

Stiùireadh Sgeama Oifigearan Gàidhlig 2025-28

Gaelic Officers Scheme 2025-28 Funding Guidelines

Mu dheidhinn na Maoine

Tha Sgeama Oifigearan Gàidhlig aig Bòrd na Gàidhlig fosgailte airson cuairt maoineachaidh ùr gus taic a chumail ri buidhnean stèidhichte sa choimhearsnachd gus oifigear fhastadh gus gnìomhan is leasachadh Gàidhlig a dhèanamh.

Tha a' chuairt seo den sgeama a' cur fòcas air buaidhean nas làidire is nas fhaicsinniche fhaighinn bho dhreuchdan gus taic a chumail ri cleachdadh na Gàidhlig ann an coimhearsnachdan. Tha sinn gu sònraichte airson taic a chumail ri tuilleadh obair ann an com-pàirteachas, measadh nas fheàrr air toraidhean cànan agus barrachd trèanaidh is taic proifeasanta do dh'oifigearan.

Tha fàilte air iarrtasan bho charthannasan Albannach clàraichte no companaidhean leas coimhearsnachd clàraichte ann an Alba gus dreuchd ùr a chruthachadh, no gus leudachadh air dreuchd leasachadh Gàidhlig a th' ann mar-thà.

Bidh an sgeama seo freagarrach airson dreuchdan a tha:

- Cumail taic ri cleachdadh làitheil den Ghàidhlig ann an coimhearsnachdan
- Leasachadh air cur air dòigh is cur an gnìomh planaichean Gàidhlig coimhearsnachd
- Cumail taic ri ionadan Gàidhlig is tachartasan annta
- A' dol an sàs ann an obair ann an com-pàirt eadar buidhnean a tha libhrigeadh seirbheisean Gàidhlig

Anns an iarrtas agaibh, tha sinn airson 's gum mìnich sibh mar a bhios an dreuchd agaibh a' freagairt air na h-amasan seo, agus cur taic ri phrìomhachasan is puingean gnìomh ann am [Plana Corporra Bòrd na Gàidhlig 2023-28](#) agus ann am [Plana Nàiseanta na Gàidhlig 2023-28](#).

Thathar a' cur fàilte air iarrtasan airson na h-ùine eadar **1 Iuchar 2025** is **31 Màrt 2028**, le taic suas ri **£40,000 p.a.** ri fhaighinn pro-ràta (mu £110,000 gu h-iomlan). Bitheamh mothachail a-rèir neart an iarrtas agad dh' fhaodadh gun tèid taic a thabhann airson 1-bliadhna a-mhàin, 2-bliadhna a-mhàin no an fhaid air iarraidh (suas ri Màrt 2028).

About the Fund

Bòrd na Gàidhlig's Gaelic Officers Scheme is open for a new funding round to support community-based organisations to employ an officer to carry out Gaelic activity and development.

This round of the scheme is focussed on creating stronger and more visible impact from posts in supporting Gaelic usage in communities. In particular, we want to support increased partnership working, better assessment of language outcomes and further professional training and support for officers.

Applications are welcomed from registered Scottish charities or community interest companies registered in Scotland who are looking to create a new post, or to extend an existing Gaelic development post.

The scheme is suitable for posts that will:

- Support day-to-day use of Gaelic in communities
- Further develop the rollout and implementation of community Gaelic language plans
- Support Gaelic centres and activity within them
- Engage in partnership working between organisations in delivering Gaelic services

In your application we expect you to expand on how your post will meet these aims, and further support the priorities and actions of [Bòrd na Gàidhlig's Corporate Plan 2023-28](#) and the [National Gaelic Language Plan 2023-28](#).

Applications are welcomed for the period of **1 July 2025** to **31 March 2028**, with a maximum grant available of **£40,000 p.a.** pro-rata (c. £110,000 in total). Please note that depending the strength of your application funding may be offered for 1 year only, 2 years only or the duration requested (up to March 2028).

Dè na seòrsa dreuchdan a bhiodh freagarrach?

Cumaidh an sgeama taic ri dhreuchdan a tha cur air dòigh is libhrigeadh cothroman Gàidhlig a chleachdadh is ionnsachadh aig ìre na choimhearsnachd.

Bu chòir an t-iarrtas agaibh a bhith a' mìneachadh nan seòrsaichean gnìomhan a bhiodh an dreuchd a' cur an gnìomh, mar a bhios an dreuchd ag amas air fàs a thoirt air gnìomhan is com-pàirteachadh Gàidhlig sa choimhearsnachd is mar a bhios sibh a' clàradh an diofair a tha an dreuchd a dhèanamh a thaobh cleachdadh na Gàidhlig sa choimhearsnachd agaibh.

Bu chòir dreuchdan a bhith a' togail cheanglaichean le buidhnean eile gus gnìomhan agus measadh buaidh a cho-òrdanachadh chun na h-ìre as motha 's a ghabhas, is thèid prìomhachas a thoirt do bhuidhnean a tha ag obair còmhla.

Buidseat na sgeama

'S e £600,000 am buidseat ris a bheilear an dùil airson taic a chumail ri dreuchdan tron Sgeama seo gach bliadhna-ionmhais. Tha £30,000 a bharrachd sa bhliadhna air a chomharrachadh airson cothroman trèanaidh do dh'oifigearan.

Tha sinn an dùil gum bi an t-iarrtas airson taic bhon sgeama nas motha na an ìre taic a bhios comasach dhuinn a thoirt seachad is gum bi an sgeama farpaiseach.

Clàr-ama na Sgeama

Tha taic ri faighinn bhon sgeama airson dreuchdan eadar 1 Iuchar 2025 agus 31 Màrt 2028. Sa mhòr chuid de shuidheachaidhean tha sinn an dùil gum bi taic-airgid a' tòiseachadh bho 1 Iuchar 2025 (ma tha cuideigin san dreuchd mar-thà) air no nuair a tha cuideigin air fhadadh dhan dreuchd, ach ma tha sibh a' cur iarrtas a-steach airson dreuchd a th' ann mar-thà a tha air a mhaoineachadh às dèidh 1 Iuchar 2025, leigibh fios do dh'oifigearan Bòrd na Gàidhlig gus bruidhinn air an iarrtas mus cuir sibh a-steach e.

