

Bòrd na Gàidhlig

A' Chomataidh Poileasaidh is Ghoireasan

Coinneamh air Dimàirt 27/10/2020 09.30 – 12.15

Air-loidhne tro MS TEAMS

CLÀR-GNOTHAICH

Policy & Resources Committee

Meeting on Tuesday 27/10/2020 09.30 – 12.15

On-line via MS TEAMS

AGENDA

Seisean Dùinte		Closed Session	
1.0	CUISEAN TÒISICHIDH	OPENING ITEMS	
1.1	Fàilte is Leisgeulan	Welcome & Apologies	09.30-09.40
1.2	A' Nochdadh Chom-pàirtean <i>Bu chòir do Bhuill com-pàirt ionmhasail no neo-ionmhasail a th' aca ann an cùis sam bith air am bithear a' beachdachadh a chlàradh, le bhith a' comharrachadh na puinge buntainnich agus an t-seòrsa com-pàirt a th' aca</i>	Declaration of Interests <i>Members should declare any financial and non-financial interest they have in the items of business for consideration, identifying the relevant agenda item, and the nature of their interest</i>	
1.3	Geàrr-chunntas na coinneamh mu dheireadh air 24/08/2020	Draft Minute of the previous meeting on 24/08/2020	
1.4	Clàr-gnìomhan	Action Listing	
1.5	Gnothach Iomchaidh sam Bith Eile <i>Bu chòir iarrtas sam bith airson puingeann eile a chur fo GISBE a chur gu Cathraiche na Comataidh ron choinneimh.</i>	AOCB <i>Any items for AOCB should be sent for consideration to the Committee Chair prior to the meeting.</i>	
Seisean Fosgailte		Open Session	
2.0	IONMHAS	FINANCE	
	AIRSON FIOSRACHADH*	FOR INFORMATION*	09.45-10.00
2.1	Aithisg Ionmhais gu 30.09.2020 <i>Ailig Greumach, Ceann an Ionmhais</i>	Finance Report to 30.09.2020 <i>Alex Graham, Head of Finance</i>	
	RI AONTACHADH	FOR APPROVAL	10.00-10.15
2.2	Prìomhachasan is Bun-riaghailtean Sgeamaichean Taic-airgid 2021/22 <i>Steven Kellow, Oifigear Maoineachaidh is Phròiseactan</i>	Priorities and Rules of 2021/22 Funding Schemes <i>Steven Kellow, Funding and Projects Officer</i>	

Pàipearan Fiosrachaidh

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

3.0	RIAGHLADH CORPORRA	CORPORATE GOVERNANCE	
3.1	RI DHEASBAD Plana Gniomh 2020/21 - Sgrùdadh <i>Shona NicIllinnein, Ceannard</i>	FOR DISCUSSION Operational Plan 2020/21 – Monitoring <i>Shona MacLennan, Ceannard</i>	10.15-10.30
4.0	CLEACHDADH	USAGE	
4.1	RI AONTACHADH Planaichean Gàidhlig PT1 - PGR005 CO3 Coimisean na Croitearachd PT2 - PGR017 CO1 Comhairle Lodainn an Ear PT3 - PGR027 CO2 Comhairle Siorrachd Àir a Deas <i>Daibhidh Boag, Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd</i>	FOR DECISION Gaelic Language Plans PT1 - PGR005 CO3 Crofting Commission PT2 - PGR017 CO1 East Lothian Council PT3 - PGR027 CO2 South Ayrshire Council <i>David Boag, Dir of Language Planning & Community Developments</i>	10.30-11.05
4.2	RI AONTACHADH Amasan Àrd-ìre PT1- PGR055 CO3 Riaghaltas na h-Alba <i>Daibhidh Boag, Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd</i>	FOR DECISION High Level Aims PT1 - PGR055 CO3 Scottish Government <i>David Boag, Dir of Language Planning & Community Developments</i>	11.05-11.20
	Beàrn	Break	11.20-11.30
5.0	IONNSACHADH	LEARNING	
5.1	AIRSON FIOSRACHADH * Àireamhan foghlaim – clann is inbhich PT1 – Dàta Sgoile Ghàidhlig 2019-20, Poblach 2.0 PT2 – Inbhich a Tha ag Ionnsachadh Gàidhlig 2019, Fios-dhealbh PT3 – Inbhich a Tha ag Ionnsachadh Gàidhlig 2019, Aithisg Phoblach <i>Peadar Morgan, Manaidsear Rannsachaidh is Planadh Corpais</i>	FOR INFORMATION * Education statistics – children and adults PT1 – Gaelic School Data 2019-20, Public 2.0 PT2 – Adult Gaelic Learners 2019, Infographic PT3 – Adult Gaelic Learners 2019, Public Report <i>Peadar Morgan, Research and Corpus Planning Manager</i>	11.30–11.50
5.2	AIRSON FIOSRACHADH * <i>Foghlam àrd-sgoil</i> <i>Seumas Whannel, Stiùiriche Foghlam Gàidhlig</i>	FOR INFORMATION * <i>Secondary school education</i> <i>Jim Whannel, Director of Gaelic Education</i>	11.50-12.05
6.0	CÙISEAN CORPORRA	CORPORATE MATTERS	

