean Daonna</td> <td data-bbox="632 1552 1506 1590"> <input type="checkbox"/> Clann is Daoine Òga <input checked="" type="checkbox"/> </td> </tr> <tr> <td data-bbox="272 1590 632 1628">Cultar</td> <td data-bbox="632 1590 1506 1628"> <input type="checkbox"/> Coimhearsnachd <input type="checkbox"/> </td> </tr> <tr> <td data-bbox="272 1628 632 1666">Àrainneachd</td> <td data-bbox="632 1628 1506 1666"> <input type="checkbox"/> Bochdainn <input type="checkbox"/> </td> </tr> <tr> <td data-bbox="272 1666 632 1704">Slàinte</td> <td data-bbox="632 1666 1506 1704"> <input type="checkbox"/> Eadar-nàiseanta <input type="checkbox"/> </td> </tr> <tr> <td data-bbox="272 1704 632 1742">Foghlam</td> <td data-bbox="632 1704 1506 1742"> <input checked="" type="checkbox"/> Eaconamaidh <input type="checkbox"/> </td> </tr> <tr> <td colspan="2" data-bbox="272 1742 1506 1794" style="text-align: center;">Gnothachasan soirbheachail is ùr-ghnàthach</td> </tr> </tbody> </table>	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 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	
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 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																			
5.6	<p>Buidhean air Cliù Cha bhi buaidh ann</p>																		
5.7	<p>Buidhean air Slàinte is Sàbhailteachd Cha bhi buaidh ann</p>																		
5.8	<p>Buidhean Laghail Cha bhi buaidh ann</p>																		
5.9	<p>Buidhean air Co-ionannas Cha bhi buaidh ann</p>																		

Seisean Fosgailte
Cuspair 5.1

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

SDS - Skills Development Scotland/Leasachadh Sgilean na h-Alba



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	07/11/2023
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	6.1

Tìotal a' Phàipeir	Plana obrach na Comataidh	
Moladh do Bhuill	Ri Aontachadh	
Neach labhairt:	Ealasaid Dhòmhnallach, Ceannard	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
-	-	-
Pàipear-taice air a cheangal ris	PT1 Plana-obrach 2023/24	
1.0	Adhbhar	
1.1	Gus prògram-obrach na Comataidh aontachadh.	
2.0	Cùl-fhiosrachadh	
2.1	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.	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	Tha am prògram stèidhichte air gnàth-riaghailtean na Comataidh, agus air na thachair am-bliadhna.	
3.2	Tha na h-atharrachaidhean a leanas ann airson na coinneimh seo: <ul style="list-style-type: none"> - Ro-innleachd ICT – thig seo dhan coinneamh sa Ghearran - Sgrùdadh Ràitheil den PCC 23/24 – chan eil pàipear ann - Tabhartasan £50,001-£100,000 – chan eil pàipear ann - Prìomhachasan Ro-innleachdail – chan eil pàipear ann - Àireamhan luchd-teagaisg agus oileanaich teagaisg – chan eil pàipear ann - Pannal nam Planaichean – chan eil pàipear ann 	
4.0	Moladh	
4.2	Aonta a chur ris a' phlana obrach airson nan coinneamhan eile ann an 2023/24.	
5.0	Prìomh Bhuidhean Ro-innleachdach	
5.1	Buidhean air Ionmhas Chan eil buaidh ann.	
5.2	Buidhean air Luchd-obrach Bidh am plana obrach a' toirt stiùir dhan sgioba air an obair a tha a dhìth airson aithisgean a chur chun na Comataidh.	
5.3	Buidhean air Trèanadh Chan eil buaidh ann.	
5.4	Ceanglaichean ri Amasan Ro-innleachdail agus Corporra Tha am pàipear seo a' cur ris an amas gun cum Bòrd na Gàidhlig air a leasachadh nan dòighean-obrach aige.	
5.5	Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta	

Seisean Fosgailte
Cuspair 6.1

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

Seisean Fosgailte

Cuspair 6.1 PT1

Plana Obrach Comataidh Poileasaidh is Ghoireasan 2023/24		Cèitean	Sultain	Samhain	Gearran
		09/05/2023	05/09/2023	07/11/2023	06/02/2024
Puingean Stèidhichte	Cùisean Tòiseachaidh/Fàilte	√	√	√	√
	Geàrr-chunntas na coinneamh mu dheireadh	√	√	√	√
	Clàr gnìomhan	√	√	√	√
	Plana-obrach na Comataidh	√	√	√	√
	Lèirmheas air a' choinneamh	√	√	√	√
	Taisbeanadh	√	√	√	√
	Fios mun Lionra Oifigearan Gàidhlig		√	√	√
Deagh Riaghladh	Poileasaidhean Daonna	√	√	√	√
	Suirbhìdh Luchd-obrach		√		
	Ro-innleachd ICT		√	√	√
	Ùrachadh Bun-Riaghailtean na Comataidh	√			
	Èifeachdas na Comataidh		√		
	Aithisg Bhliadhnail na Comataidh	√			
	Dàta Daonna	√			
	Slàinte is Sàbhailteachd	√			
	Sgrùdadh Ràitheil den PCC 22/23	√			
	Sgrùdadh Ràitheil den PCC 23/24		√	√	√
	Plana Corporra				
Ionmhas	Aithisg Ràitheil air Ionmhas	√	√	√	√
	Tabhartasan eadar £50,001 agus £100,000	√	√	√	√
	Plana Ionmhas Meadhan-ùine		√		
	Buidseat Bliadhnail				√
	Aithisg Bliadhnail air Solarachadh	√			
Cleachdadh	Planaichean Gàidhlig	√	√	√	√
	Prìomhachasan Ro-innleachdail	√	√	√	√
	Adhartas nam Prìomh Buidhnean Lìbhrigidh				√
	Molaidhean Taic-airgid nam prìomh buidhnean				√
Ionnsachadh	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	√			√
Puingean Ad-hoc	Buaidh bho thaic BnG air obair òigridh	√			
	Còd Ghiùlain				
	Pannal nam Planaichean			√	