Ma tha taic air iarraidh airson sìneadh air dreuchd air a mhaoineachadh le Sgeama nan Oifigearan Gàidhlig mar-thà, thèid taic sinidh a thoirt dhuibh airson 1 Giblean 2025 gu 30 Ògmhios 2025 (ma tha sin a dhìth) stèidhichte pro-ràta air a' mhaoineachadh 2024/25 agaibh, is ma tha an t-iarrtas agaibh soirbheachail tòisichidh an taic-airgid ùr bho 1 Iuchar 2025 aig an ìre ùr air aontachadh.

What type of posts will be supported?

This scheme will support posts which will create and deliver opportunities to use and learn Gaelic at a community level.

Your application should clearly show the types of activities the post will carry out, how the post will seek to grow Gaelic activity and engagement in the community and how you will record the difference the post makes in terms of Gaelic usage in your community.

Posts should also seek to connect with other organisations to co-ordinate activity and impact assessment as much as possible, and priority will be given to organisations working together.

Budget for the scheme

The estimated budget allocated to supporting posts via the Scheme is £600,000 per financial year. A further £30,000 per annum is allocated for supporting training and development opportunities for officers.

We expect that demand for support from the scheme will be beyond the level of support that we can provide and that the scheme will be competitive.

Scheme Timeframe

The scheme will support posts between 1 July 2025 and 31 March 2028. In most instances we expect the funding to begin from either 1 July 2025 (if someone is already in post) or when someone is appointed to the post, however if you are applying for an existing post that is funded beyond 1 July 2025 please contact Bòrd na Gàidhlig officers to discuss your application before submitting.

If applying for an extension of post already funded by the Gaelic Officers Scheme, you will receive extension support between 1 April 2025 and 30 June 2025 (if required) based pro-rata on your 2024/25 funding, and if your application is successful your new funding will begin from 1 July 2025 at the newly agreed amount.

Ma tha sibh ag iarraidh taic airson dreuchd ùr, no dreuchd a tha bàn an-dràsta, bidh maoineachadh a' tòiseachadh air stèidh pro-ràta bhon cheann-là a tha cuideigin a' tòiseachadh san dreuchd.

Bitheamh mothachail a-rèir neart an iarrtas agaibh, dh' fhaodadh gun tèid taic de 1-bliadhna, 2-bhliadhna no an fhaid air iarraidh a thabhann dhuibh (suas ri Màrt 28).

Cò dh' fhaodas tagradh a chur a-steach?

Tha an sgeama fosgailte a-mhàin do charthannasan Albannach clàraichte no companaidhean leas-coimhearsnachd le seòladh clàraichte ann an Alba a-mhàin. Feumaidh buidhnean a' choimhearsnachd chruinn-eòlasach a tha iad a' frithealadh a mhineachadh cuideachd.

Feumaidh a' bhuidheann agaibh a bhith clàraichte mar chompanaidh agus/no carthannas mar-thà is cunntas banca beò san RA a bhith agaibh, no cha bhi an t-iarrtas agaibh ceadachte.

Chan fhaod buidhnean ach **aon** iarrtas a chur a-steach dhan Sgeama (ach a-mhàin buidhnean a tha a' cur dreach ri chèile de phlana Gàidhlig coimhearsnachd, is cead aca suas ri dà iarrtas a chur a-steach ma tha aonta ann bho oifigearan Bòrd na Gàidhlig ro-làimh), ach faodaidh sibh taic airson suas ri 2 dhreuchd pàirt-thìde (suas gu 1 FTE) iarraidh san iarrtas no aon dreuchd a tha air a ruith mar obair cho-roinnte eadar dithis.

Tha an sgeama fosgailte dhan dà chuid buidhnean a fhuair taic tron Sgeama Oifigearan Gàidhlig eadar 2022 is 2025 is buidhnean nach d' fhuair taic a-cheana a tha airson taic fhaotainn do dhreuchd ùr no làithreach.

Cò nach fhaod tagradh a chur a-steach?

- Daoine fa-leth
- Ùghdarrasan poblach no ionadail, sgoiltean, no buidhnean far a bheil ùghdarrasan ionadail nam ball/stiùirichean a-mhàin
- Buidhnean coimeirsealta/airson prothaidd
- [Buidhnean Com-pàirteach Lìbhrigidh Bòrd na Gàidhlig](#) (no buidhnean a tha faighinn taic-airgid bhuapa leithid Fèisean ionadail no meuran ionadail den Chomunn Ghàidhealach)

Dè na chosgaisean a gheibh taic?

Faodaidh sibh taic iarraidh a dh'ionnsaigh tuarastal, tabhartasan Àrachas Nàiseanta mar fhastaiche (NICs), tabhartasan peinnein mar fhastaiche, cosgaisean pròiseict, cosgaisean trèanaidh is leasachaidh is cosgaisean iomchaidh sam bith eile ri linn na dreuchd.

If you are applying for a new post, or where a post is currently vacant, funding will begin on a pro-rata basis from the date that someone begins in the post.

Please note that depending on the strength of your application, you may be offered funding for 1-year, 2-years or the full duration requested (up to March 2028).

Who can apply?

This scheme is open only to registered Scottish charities or community interest companies with a registered office in Scotland. Organisations will also be required to define the community that they serve by geographical area.

Your organisation must already be registered as a company and/or charity and have an active UK bank account at the time of application, or your application will be ineligible.

Organisations may submit a maximum of **one** application to the Scheme (except for organisations who are currently drafting a Gaelic community plan, who may submit up to two applications if approved by Bòrd na Gàidhlig officers in advance), although as part of the application you can apply for up to 2 part-time posts (up to 1 FTE) or one post operated as a job-share between two people.

The scheme is open to both organisations that received support from the Gaelic Officers Scheme between 2022 and 2025 as well as those that have not received support previously who wish to support a new or existing post.

Who cannot apply?

- Individuals
- Public or local authorities, schools, or organisations where local authorities are the sole members/directors
- Commercial or for-profit organisations
- [Bòrd na Gàidhlig Delivery Partners](#) (or organisations in receipt of grant funding from them such as local Fèisean or local branches of An Comunn Gàidhealach)

What costs are supported?

You may request support towards salary, employer National Insurance Contributions (NICs), employer pension contributions, project costs, training/development/access costs and any other reasonable costs relating to the post.