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6.1	RI AONTACHADH Poileasaidh mu chleachdadh post-d agus an eadar-lìn <i>Louise NicIlleathain, Manaidsear Gnìomhan</i>	FOR DECISION Email and internet use policy <i>Louise Maclean, Operations Manager</i>	12.05-12.10
7.0	PLANA OBRACH NA COMATAIDH RI AONTACHADH Dreachd Plana Obrach na Comataidh Poileasaidh is Ghoireasan <i>Shona NicIllinnein, Ceannard</i>	COMMITTEE WORK PLAN FOR DECISION Policy & Resources Committee Draft Work Plan <i>Shona MacLennan, Ceannard</i>	12.10-12.15
8.0	GNOTHACH IOMCHaidh SAM BITH EILE Ceann-latha na h-ath choinneimh: 02/02/2021	ANY OTHER BUSINESS Date for the next meeting: 02/02/2021	

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A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	27/10/2020
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	2.1

Tìotal a’ Phàipeir		Aithisg Ionmhais gu 30 Sultain 2020	
Moladh do Bhuill		Airson Fiosrachadh	
Neach-labhairt:		Ailig Greumach	
Cùrsa Riaghlachais airson na h-Aithris		Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba-stiùiridh		15/10/2020	Airson Fiosrachadh
Pàipear-taice air a cheangal ris		Pàipear-taic 1 - Aithisg Ionmhais 30.09.2020	
1.0	Adhbhar		
1.1	Fiosrachadh a thoirt dhan Chomataidh mu shuidheachadh an ionmhais bho 1 Giblean 2020 gu 30 Sultain 2020.		
2.0	Cùl-fhiosrachadh		
2.1	'S e amas a’ phàipeir seo an aithisg ionmhais a thoirt do Bhuill na Comataidh gu 30 Sultain 2020 (mìos 6 a-mach à 12).		
2.2	Chaidh buidseat ùr aontachadh airson bliadhna 2020-21 san Lùnastal 2020 le prìomh fhigearan mar a leanas:		
	Teachd-a-steach:	£m	
	Tabhartas-gus-Cuideachadh	5.179	
	Teachd-a-steach eile (CnP)	0.100	
	Maoin air adhart bho 2019-20	0.072	
	Maoin air thilleadh	0.060	
	IOMLAN	5.411	
	Cosgaisean:		
	Leasachadh	3.855	
	Cosgaisean Ruith	1.556	
	IOMLAN	5.411	
2.2	'S e Covid an rud a tha air buaidh mhòr a thoirt air cùisean. Tha e fhathast duilich a’ bhuaidh aig sin air obair a’ Bhùird agus air an ionmhas a thomhas le cinnt. Gu dearbh tha buaidh ann air obair a’ Bhùird fhèin, agus cuideachd air na buidhnean ris a bheil taic ga cumail, a’ cur mall/stad/dàil orra neo ag atharrachadh nam modhan-obrach aca airson beagan ùine co-dhiù. Chan eil e furasta a’ bhuaidh sin a thomhas ann an £’n aig an ìre seo.		

2.3	<table><tr><th>30 Sultain 2020</th><th>Cosgaisean sa Mhìos Seo</th><th>Cosgaisean chun ìre seo sa Bhliadhna</th><th>Buidseat Bliadhna Iomlan</th></tr><tr><td>Teachd-a-steach</td><td>£m</td><td>£m</td><td>£m</td></tr><tr><td>Tabhartas-gus-Cuideachaidh</td><td>1.240</td><td>3.452</td><td>5.179</td></tr><tr><td>Teachd-a-steach Eile (CnP msaa)</td><td>0.050</td><td>0.055</td><td>0.100</td></tr><tr><td>Maoin air a tilleadh</td><td>0.006</td><td>0.040</td><td>0.060</td></tr><tr><td></td><td>1.296</td><td>3.547</td><td>5.339</td></tr><tr><td>Cosgaisean</td><td></td><td></td><td></td></tr><tr><td>Leasachadh - Cleachdadh</td><td>0.054</td><td>0.719</td><td>1.895</td></tr><tr><td>Leasachadh - Ionnsachadh</td><td>0.021</td><td>0.450</td><td>1.585</td></tr><tr><td>Leasachadh - Brosnachadh</td><td>0.026</td><td>0.149</td><td>0.375</td></tr><tr><td>Cosgaisean Ruith</td><td>0.111</td><td>0.647</td><td>1.556</td></tr><tr><td></td><td>0.212</td><td>1.965</td><td>5.411</td></tr><tr><td>Teachd-a-steach thairis air cosgaisean</td><td>1.084</td><td>1.582</td><td>-0.072</td></tr><tr><td>Maoin a chaidh toirt air adhart *</td><td>0.664</td><td>0.166</td><td>0.166</td></tr><tr><td>Maoin a’ dol air adhart *</td><td>1.748</td><td>1.748</td><td>0.094</td></tr><tr><td colspan="4">* Airgead agus cairt creideis</td></tr></table>	30 Sultain 2020	Cosgaisean sa Mhìos Seo	Cosgaisean chun ìre seo sa Bhliadhna	Buidseat Bliadhna Iomlan	Teachd-a-steach	£m	£m	£m	Tabhartas-gus-Cuideachaidh	1.240	3.452	5.179	Teachd-a-steach Eile (CnP msaa)	0.050	0.055	0.100	Maoin air a tilleadh	0.006	0.040	0.060		1.296	3.547	5.339	Cosgaisean				Leasachadh - Cleachdadh	0.054	0.719	1.895	Leasachadh - Ionnsachadh	0.021	0.450	1.585	Leasachadh - Brosnachadh	0.026	0.149	0.375	Cosgaisean Ruith	0.111	0.647	1.556		0.212	1.965	5.411	Teachd-a-steach thairis air cosgaisean	1.084	1.582	-0.072	Maoin a chaidh toirt air adhart *	0.664	0.166	0.166	Maoin a’ dol air adhart *	1.748	1.748	0.094	* Airgead agus cairt creideis			
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3.0	Prìomh Aithris/Fiosrachadh																																																																
3.1	Aig an àm seo, le figearan 6 mìosan ri làimh agus suidheachadh gu tur neo-àbhaisteach fhathast ann, tha an claon de chosgaisean a’ tuiteam air deireadh air buidseat a leantainn. Roimhe seo bha dòchas ann gun tìgheadh piseach air Covid ach chan eil sin air tachairt agus tha a’ bhuaidh a’ mairsinn.																																																																
3.2	Ann an Leasachadh , tha cosgaisean air tuiteam air deireadh air buidseat mu 27%, (2019 -5%). Tha an sgioba a’ rannsachadh chosgaisean airson comharrachadh far a bheil cosgaisean nach tachair sa bhliadhna – feumaidh coimhead ri prògraman airson son comharrachadh dè nach tachair anns a’ bhliadhna.																																																																
3.3	Air taobh Chosgaisean Ruith tha iad seo air tuiteam air deireadh air buidseat mu 16% an taca ri +1% aig an aon àm an-uiridh. Tha raointean ann le sàbhalaichean m.e. tuarastal agus siubhal, agus raointean eile far nach eil ann ach dàil sna cosgaisean m.e. togalaichean agus taic phrofeiseanta. Cha do thuit Cosgaisean Ruith gu ìre glè mhòr thairis air a’ bhliadhna leis gu bheil an earrann as motha (72%) ann an tuarastal.																																																																
3.4	Cosgaisean ag èiridh a-mach a Covid-19 dhan bhuidhinn: mu £5k air a chosg air rudan mar uidheamachd, ICT co-cheangailte ris an sgioba ag obair bho an dachaighean.																																																																

3.5	Aig an àm seo, chan eil e comasach beachd làidir a thoirt air ciamar a thionndaidheas gnothaichean a-mach airson na bliadhna air fad. Tha an sgioba a' coimhead gu mionaideach ri cosgaisean Airson obair a stiùireadh gus am buidseat a chleachdadh gu h-èifeachdach..		
4.0	Moladh		
4.1	Thathas ag iarraidh air Buill beachdachadh air an aithisg seo agus am fiosrachadh a thoirt fa-near.		
5.0	Prìomh Bhuidhean Ro-innleachdach		
5.1	Buidhean air Ionmhas		
	Buidh air buidseatan a rèir na tha air ainmeachadh gu h-àrd.		
5.2	Buidhean air Luchd-obrach		
	Chan eil gin ann.		
5.3	Buidhean air Trèanadh		
	Chan eil gin ann.		
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra		
	Tha am pàipear seo a toirt taic dhan Chomataidh a bhith a' coileanadh nan uallaichean aca agus cur taic ris a' Bhòrd le bhith a' coileanadh nan amasan airson na bliadhna.		
5.5	Buidhean air Cliù		
	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 type="checkbox"/>
	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan <input type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn <input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta <input type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh <input type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach	<input type="checkbox"/>	
5.6	Buidhean air Slàinte is Sàbhailteachd		
	Chan eil gin ann.		
5.7	Buidhean Laghail		
	Chan eil gin ann.		
5.8	Buidhean air Co-ionannachd		
	Chan eil gin ann.		