Faodaidh sibh cur a-steach airson suas ri 100% de na chosgaisean a tha airidh air taic gu h-àrd (suas ri £40,000 p.a. pro-rata), ach bidh prìomhachas air iarrtasan a tha a' sealltainn gum bi taic-airgid no teachd-a-steach eile air fhaighinn a bharrachd air taic-airgid Bhòrd na Gàidhlig, leis a leithid ann cuideachd airson iarrtasan a tha ag amas air àbhaisteachadh na dhreuchd taobh a-staigh buidseat làithreach a' bhuidheann is chan urrainnear gealltainn gum bi taic-airgid slàn air a thoirt seachad ma tha sin air iarraidh.

Ma tha sibh a' cur a-steach airson dreuchd pàirt-thìde (no nas lugha na 1 FTE), bidh taic ri fhaighinn stèidhichte pro-ràta air an ìre FTE air iomadachadh le £40,000 sa bhliadhna (m.e airson dreuchd 0.5 FTE suas ri £20,000 sa bhliadhna).

Mar stiùir, bhiomaid deònach taic suas ri £5,000 a thabhann (mar phàirt den £40,000) gach bliadhna a dh'ionnsaigh gnìomhan prògram an oifigeir. Ma tha tabhartas agaibh tron sgeama Taic Freumhan Coimhearsnachd aig an àm seo, chan fhaod sibh ach taic iarraidh airson cosgaisean pròiseact airson ùine as dèidh dhan pròiseact Taic Freumhan Coimhearsnachd crìochnachadh.

Dè na chosgaisean nach faigh taic?

Chan fhaod sibh an tabhartas a chleachdadh airson na leanas:

- Tuarastalan no cosgaisean dreuchd do neach sam bith eile seach an neach/daoine san dreuchd
- Cosgaisean-tòiseachaidh no cosgaisean ruith leantainneach aig buidhnean
- Cosgaisean calpa

Bu chòir dhuibh dèanamh cinnteach tron àm mhaoinichte nach eil pàirt sam bith eile de thuarastal, NICs no peinsein na dreuchd air am maoineachadh tro sgeamaichean maoineachaidh eile aig Bhòrd na Gàidhlig, Maoin nan Ealan Gàidhlig air a ruith le Fèisean nan Gàidheal no taic bho [Bhuidhnean Com-pàirteach Lìbhrigidh aig Bhòrd na Gàidhlig](#).

Nòtaichean eile air teachd-a-steach/cosgaisean

Bu chòir prògram-obrach an oifigeir a bhith ag amas air ìre de theachd-a-steach a thogail far a bheil seo comasach (m.e. cisean airson chlasaichean Gàidhlig, airgead bho phàrantan airson tachartasan, tiocaidean airson chuirmean/tachartasan), agus bidh seo mar phàirt den measadh againn air luach an airgid bhon dreuchd.

Còmhla ris a' bhuidseat agaibh, bu chòir dhuibh cosgaisean neo-ionmhasail/saor-thoileach sam bith a chlàradh mar phàirt de na cosgaisean iomlan. Faodar taic neo-ionmhasail

You can request funding for up to 100% of supported costs above (up to £40,000 p.a. pro-rata), however applications that demonstrate that match funding or other income will be sought to supplement Bòrd na Gàidhlig funding will be prioritised, as would applications that show normalisation of the post costs within the organisation's existing budget, and we cannot guarantee that full funding will be provided if requested.

Where you are applying for a part-time role, the maximum request will be based pro-rata on the FTE level multiplied by £40,000 per annum (e.g. for an 0.5 FTE post up to £20,000 per annum).

As a guide, we will provide up to a maximum of £5,000 (as part of the £40,000 maximum) p.a. towards agreed officer programme activity. If you currently have an active Taic Freumhan Coimhearsnachd grant, you can only request support for project costs for the period after the Taic Freumhan Coimhearsnachd project is completed.

What costs cannot be supported?

You cannot use the grant from this scheme for the following:

- Salaries or post costs for anyone other than the postholder(s)
- Organisation start-up or running costs
- Capital costs

You must ensure throughout the funded period that the post's salary, NICs and pension are not funded by money from other Bòrd na Gàidhlig funding schemes, the Gaelic Arts Fund run by Fèisean nan Gàidheal or contributions from [Bòrd na Gàidhlig's Delivery Partners](#).

Other notes on income/expenditure

Where possible, the officer's programme of activity should aim to generate a level of income (e.g. fees for Gaelic classes, parental contributions towards activities, tickets for concerts/events) and this will form part of our assessment on your post's value for money.

Along with your budget, you should note any in-kind/volunteer costs as part of a contribution towards total costs. Any in-kind support for volunteered time can be

airson ùine air a thoirt seachad gu saor-thoileach a thuairmse le luach de cho-dhiù am Fìor Tuarastal Bith-beò no tuarastal gnìomhachais iomchaidh, ma tha sin ri fhaighinn is iomchaidh.

calculated with a minimum value of the real Living Wage or an appropriate industry rate, if available and relevant.

A' cur iarrtas a-steach

Submitting an application

Bu chòir dhuibh iarrtas a chur a-steach tro phortal iarrtasan Fluxx aig bng.fluxx.io. Faodaidh sibh cunntas a chruthachadh saor 's an-asgaidh air an làraich-lìn sin is tha e comasach an t-adhartas agaibh leis an iarrtas a shàbhaladh fhad 's a tha sibh ag obair air. Faodaidh sibh gach faidhle-taic a chur a-steach tron phortal. [Tha faidhle Word leis na cheistean bhon foirm-iarrais ri fhaighinn an seo](#) airson taic a chumail riut le freagairtean ullachadh mus tèid iad a chur dhan phortal.

Dùnaidh portal nan iarrtasan aig **3f air Diardaoin 5 Ògmhios 2025** agus cha bhi e comasach iarrtas a chur a-steach às dèidh a' chinn-uidhe sin ach a-mhàin ma fhuaras cead ro-làimh bho oifigearan Bhòrd na Gàidhlig.

Bu chòir dhan iarrtas a bhith air a chur a-steach le cuideigin le ùghdarras sa bhuidhinn agaibh gus seo a dhèanamh, mar as trice manaidsair, stiùiriche no urrasair.