Committee Report							
	Expenditure Current Month	Expenditure Year to Date	Budget Year to Date	Variance Year to Date	Annual Budget	Expenditure to Previous Month	
30 September 2020	£	£	£	£	£	£	
Development Expenditure							
Gaelic Usage							
ACG - Local Mòds Delivery	1,250	3,750	3,750	-	5,000	2,500	
Hubs - An Tosgan Rent & Costs	-	14,871	12,500	2,371	30,000	14,871	
Fèisean nan Gàidheal - Contribution to Core Costs	-	15,300	15,300	-	30,600	15,300	
Fèisean nan Gaidheal - Sgoil Samhraidh Drama	-	10,000	10,000	-	20,000	10,000	
Fèisean na Gaidheal - Song Writing	-	2,500	-	2,500	5,000	2,500	
Fèisean na Gaidheal - Fèis TV	-	5,000	5,000	-	10,000	5,000	
CnL - Contribution to Core Costs	-	45,135	45,135	-	90,270	45,135	
CnL - Gaelic Publishing Grants	-	34,500	34,500	-	69,000	34,500	
CNAG - Iomairtean	-	158,100	158,100	-	316,200	158,100	
CNAG - National Youth Programme	-	10,000	10,000	-	20,000	10,000	
An Lòchran - Contribution to Core Costs	-	-	7,000	(7,000)	16,000	-	
An Lòchran - Annual Programme	-	-	-	-	-	-	
An Lòchran - An Lèanag Lease & Service costs	1,352	8,645	480	8,165	25,000	7,293	
ICCI - Gaelic Usage Programme	-	15,250	15,250	-	30,500	15,250	
Tobar An Dualchais - Contribution to Core Costs	-	-	9,375	(9,375)	29,250	-	
Cànan - FilmG	-	-	19,000	(19,000)	19,000	-	
Ceòlas - Sgoil Shamhraidh	-	9,400	5,000	4,400	14,400	9,400	
Ceòlas - Tachartasan	-	5,000	5,000	-	10,000	5,000	
Acair - Contribution to Core Costs	-	13,770	13,770	-	27,540	13,770	
Theatre gu Leòr - Contribution to Core Costs	-	22,185	22,185	-	44,370	22,185	
Theatre gu Leòr - Creative Learning Programme	-	5,750	5,750	-	11,500	5,750	
Covid-19 Support Fund	11,360	94,950	40,000	54,950	114,000	96,790	
Collaboration Fund	-	-	20,000	(20,000)	54,000	-	
GLAIF - Gaelic Language Plans Support - Usage	39,780	73,660	199,444	(125,784)	450,000	33,880	
GLAIF - Gaelic Language Plans Support - Iomairtean	-	115,040	82,065	32,975	182,360	115,040	
Taic Freumhan Coimhearsnachd (TFC) [Community Grants	-	17,202	86,653	(69,451)	112,110	17,202	
Colmcille [Irish Partnership]	182	37,216	42,540	(5,324)	80,000	37,035	
Gaelic Arts Projects	-	2,200	5,831	(3,631)	25,000	2,200	
Discretionary National Gaelic Language Plan Projects	-	-	2,000	(2,000)	4,000	-	
Corpus Development	-	-	19,800	(19,800)	50,000	-	
Total - Gaelic Usage	53,923	719,424	895,428	(176,004)	1,895,100	678,701	
Gaelic Learning							
Stòrlann - An Seotal	-	7,500	7,500	-	15,000	7,500	
Stòrlann - Resources (0-5, Primary, Secondary, Adult)	-	100,000	100,000	-	200,000	100,000	
Stòrlann - An t-Alltan	-	30,000	30,000	-	60,000	30,000	
Stòrlann - Prelims	-	5,000	5,000	-	10,000	5,000	
Fèisean nan Gaidheal - Feis Sgoil	-	30,000	30,000	-	60,000	30,000	
CnL - Training Programme	-	5,500	5,500	-	11,000	5,500	
Comann nam Pàrant (CnamP)	-	63,750	63,750	-	127,500	63,750	
ICCI - Gaelic Tuition	-	24,480	24,480	-	48,960	24,480	
Tobar an Dualchais - Contribution to Core Costs	-	-	3,125	(3,125)	9,750	-	
Faclair na Gàidhlig - Contribution to Core Costs	-	38,250	38,250	-	76,500	38,250	
MG Alba - Learn Gaelic	(0)	34,740	16,500	18,240	34,740	34,740	
Ceòlas - GIFT	-	-	6,000	(6,000)	-	-	
Ceòlas - Oifigearan Curriculum	-	17,850	17,850	-	35,700	17,850	
Ceòlas - Clasaichean Coimhearsnachd	-	1,000	1,000	-	2,000	1,000	
Acair - Gaelic Publishing Programme	-	10,000	10,000	-	20,000	10,000	
GLAIF - GIFT	-	500	125,000	(124,500)	125,000	500	
GLAIF - Learning	20,877	36,743	80,000	(43,257)	300,000	15,866	
Early Years Support Scheme	0	6,210	94,500	(88,290)	150,000	6,210	
Education and Learning Projects	-	3,348	20,000	(16,652)	100,000	3,348	
Covid-19 Support Fund	-	13,200	20,000	(6,800)	38,000	-	
Collaboration Fund	-	-	-	-	18,000	-	
ITE Support	-	10,800	15,000	(4,200)	75,000	10,800	
Data and Information Commissions	-	10,990	5,000	5,990	50,000	10,990	
Canadian Scholarships	-	-	-	-	8,000	-	
Teacher Recruitment Events	-	-	5,000	(5,000)	10,000	-	
Total - Gaelic Learning	20,877	449,862	723,455	(273,594)	1,585,150	415,784	