Tha [taic mionaideach ri fhaighinn air an fhiosrachadh a tha sinn a' sireadh bho gach ceist](#).

Tha sinn a' moladh gun tòisich sibh an t-iarrtas co-dhiù seachdain ro cheann-latha nan iarrtasan gus an urrainn dhuibh fios a chur thugainn ma tha duilgheadasan sam bith agaibh leis a' phortal no ma tha ceistean sam bith agaibh a thaobh an iarrais. Faodaidh sibh post-d a chur thugainn aig tabhartas@gaidhlig.scot.

Nuair a tha sibh a' cur an iarrais a-steach, feumaidh sibh lethbhreacan as ùr de na **faidhlichean-taic riatanach** a leanas a chur còmhla ris:

Riatanach

- (Dreach) tuairisgeul-obrach airson na(n) dreuchd(an)
- Bonn-stèidh no Meòrachan agus Artaigilean Companaidh
- Na Cunntasan Bliadhnail mu dheireadh agus/no aithisg bhliadhnail gu OSCR
- Poileasaidh Barantachaidh no Dìon Chloinne
- Liosta de Bhuill a' Bhùird no Chomataidh
- Lethbhreac de dh'àrachas fèicheanas fastaiche na buidhne agaibh (ach mur eil luchd-obrach aig a' bhuidhinn agaibh an-dràsta)

Applications should be submitted via our Fluxx application portal at bng.fluxx.io. An account can be registered for free on the website and it is possible to save the progress of an application whilst working on it. All supporting documents can be submitted via the portal. [A Word document with the questions from the application form is available here](#) to allow you to compose answers before uploading to the portal.

The application portal will close at **3pm on Thursday 5 June 2025** and it will not be possible to submit an application after this date unless permission has been provided prior to the deadline by Bòrd na Gàidhlig officers.

Your application should be submitted by someone with the authority within your organisation to do so, typically a manager, director or trustee.

[Detailed support is available on our website as to what information we are looking for from each question.](#)

We recommend beginning your application at least a week in advance of the submission deadline to allow you to get in touch if you have any issues with the portal or have any questions about the application. We can be reached by email at tabhartas@gaidhlig.scot.

When submitting your application, you must include up-to-date versions of the **required supporting documents**, as follows:

Essential

- A (draft) job description for the post(s)
- Constitution or Memorandum and Articles of Association
- Most recent annual accounts and/or report to OSCR
- Child Protection or Safeguarding policy
- List of board or committee members
- A copy of your organisation's employer's liability insurance (except for organisations with no current staff)

Air am moladh (ma tha iad rim faighinn)

- Poileasaidh Gàidhlig
- An Aithisg Bhliadhnail mu dheireadh
- Poileasaidh co-ionannachd chothroman no Poileasaidh co-ionannachd, iomadachd is in-ghabhaltachd
- Poileasaidh no aithris àrainneachd
- Litrichean-taic bho bhuidhnean eile stèidhichte sa choimhearsnachd

Mur eil na sgrìobhainnean a bharrachd a tha a dhìth air an cur a-steach còmhla ri iarrtas, bidh an t-iarrtas neo-cheadaichte agus cha tèid a mheasadh.

Recommended (if available)

- Gaelic policy
- Latest annual report
- Equal opportunities or Equalities, diversity and inclusion policy
- Environmental policy or statement
- Letters of support from other organisations in the community

Applications which do not provide the required supporting documents will be declared ineligible and will not be assessed.

Riathanasan oirbh mar bhuidheann

Feumaidh sibh ainmeachadh san iarrtas cò am manaidsear-sreatha a bhios aig an dreuchd, is fios a thoirt seachad air mar a bhios am manaidsear-sreatha a' cumail sùil air, is taic ris, an oifigear.

Tha e an urra ribhse co-dhùnadh dè an tuarastal a thèid a phàigheadh dhan oifigear a rèir nan rèiteachaidhean pàighidh làithreach agaibh, an obair a tha sibh an dùil a nì iad is an t-eòlas/na teisteanasan a tha sibh an dùil a bhios aig an oifigear. Sa h-uile suidheachadh, ge-tà, feumaidh an ìre tuarastal a phàigheas a' bhuidheann agaibh a bhith aig ìre an Fhìor Thuarastail Bith-beò no nas àirde gus a bheil sibh a' coileanadh poileasaidh Obair Chothromach an Toiseach aig Riaghaltas na h-Alba. Tha ìre an Fhìor Thuarastail Bith-beò (£12.60 san uair an-dràsta) air ùrachadh gach bliadhna san Dàmhair, agus thèid seo a chur an sàs sa Ghiblean an ath bhliadhna, is leigidh sinn fios air atharrachaidhean sam bith.

Sgrùdadh is measadh

Ma tha an t-iarrtas agaibh soirbheachail, bidh agaibh ri sgrùdadh is measadh a dhèanamh air mar a tha an dreuchd a' coileanadh buaidh ann a bhith a' brosnachadh tuilleadh cleachdaidh, ionnsachaidh agus/no mothachas air a' Ghàidhlig sa choimhearsnachd agaibh.

Thèid faighneachd oirbh san fhoirm-iarrtais mar a bhios sibh an dùil sgrùdadh a dhèanamh air obair an oifigear, na builean a tha sibh an dùil coileanadh, na Prìomh Chomharran Coileanaidh (PCCan) a tha sibh a' moladh airson measadh a bheil na builean air an coileanadh, is mar a bhios sibh a' trusadh fiosrachaidh bho chom-pàirtichean. Bu chòir na builean is PCCan seo a bhith sealltainn adhartais bliadhna-air-bliadhna ann am buaidh na dhreuchd.

Organisational requirements

You must identify in the application who the line manager of the postholder will be, and provide details about how the line manager will provide oversight and support.

The salary that you pay to the officer is for you to determine based on your current pay arrangements, the work you expect them to undertake and the officer's expected experience/qualifications. However, in all cases the rate of salary paid by your organisation across all posts must meet or exceed the real Living Wage to comply with the Scottish Government's Fair Work First policy. The rate of the real Living Wage (currently £12.60 per hour) is updated each year in October to take effect the following April, and we will notify you of any changes to this.