Committee Report							
	Expenditure Current Month	Expenditure Year to Date	Budget Year to Date	Variance Year to Date	Annual Budget	Expenditure to Previous Month	
30 September 2020	£	£	£	£	£	£	
Gaelic Promotion							
ACG - Contribution to Core Costs	10,838	32,513	32,513	-	43,350	21,675	
ACG -Royal National Mòd Delivery	13,125	39,375	39,375	-	52,500	26,250	
Fèisean nan Gaidheal - Blas Festival	-	10,000	10,000	-	20,000	10,000	
CnL - Marketing	-	3,750	3,750	-	7,500	3,750	
CnL - Duais Dhòmhnaill Meek	-	1,500	1,500	-	3,000	1,500	
ICCI - Contribution to Core Costs	-	12,750	12,750	-	29,500	12,750	
Ainmean-àite na h-Alba - Contribution to Core Costs	-	40,800	40,800	-	81,600	40,800	
Acair - Marketing	-	5,000	5,000	-	10,000	5,000	
GLAIF - Promotion	-	-	6,300	(6,300)	6,300	-	
Covid-19 Support Fund	-	-	-	-	38,000	-	
Collaboration Fund	-	-	-	-	18,000	-	
Marketing Campaigns & Duaisean Gàidhlig	2,480	3,055	30,000	(26,945)	65,000	575	
Total - Gaelic Promotion	26,443	148,743	181,988	(33,245)	374,750	122,300	
TOTAL - DEVELOPMENT COSTS	101,243	1,318,028	1,800,871	(482,843)	3,855,000	1,216,785	
Running Costs							
	Expenditure Current Month	Expenditure Year to Date	Budget Year to Date	Variance Year to Date	Annual Budget	Expenditure to Previous Month	
30 September 2020							
Staff Costs	88,789	521,919	582,305	(60,386)	1,164,609	433,130	
Premises Costs	157	6,907	6,342	565	12,684	6,750	
Travel & Hospitality	618	1,819	18,255	(16,436)	36,505	1,201	
IT Costs	5,474	47,506	43,163	4,342	86,323	42,032	
Shared Service Costs	0	11,104	18,500	(7,396)	55,000	11,104	
Professional Fees	8,356	33,590	54,530	(20,941)	119,514	25,234	
Other Costs	7,269	24,430	44,155	(19,725)	81,310	17,161	
Capital Expenditure	0	0	0	0	0	0	
Total Running Cost Spend	110,663	647,274	767,250	(119,976)	1,555,945	536,611	
Total Organisation Spend	211,906	1,965,302	2,568,121	(602,818)	5,410,945	1,753,396	



A' freagairt ri	Comataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	27/10/2020
Àite:	Air Loidhne
Nì a' Chlàir-ghnothaich	2.2

Tìotal a’ Phàipeir		Prìomhachasan & Bun-riaghailtean Sgeamaichean Taic-airgid 2020/21	
Moladh do Bhuill		Ri Aontachadh	
Neach labhairt:		Steven Kellow	
Cùrsa Riaghlachais airson na h-Aithris		Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba-stiùiridh		15/10/2020	Ri Aontachadh
Pàipear-taice air a cheangal ris		PT1 – Ceanglaichean eadar prìomhachasan sgeamaichean is Plana Chorporra Bòrd na Gàidhlig	
1.0	Adhbhar		
1.1	A’ sireadh aonta bhon Chomataidh Poileasaidh is Ghoireasan air prìomhachasan is bun-riaghailtean sgeamaichean taic-airgid Taic Freumhan Coimhearsnachd, Colmcille agus GLAIF 2020/21.		
2.0	Cùl-fhiosrachadh		
2.1	Bidh na sgeamaichean taic-airgid Taic Freumhan Coimhearsnachd, Colmcille agus GLAIF (Gaelic Language Act Implementation Fund) a’ fosgladh airson iarrtasan 2020/21 a dh’ aithghearr.		
2.2	Thathar airson dòigh-obrach nan sgeamaichean taic-airgid a neartachadh le cothrom do Bhuill breithneachadh air amasan nan sgeamaichean taic-airgid mus tèid am foillseachadh.		
2.3	Leis gu bheil a’ Cho-chomhairle Maoineachaidh Ro-Innleachdail a’ tighinn gu crìch às dèidh, no goirid mus bi, nan sgeamaichean seo air fhoillseachadh airson 2021/22, cha bhi toraidhean a’ cho-chomhairle air biadhachadh a-steach dhan stiùireadh no dhan fhoirm-iarrtais airson nan sgeamaichean aig an ìre seo, ach bidh buaidh air làimhseachadh nam pròiseactan soirbheachail agus air sgeamaichean taic-airgid eile san àm ri teachd		
3.0	Prìomh Aithris/Fiosrachadh		
3.1	Tha na trì sgeamaichean a tha air ainmeachadh sa phàipear seo a’ riochdachadh prìomh dhòighean anns a bheil Bòrd na Gàidhlig a’ maoineachadh diofar phròiseactan a thaobh a bhith: <ul style="list-style-type: none">• A’ neartachadh cothroman Gàidhlig a chleachdadh sa choimhearsnachd (Taic Freumhan Coimhearsnachd)• A’ neartachadh cheanglaichean eadar luchd-labhairt na Gàidhlig is Gaeilge (Colmcille)• A’ cur taic ri bhuidhnean poblach ann a bhith cur an gnìomh planaichean Gàidhlig (GLAIF)		

3.2	<p>'S iad gu h-àrd na h-àrd-amasan airson nan sgeamaichean taic-airgid seo, ach leis gach sgeama tha prìomhachasan sònraichte ann (stèidhichte air gnìomhan Plana Corporra Bhòrd na Gàidhlig mar a tha air ainmeachadh ann am PT1), is oifigearan gan cleachdadh airson measadh nan iarrtasan.</p>							
3.3	<p>Gu h-ìosal gheibhear iomradh air na trì sgeamaichean, le moladh airson clàr-ama, prìomhachasan an sgeama airson 2020/21 agus bun-riaghailtean sònraichte dhan sgeama.</p>							
3.4	<p>Taic Freumhan Coimhearsnachd</p> <table border="1"> <tr> <td>A' fosgladh</td><td>A' dùnadh</td><td>Pròiseactan a' ruith</td></tr> <tr> <td>16 Samhain 2020</td><td>14 Faoilleach 2021</td><td>Màrt 2021 – Lùnastal 2022</td></tr> </table> <p><u>Buidseat 2021/22 (a' gabhail a-steach deireadh pròiseactan 2020/21): £112,110</u></p> <p><u>Prìomhachasan</u></p> <ul style="list-style-type: none"> A' brosnachadh cleachdadh na Gàidhlig taobh-a-muigh na sgoile airson sgoilearan foghlam tro mheadhan na Gàidhlig A' brosnachadh cleachdadh na Gàidhlig anns an dachaigh A' cur taic ri pròiseactan agus tachartasan gus cleachdadh na Gàidhlig agus tar-chur eadar-ghinealach a bhrosnachadh A' cruthachadh chothroman do dh'inbich gus Gàidhlig a chleachdadh agus ionnsachadh <p><u>Bun-riaghailtean</u></p> <ul style="list-style-type: none"> Tha an sgeama fosgailte do bhuidhnean coimhearsnachd agus carthannasan a-mhàin (m.e. chan fhaod daoine fa-leth, buidhnean poblach no buidhnean com-pàirteach iarrtasan a chur a-steach) Chan fhaod buidhnean ach 1 iarrtas a chur a-steach Chan fhaodar iarrtas a chur a-steach airson còrr is £5,000 		A' fosgladh	A' dùnadh	Pròiseactan a' ruith	16 Samhain 2020	14 Faoilleach 2021	Màrt 2021 – Lùnastal 2022
A' fosgladh	A' dùnadh	Pròiseactan a' ruith						
16 Samhain 2020	14 Faoilleach 2021	Màrt 2021 – Lùnastal 2022						
3.5	<p>Colmille</p> <table border="1"> <tr> <td>A' fosgladh</td><td>A' dùnadh</td><td>Pròiseactan a' ruith</td></tr> <tr> <td>7 Dùbhlachd 2020</td><td>11 Gearran 2021</td><td>Giblean 2021 – Lùnastal 2022</td></tr> </table> <p><u>Buidseat 2021/22 (a' gabhail a-steach deireadh pròiseactan 2020/21): £80,000</u></p> <p><u>Prìomhachasan</u></p> <ul style="list-style-type: none"> A' brosnachadh cleachdadh na Gàidhlig is na Gaeilge tro na h-ealain A' cleachdadh dualchas gus coimhearsnachdan Gàidhlig/Gaeilge a thoirt còmhla agus gus inbhe nan cànanan a thogail A' toirt luchd-labhairt òga na Gàidhlig is na Gaeilge còmhla tro thachartasan no pròiseactan sgoile A' brosnachadh conaltradh agus a' sgaoileadh eòlas agus deagh chleachdaidhean eadar luchd-labhairt na Gàidhlig agus na Gaeilge A' cur taic ri ionnsachadh na Gaeilge am measg luchd-labhairt na Gàidhlig <p><u>Bun-riaghailtean</u></p> <ul style="list-style-type: none"> Tha prìomhachas air pròiseactan a bhios a' cur tachartas no pròiseact air dòigh gus Colmille 1500 a bhrosnachadh Tha an sgeama fosgailte do bhuidheann no neach fa-leth sam bith 		A' fosgladh	A' dùnadh	Pròiseactan a' ruith	7 Dùbhlachd 2020	11 Gearran 2021	Giblean 2021 – Lùnastal 2022
A' fosgladh	A' dùnadh	Pròiseactan a' ruith						
7 Dùbhlachd 2020	11 Gearran 2021	Giblean 2021 – Lùnastal 2022						