Monitoring and evaluation

If your application is successful, you will need to monitor and evaluate the officer's activity and show how the post is achieving the impact in promoting further use, learning and/or awareness of Gaelic in your community.

In the application form we'll ask you how you intend to monitor the officer's work, the outcomes you hope to achieve, what Key Performance Indicators (KPIs) you would propose to assess whether those outcomes have been realised, and how you will gather feedback from participants. These outcomes and KPIs should show year-on-year improvement in the impact of the post.

Bidh Bòrd na Gàidhlig ag obair tro ìre mheasaidh iarrtasan is tabhartasan a thabhann gus PCCan a' cho-òrdanachadh tarsainn diofar buidhnean gus a bheil cunbhalachd ann eadar dhreuchdan air a mhaoineachadh is dòigh soilleir ann airson buaidh na sgeama a thomhais is air a thaisbeanadh san fharsaingeachd.

Bidh aig gach buidheann a tha a' faighinn taic ri aithisg a chur a-steach do Bhòrd na Gàidhlig gach sia mìosan (aig deireadh an Fhaoilich is deireadh an Iuchair). Bu chòir na h-aithisgean seo iomradh a thoirt air gnìomhan a chaidh dhèanamh, air adhartas a dh'ionnsaigh PCCan a chaidh aontachadh agus a bhith a' gabhail a-steach geàrr-chunntas air teachd-a-steach is cosgaisean ri linn na dreuchd is fiosrachadh eile. Faodaidh gun iarr sinn fianais oirbh mar phàirt de na h-aithisgean no mar thoradh air an aithisg, a' gabhail a-steach ach gun a bhith air cuingeachadh gu P60s/bileagan-pàighidh, cuidhteasan is fàirdealan.

Bidh sinn cuideachd ag iarraidh oirbh fiosrachadh àireamhachdail is càileachdail a thoirt seachad ri linn nan gnìomhan agaibh is fios bho bhuill na coimhearsnachd airson buaidh na dreuchd air Gàidhlig sa choimhearsnachd a shealltainn.

Bidh e comasach dhuibh na h-aithisgean a chur a-steach tro [phortal iarrtasan Fluxx aig https://bng.fluxx.io](https://bng.fluxx.io), agus bidh e comasach teamplaid airson seo fhaicinn ma bhios an t-iarrtas agaibh soirbheachail.

Bidh sinn ag amas tro fhaid na Sgeama coinneamhan a chumail leis an neach san dreuchd is oifigear iomchaidh sam bith eile às dèidh dhuibh na h-aithisgean seo a chur a-steach gus bruidhinn air an adhartas agaibh is gus beachdan eile a thrusadh.

Ag aithneachadh taic

Mar bhuidheann phoblach, tha e cudromach dhuinn gu bheil fios aig a' phoball air mar a tha sinn a' cleachdadh ar cuid airgid, is mar sin tha e cudromach gu bheil sibh ag aithneachadh gun tug Bòrd na Gàidhlig taic-airgid dhan phròiseact agaibh far a bheil sin iomchaidh.

Ma tha an t-iarrtas agaibh soirbheachail, thèid iarraidh oirbh a bhith ag aithneachadh taic-airgid Bòrd na Gàidhlig ann an sanasachd sam bith de dhreuchdan air am maoineachadh leis an Sgeama, agus mar as iomchaidh tro bhrathan naidheachd no meadhanan sòisealta air obair an oifigear.

Bidh sinn a' faighneachd san fhoirm-iarrtais mar a bhios sibh an dùil an taic againn aithneachadh tro ùine an tabhartais ma tha an t-iarrtas agaibh soirbheachail agus

Bòrd na Gàidhlig will work through the assessment of applications and awarding grants to co-ordinate KPIs across different organisations to ensure consistency among funded posts and that the scheme's overall impact can be clearly measured and demonstrated.

All funded organisations will be required to submit reports every six months to Bòrd na Gàidhlig (at the end of January and end of July). These reports will be expected to summarise activity that has taken place, progress towards agreed KPIs and an overview of income and expenditure relating to the post and other information. We may request evidence from you as part of the reports or as a follow-up to the report, including but not limited to P60s/payslips, receipts and invoices.

We will also ask you to provide both quantitative and qualitative information regarding your activity and feedback from community members to show the impact of the post on Gaelic in the community.

Reports will be available to submit via the [Fluxx application portal at https://bng.fluxx.io](https://bng.fluxx.io), and a template for these will be viewable if your application is approved.

We will aim throughout the Scheme duration to have meetings with the postholder and any other relevant officer from your organisation to discuss your progress and gather feedback.

Acknowledgment

As a public body it's important to us that the public know where our funding is spent, and that's why it's important that you acknowledge where appropriate that Bòrd na Gàidhlig provided funding for your project.

If your application is successful, we will require you to acknowledge Bòrd na Gàidhlig's support in any advertisements of posts funded by the Scheme, and as appropriate through any news or social media releases of the officer's activity.

We'll ask you in the application how you intend to acknowledge our support throughout the grant duration if

feumaidh sibh fianais a chur thugainn san aithisg dheireannaich air mar a tha sibh air an taic-airgid againn aithneachadh.

Airson tuilleadh fiosrachaidh, nach toir sibh sùil air an [Stiùireadh Aithneachaidh](#) is [Stiùireadh Brann](#) air an làraich-lìn againn.

your application is successful and you must evidence how you have acknowledged our support in your reporting.

For further information please read our [Acknowledgement Guidance](#) and our [Brand Guidance](#) on our website.

Riathanasan airson daoine sna dreuchdan

Postholder requirements

Tha sinn an dùil gum bi daoine sna dreuchdan a tha a' faighinn taic bhon Sgeama Oifigearan Gàidhlig a' coileanadh nan slatan-tomhais riathanach gu h-ìosal, is gu bheil sanasan-obrach sam bith a' cleachdadh nan slatan-tomhais riathanach is buannachdail a leanas:

Riathanach

- Fileanta sa Ghàidhlig le deagh chomas labhairteach, leughaidh is sgrìobhaidh sa Ghàidhlig is sa Bheurla
- Còir a bhith ag obair san Rìoghachd Aonaichte
- Nam ball den sgeama Dìon Bhuidhnean So-leònte (PVG) (nam biodh an neach san dreuchd an sàs ann an gnìomhan a bhiodh ciallachadh gu bheil an dreuchd [na "dhreuchd riaghlach"](#), m.e ag obair le no a' cur tachartasan air dòigh do chloinn no inbhich so-leònte)

Na bhuannachd

- Eòlas a-cheana air dreuchd oifigear Gàidhlig/leasachadh coimhearsnachd
- Ceum no teisteanasan iomchaidh ann an Gàidhlig, leasachadh coimhearsnachd, no cuspair iomchaidh eile

San dreuchd

Thathar an dùil gum bi daoine sna dreuchdan a' gabhail pàirt ann an coinneamhan Lìonra nan Oifigearan Gàidhlig air an cur air dòigh le Bòrd na Gàidhlig no buidhnean iomchaidh. Bidh iad seo air an cumail air-loidhne no aghaidh-ri-aghaidh mar as iomchaidh.