3.6

3.9	Tha oifigearan a’ cur fàilte air beachdan nam ball air na prìomhachasan, bun-riaghailtean is slatan-tomhais seo is tha iad toilichte molaidhean a ghabhail airson biadhachadh a-steach do sgeamaichean 2020/21.																												
4.0	Moladh																												
4.1	Aontachadh ri prìomhachasan is bun-riaghailtean nan sgeamaichean taic-airgid airson 2020/21.																												
5.0	Prìomh Bhuidhean Ro-innleachdach																												
5.1	Buidhean air Ionmhas																												
	Tha na bun-riaghailtean a thaobh suimeannan taic-airgid a dh’ fhaodas luchd-iarrtais iarraidh air a bhith aig an aon ìre airson co-dhiù dà bhliadhna, ach àrdachadh beaga am-bliadhna airson Colmcille, mar sin thathar an dùil leis an aon ìre de dh’iarrtasan gum bi timcheall air an aon bhuidseat a dhith airson iarrtasan a tha soirbheachail.																												
5.2	Buidhean air Luchd-obrach																												
	Ma bhios aonta ann ris na prionnsapalan sa phàipear seo, bidh obair an sgioba nas fhasa oir bi seo a’ bualadh air an stiùiridh a thèid a-mach do thagraichean; agus bi na slatan-tomhais airson measaidh nas soilleire.																												
5.3	Buidhean air Trèanadh																												
	Cha bhith buaidh air trèanadh air luchd-obrach a’ Bhùird.																												
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra																												
5.4.1	Tha fiosrachadh ann am PT1 a’ sealltainn ceangal eadar prìomhachasan nan sgeamaichean is gnìomhan Plana Corporra a’ Bhùird.																												
5.4.2	<div> Bidh na sgeamaichean air ainmeachadh sa phàipear seo a’ coileanadh nan gnìomhan a leanas ann am Plana Gnìomh 2020/21:</div> <div><ul style="list-style-type: none">“Pròiseactan thar-churraicealaim air am maoineachadh gus taic a chumail ri sgoilearan àrd-sgoile ann am foghlam na Gàidhlig a bhith a’ cleachdadh na Gàidhlig nas trice”“Pròiseactan air am maoineachadh a tha a’ furastachadh tar-chur eadar-ghinealach de sgilean Gàidhlig”“Cothroman air an leasachadh do dhaoine òga le sgilean Gàidhlig a bhith a’ dol bhon sgoil a-steach gu obraichean de dheagh chàileachd far an tèid aca air na sgilean sin a chleachdadh (Adhartas nas Luaithe – sruth-obrach 3)”“Dèanamh cinnteach gu bheil stiùireadh meatragsan sgòraidh airson gach sgeama maoineachaidh an 2021-22 a’ toirt a-steach beachdachadh air ceumannan gus carbon a lùghdachadh mar shlat-tomhais maoineachaidh”</div>																												
5.5	Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta																												
	<table><tr><th colspan="2">AR N-ADHBHAR</th><th colspan="2">AR LUACHAN</th></tr><tr><td colspan="2">Fòcas air a bhith a’ cruthachadh dùthaich nas soirbheachaile le cothroman do dh’Alba air fad soirbheachadh tro bhith a’ cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach</td><td colspan="2">’S e comann-sòisealta a th’ annainn a tha a’ dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a’ toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach</td></tr><tr><th colspan="4">AR LUACHAN BUILEAN NÀISEANTA</th></tr><tr><td>Còraichean daonna</td><td><input checked="" type="checkbox"/></td><td>Clann</td><td><input checked="" type="checkbox"/></td></tr><tr><td>Cultar</td><td><input checked="" type="checkbox"/></td><td>Coimhearsnachdan</td><td><input checked="" type="checkbox"/></td></tr><tr><td>Àrainneachd</td><td><input checked="" type="checkbox"/></td><td>Bochdainn</td><td><input type="checkbox"/></td></tr><tr><td>Slàinte</td><td><input type="checkbox"/></td><td>Eadar-nàiseanta</td><td><input type="checkbox"/></td></tr></table>	AR N-ADHBHAR		AR LUACHAN		Fòcas air a bhith a’ cruthachadh dùthaich nas soirbheachaile le cothroman do dh’Alba air fad soirbheachadh tro bhith a’ cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach		’S e comann-sòisealta a th’ annainn a tha a’ dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a’ toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach		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 checked="" type="checkbox"/>	Bochdainn	<input type="checkbox"/>	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>
AR N-ADHBHAR		AR LUACHAN																											
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Còraichean daonna	<input checked="" type="checkbox"/>	Clann	<input checked="" type="checkbox"/>																										
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	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>	
	Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>			
5.6	Buaidhean air Cliù				
	Tha na sgeamaichean seo a' cur ri cliù na buidhne is iad a' cumail taic ri luchd-ùidh ann an raointean sònraichte gus Gàidhlig a leasachadh.				
5.6	Buaidhean air Slàinte is Sàbhailteachd				
	Bidh aig gach pròiseact ri dhearbhadh mar pàirt de dh'aontachadh cùmhnant taic-airgid gum bi am pròiseact aca a' leantainn an lagh is stiùireadh slàinte as ùire ri linn sgaoileadh a' choròna-bhìorais.				
5.7	Buaidhean Laghail				
	Airson gach sgeama taic-airgid aig Bòrd na Gàidhlig tha sinn ag iarraidh air luchd-iarrtais a bhith mothachail air clann a tha fo chùram is cothroman a chruthachadh dhaibh, is seo mar dhleastanas oirnn fo Achd Clann is Daoine Òga (Alba) 2004 agus Plana Pàrantan Corporra aig Bòrd na Gàidhlig.				
5.8	Buaidhean air Co-ionannas				
	Tha co-ionannas is Pàrantan Corporra mar pàirt àbhaisteach de dh'fhoirmichean-iarrtais Bòrd na Gàidhlig gus am bi luchd-iarrtais mothachail air na dleastanasan aca gus co-ionannas is cothroman do chlann a tha, no th' air a bhith, fo chùram a bhrosnachadh.				