Thathar cuideachd an dùil gum bi daoine san dreuchd a' gabhail cothroman leasachaidh proifeasanta a tha a' nochdadh. Bidh Bòrd na Gàidhlig, ann an co-bhonn le buidhnean eile, a' cur cothroman den leithid air dòigh tro chuairt an sgeama is bithear an dùil gum bi sibh, mar bhuidheann a' toirt cead do, is a' cumail taic ri daoine sna dreuchdan na cothroman sin a ghabhail. Thèid tuilleadh fiosrachaidh air seo fhoillseachadh mun àm a nithear co-dhùnaidhean air iarrtasan taic-airgid.

We expect postholders who receive support through the Gaelic Officers Scheme will meet the following essential criteria, and that any job advertisements include the following essential and desirable criteria:

Essential

- Fluent Gaelic speaker with good writing and reading ability in Gaelic and English
- Right to work in the United Kingdom
- A member of the Protecting Vulnerable Groups (PVG) scheme (if the postholder would carry out activity that would make the post [a "regulated role"](#), e.g. involves working with or running events for children or vulnerable adults)

Desirable

- Previous experience in a Gaelic officer/community development role
- A degree or relevant qualifications in Gaelic, community development, or other relevant subject

In post

It is expected that postholders will take part in Gaelic Officers Network meetings arranged by Bòrd na Gàidhlig or relevant organisations. These may be held online or face-to-face as appropriate.

It is also expected that postholders will commit to professional development when opportunities arise. Bòrd na Gàidhlig, in partnership with other organisations, will make opportunities available throughout the life of the Scheme and you will be expected as an organisation to permit and facilitate postholders to take part. It is expected that further information will be published on this around the time that decisions on funding applications are made.

Tha dleastanasan aig Bòrd na Gàidhlig gus deagh chleachdadh a chur air adhart ann a bhith:

- A' lùghdachadh buaidh air an àrainneachd
- A' brosnachadh co-ionannachd chothroman do dhaoine le feart dìonte a rèir Achd Co-Ionannachd 2010
- A' brosnachadh chothroman do dhaoine òga a tha, no a tha air a bhith, fo chùram a rèir Achd na Cloinne is nan Daoine Òga (Alba) 2014

Bu mhath leinn gum bi na buidhnean is pròiseactan a tha a' faighinn maoinachadh bhuainn cuideachd a' cur ris na h-amasan seo, is bidh sinn a' faighneachd dhiubh san fhoirm-iarrtais mar a tha sibh an dùil gum bi am pròiseact agaibh a' dèanamh seo.

Airson tuilleadh fiosrachaidh, nach leugh sibh fiosrachadh tro na ceanglaichean gu h-ìosal:

- [Fiosrachadh air àireamhachadh is lùghdachadh eimiseanan carboin bho Creative Carbon Scotland](#)
- [Fiosrachadh mu na feartan dìonte a rèir Achd Co-Ionannachd 2010](#)
- [Mu dheidhinn Pàrantan Corporra agus cumail taic ri clann a tha air a bhith ann an cùram](#)

Obair Chothromach

Feumaidh buidhnean a tha a' faighinn maoinachadh poblach ann an Alba cumail ri poileasaidh Obair Chothromach an Tòiseach aig Riaghaltas na h-Alba, agus mar sin **feumaidh** iad:

- Co-dhiù am fìor Thuarastal Bith-beò a phàigheadh ri luchd-obrach is cùmhnantairean uile thairis air an aois 16; agus
- Dòighean iomchaidh airson guth luchd-obrach èifeachdach, leithid aithneachadh aonaidhean-ciùird, a bhith ann

Thèid iarraidh oirbh mar phàirt den tagradh agus den aithris agaibh dearbhadh gu bheil sibh a' cumail ris a' phoileasaidh agus fianais a thoirt seachad gun do rinn sibh sin.

Tha [tuilleadh stiùireadh air mar a tha sinne aig Bòrd na Gàidhlig a' cur an gnìomh poileasaidh Obair Chothromach an Tòiseach ri fhaighinn an seo](#), is tha [stiùireadh bho Riaghaltas na h-Alba air a' phoileasaidh ri fhaighinn an seo](#).

Bòrd na Gàidhlig has a responsibility to promote good practice in:

- Reducing impact on the environment
- Promoting equality of opportunity for those with a protected characteristic under the Equalities Act 2010
- Promoting opportunities for young people who are, or have been, in care under the Children and Young People (Scotland) Act 2014

We would like the organisations and projects that we fund to also consider how their work can contribute to these aims and will ask in the application form how your proposed project will seek to do so.

For further information, please consult the links below:

- [Information on how to calculate and reduce carbon emissions via Creative Carbon Scotland](#)
- [Information about the protected characteristics under the Equalities Act 2010](#)
- [About Corporate Parenting and supporting care-experienced young people](#)

Fair Work

Organisations in receipt of public funding in Scotland are required to adhere to the Scottish Government's Fair Work First policy, and as such **must**:

- Pay at least the real Living Wage to all staff and contractors over the age of 16; and
- Provide appropriate channels for effective workers' voice, such as trade union recognition

You will be asked as part of your application and reporting to confirm that you are adhering to the policy and provide evidence of doing so.

Further [guidance as to how Bòrd na Gàidhlig is implementing the Fair Work First policy is available here](#), and [guidance from the Scottish Government on the policy is available here](#).

Mar a làimhsicheas sinn is nì sin co-dhùnadh air ur n-iarrtas

How we will process and decide upon your application

Gheibh sibh post-d fèin-obrachail bhon phortal Fluxx a' dearbhadh gun d' fhuair sinn an t-iarrtas agaibh. Mur eil sibh air seo fhaighinn, dèanaibh cinnteach gu bheil sibh air an t-iarrtas agaibh a chur a-steach is nach eil sibh dìreach air a shàbhaladh.

Às dèidh a' chinn-latha airson iarrtasan a chur a-steach, thèid sgrùdadh a dhèanamh air iarrtasan le oifigearan Bhòrd na Gàidhlig gus dearbhadh gu bheil iad a' leantainn riaghailtean na maoine agus gu bheil iad a' toirt seachad an fhiosrachaidh a tha a dhìth. Ma thathar den bheachd nach eil an t-iarrtas agaibh ceadachd, thèid iarraidh oirbh seo a chur ceart. Mur eil an t-iarrtas agaibh gu tur a' leantainn riaghailtean na maoine air **Diardaoin 12 Ògmhios 2025** dh'fhaodadh gun tèid an t-iarrtas agaibh a dhiùltadh gun mheasadh.

Dh'fhaodte gun iarr Bòrd na Gàidhlig tuilleadh fiosrachaidh no mìneachaidh air fiosrachadh mu dheidhinn a' phròiseict mar phàirt den phròiseas measaidh. Mur an tèid am fiosrachadh seo a thoirt seachad taobh a-staigh 5 làithean-obrach, tha sinn a' glèidheadh na còrach an t-iarrtas agaibh a dhiùltadh.

Thèid gach iarrtas ceadachd a mheasadh le pannal de dh'oifigearan aig Bòrd na Gàidhlig

Bidh iarrtasan air am measadh fa leth sa chiad dol a-mach airson dearbhadh mar a tha iad a' freagairt air na slatan-tomhais a leanas:

- Freagarrachd na dreuchd a rèir slatan-tomhais air t.d. 1
- Buaidh air cleachdadh na Gàidhlig sa choimhearsnachd ri a bheilear an dùil bho thoraidhean obair an oifigeir
- Cho soilleir is a tha an t-iarrtas a thaobh mar a bhios obair ann an com-pàirt ann eadar an t-oifigeir is buidhnean coimhearsnachd eile
- Luach an airgid air a thoirt seachad airson an tabhartas air iarraidh (a' gabhail a-steach taic-airgid bho thùsan eile)
- Comas na buidhne/an oifigeir gus na gnìomhan air mìneachadh a lìbhrigeadh
- Comasan a bhith a' sgrùdadh is ag aithris air adhartas (a' gabhail a-steach eachdraidh sam bith de bhith a' toirt seachad aithisgean a-cheana)
- Coileanadh slatan-tomhais air Dleastanasan Sòisealta

Gheibhear stiùireadh nas mionaidiche air mar a thèid iarrtasan a mheasadh [air làrach-lìn Bòrd na Gàidhlig](#)

You will receive an automatic email acknowledgment from the Fluxx portal to confirm that we have received your application. If you do not receive this, please check that you have submitted the application rather than only saving the application.

After the closing date for applications, Bòrd na Gàidhlig officers will then screen applications to ensure they comply with the rules of the fund and have provided necessary information. If your application is deemed ineligible, you will be asked to correct this. If your application is not fully compliant with the rules of the fund by **Thursday 12 June 2025** your application may be declined without assessment.

Bòrd na Gàidhlig may request additional information or clarification of project details as part of the assessment process. If this additional information is not submitted within 5 working days of being requested we reserve the right to decline your application.

All eligible applications will be assessed by a panel of Bòrd na Gàidhlig officers.

Applications will be assessed individually in the first instance as to how well they meet the following criteria:

- Suitability of the post against criteria on page 1
- The impact of the proposed outcomes of the officer's work on Gaelic usage in the community
- How clearly the application sets out how partnership working will take place between the officer and other community-based organisations
- Providing value for money for the grant requested (considering any match-funding provided from other sources)
- Capacity of the organisation/officer to deliver the activity presented
- Ability to monitor and report on progress (taking into account any track record of previous reporting)
- Compliance with Social Responsibilities criteria

Detailed guidance as to how applications will be assessed can be found [on Bòrd na Gàidhlig's website](#).

Stèidhichte air seo, coinnichidh am pannal is cuiridh iad molaidhean do Sgioba-stiùiridh Bòrd na Gàidhlig. Bidh an Sgioba-stiùiridh an uair sin ag amas gum bi solar iomchaidh de dhreuchdan oifigearan gu nàiseanta a thaobh cruinn-eòlas, le beachd air an àireamh is an dùmhlachd de luchd-labhairt na Gàidhlig a rèir cunntas-sluaigh na h-Alba 2022, mus tèid na molaidhean deireannaich a dhèanamh.

Thèid na molaidhean acasan an uair sin a chur dhan Bhòrd-stiùiridh (no comataidh air ainmeachadh) airson co-dhùnadh dheireannaich.

Thèid innse dhuibh mu cho-dhùnaidhean air an iarrtas agaibh tro phost-d anmoch san Ògmhios no tràth san Iuchar 2025.

Mur eil sibh riaraichte leis a' cho-dhùnadh air an iarrtas agaibh, ged nach eil pròiseas ath-thagradh againn faodaidh sibh gearan a chur a-steach ma tha sibh den bheach nach deach dèiligeadh ris an iarrtas agaibh a rèir an stiùiridh agus an stiùireadh-measaidh. Airson tuilleadh fiosrachaidh, [tha ar modhan gus dèiligeadh ri gearanan ri fhaighinn an seo](#).

Based on this assessment, the panel will meet and make recommendations to the Bòrd na Gàidhlig Senior Management Team. The SMT will then aim to ensure an appropriate national geographic coverage of officer posts, with consideration given to the number and density of Gaelic speakers in given areas as determined by the 2022 Scottish Census, before finalising our recommendations.

These proposals will then be presented to Bòrd na Gàidhlig's Board (or a delegated committee) for final decision.

You will be informed of the result of your application via email in late June or early July 2025.

If you are not satisfied with the outcome of your application, while we do not offer an appeal process you may make a complaint if you believe your application has not been dealt with in accordance with this guidance and the assessment guidance. For more information, [our complaints handling procedure is detailed online here](#).

Iarrtasan soirbheachail	Successful applications
Ma tha an t-iarrtas agaibh soirbheachail, gheibh sibh brath bho Bhòrd na Gàidhlig sa chiad dol-a-mach tro phost-dealain mun t-sùim a chaidh a thabhann dhuibh is dearbhadh ma tha taic air aontachadh airson 1-bliadhna, 2-bliadhnan no suas ri Màrt 2028. Thèid aonta taic-airgid airson bliadhna 1 a chur thugaibh an uair sin tro Docusign do na soidhnichean ainmichte agaibh airson gabhail ris is airson an Dearbhadh a thaobh Obair Chothromach a lìonadh. Bidh suas ri 30 latha agaibh gus an t-aonta taic-airgid a shoidhneadh is a thilleadh no thèid an tairgse taic-airgid a thoirt air ais. Thèid a' chiad phàigheadh den taic-airgid a thoirt dhuibh as t-samhradh 2025 às dèidh dhuibh an t-aonta a shoidhneadh agus aithisgean airson aontaidhean Sgeama Oifigearan Gàidhlig 2024/25 a chur a-steach (ma tha sin iomchaidh) no dearbhadh gun deach cuideigin fhastadh dhan dreuchd (mas e dreuchd ùr a th' ann), is an uair sin thèid pàighidhean a chur thugaibh às dèidh dhuibh aithisgean adhartais a chur a-steach is iad air aontachadh, le ùmhlachd do choileanadh PCCan is coileanadh cumhaichean is riathanasan eile air a tha air an cur an cèill san aonta taic-airgid agaibh.	If you are awarded funding, you will receive an initial notification from Bòrd na Gàidhlig via email of the amount that has been awarded and whether funding is offered for 1-year, 2-years or up to March 2028. A funding agreement for year 1 will then be sent via Docusign to your nominated signatories to sign the acceptance and complete a Fair Work Declaration. You will have up to 30 days from the date of issue to sign and return the funding agreement or the offer shall be withdrawn. The first funding tranche will be paid to you in summer 2025 after your acceptance of the agreement and submission of reports for 2024/25 Gaelic Officers Scheme agreements (if applicable) or confirmation of appointment (if a new post). Thereafter payments will be made to you after submission and approval of progress reports, subject to your attainment of KPIs and compliance with conditions and requirements set out in your funding agreement.

Thèid litrichean taic-airgid airson bliadhnaichean 2 is 3 air a thabhann dhuibh nas anmoiche (ma tha sin iomchaidh), a-rèir ur adhartais soirbheachail le bhith libhrigeadh a' phrògram agaibh is PCCan iomchaidh a choileanadh.

Ma tha taic air a thabhann a-mhàin airson 1-bliadhna no 2-bliadhna, bidh cothrom agaibh cur a-steach airson tuilleadh taic tràth ann an 2026/tràth ann an 2027.

Award letters for years 2 and 3 will be issued in due course (if applicable), subject to your successful delivery of your programme and achievement of relevant KPIs.

If support is only offered for 1 year or 2 years, you will have an opportunity to apply for further support in early 2026/early 2027.

Iarrtasan nach eil soirbheachail

Unsuccessful applications

Mur eil an t-iarrtas agaibh soirbheachail, sgrìobhaidh sinn thugaibh le adhbharan airson a' cho-dhùnaidh, agus bhitheamaid deònach bruidhinn ribh a thaobh cothroman taic eadar-dhealaichte fhaighinn.

If your application is unsuccessful, we will write to explain to you the reasons for the decision, and we will be happy to discuss alternative forms of support.

Ma fhuair sibh taic tron Sgeama Oifigearan Gàidhlig ann an 2024/25, is ma tha neach san dreuchd aig àm a' cho-dhùnaidh, bheir sinn sìneadh pro-rata air an aonta taic-airgid mu dheireadh agaibh gus **31 Lùnastal 2025** is bidh sinn ag obair còmhla ribh gus taic iomchaidh a thoirt seachad.

If you have previously received support from the Gaelic Officers Scheme in 2024/25, and a postholder is in place at the time of the decision, we will provide a pro-rata extension to your most recent funding agreement until **31 August 2025** and we will work with you to provide appropriate support.

Tuilleadh fiosrachaidh

More information

Airson tuilleadh fiosrachaidh mun mhaoin seo, tadhail air [làrach-lìn Bhòrd na Gàidhlig](mailto:tabhartas@gaidhlig.scot) no cuiribh fios gu tabhartas@gaidhlig.scot.

For more information about this fund, please visit the [Bòrd na Gàidhlig website](https://www.gaidhlig.scot) or contact Bòrd na Gàidhlig at tabhartas@gaidhlig.scot.

Tha freagairtean do [cheistean cumanta ri linn mar a tha an sgeama ag obair rim faighinn an seo](#), is [freagairtean coitcheann ri cheistean cumanta](#) mu dheidhinn a' mhaoineachaidh againn air an làrach-lìn againn.

You can find answers to [frequently asked questions about the operation of the scheme here](#), and more general [answers to frequently asked questions](#) about our funding on our website.

Gheibhear fiosrachadh mu [phrìobhaideachd a thaobh ar sgeamaichean maoineachaidh air an làrach-lìn againn](#).

Privacy information [relating to our funding schemes can be found on our website](#).

Gheibhear cruthan eadar-dhealaichte den stiùireadh seo is de dh'fhoirmichean-iarrtas ma tha sibh ag iarraidh agus dh'fhaodadh gun tèid iad air fhoillseachadh aig: <https://www.gaidhlig.scot/gd/maoineachaidh/cothroman-maoineachaidh/sgeama-oifigearan-gaidhlig/>

Alternative forms of this guidance and application forms can be made available on request and may be published at: <https://www.gaidhlig.scot/en/funding/funding-schemes/gaelic-officers-scheme/>

Eachdraidh Faidhle / Version History

v1	Air fhoillseachadh / Published	1 Cèitean / May 2025
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Ma tha ùrachadh susbainteach ann air an stiùireadh, is sibh air iarrtas a thòiseachadh air Fluxx, thèid brath a chur thugaibh tro phost-d.

If this guidance is substantially updated, and you have begun an application on Fluxx, you will be notified via email.