Gnìomhan Plana Chorporra Bòrd na Gàidhlig 2018-23

Prìomhachasan Sgeamaichean Taic-airgid Bòrd na Gàidhlig 2021/22

Taic Freumhan
Coimhearsnachd

Colmcille

GLAIF

Cleachdadh na Gàidhlig

U1	A' comharrachadh chnapan-starra, tro rannsachadh, a bhios a' cur bacadh air daoine bho bhith a' cleachdadh na Gàidhlig agus a' dealbh ro-innleachdan a chuireas às dhaibh			
U2	A' dealbh ro-innleachdan a dh'aona-ghnothach airson frithealadh air feumalachdan nan coimhearsnachdan dùthchail is nam bailtean nas motha agus airson brath a ghabhail air na cothroman a th' ann dhaibh, feuch am bi coimhearsnachdan Gàidhlig nas làidire ann	A' cur taic ri pròiseactan agus tachartasan gus cleachdadh na Gàidhlig a bhrosnachadh sa choimhearsnachd A' cur taic ri pròiseactan agus tachartasan gus cleachdadh na Gàidhlig a bhrosnachadh tar-chur eadar-ghinealach	A' cleachdadh dualchas gus coimhearsnachdan Gàidhlig/Gaeilge a thoirt còmhla agus gus inbhe nan cànanan a thogail A' brosnachadh conaltradh agus a' sgaoileadh eòlas agus deagh chleachdaidhean eadar luchd-labhairt na Gàidhlig agus na Gaeilge	A' brosnachadh cleachdadh na Gàidhlig anns a' choimhearsnachd, gu h-àraidh am measg daoine òga
U3	A' cur ris na th' ann de chothroman do dhaoine òga gus sgilean obrach ionnsachadh agus gus cur ri buaidh eaconamach na Gàidhlig, tro cho-obrachadh le buidhnean iomairt is sgilean			A' toirt cothroman do dhaoine òga Gàidhlig a chleachdadh san àite-obrach is sgilean-obrach aca a thogail
U4	A' toirt taic do bhuidhnean is daoine fa leth airson barrachd chur-seachadan, thachartasan is ghoireasan a chur air dòigh, agus feadhainn nas fheàrr, do dhaoine òga agus a' toirt taic do dh'fheadhainn a thèid a chur air dòigh le daoine òga	A' brosnachadh cleachdadh na Gàidhlig taobh-a-muigh na sgoile airson sgoilearan foghlam tro mheadhan na Gàidhlig	A' toirt luchd-labhairt òga na Gàidhlig is na Gaeilge còmhla tro thachartasan no pròiseactan sgoile	
U5	A' cur iomairtean air dòigh ann an co-bhuinn ri buidhnean poblach, prìobhaideach agus bhon treas roinn a bheir meudachadh air cleachdadh na Gàidhlig ann an àiteachan-obrach			A' neartachadh chomasan Gàidhlig, a' cur ri mothachadh Gàidhlig agus a' cruthachadh barrachd chothroman gus Gàidhlig a chleachdadh am measg ùghdarrasan poblach agus an luchd-obrach aca

Gnìomhan Plana Chorporra Bòrd na Gàidhlig 2018-23**Prìomhachasan Sgeamaichean Taic-airgid Bòrd na Gàidhlig 2021/22**Taic Freumhan
Coimhearsnachd

Colmcille

GLAIF

U6	A' cuideachadh le bhith a' cur ri comasan, sgilean agus seasmhachd ann an roinn nan ealain		A' brosnachadh cleachdadh na Gàidhlig is na Gaeilge tro na h-ealain	
U7	A' cur barrachd cothroman, is cothroman nas fheàrr, air adhart far am bi teaghlaichean a' cleachdadh na Gàidhlig anns an dachaigh aca	A' brosnachadh cleachdadh na Gàidhlig anns an dachaigh		
U8	A' toirt maoinachadh do dh'iomairtean a bhios a' neartachadh beairteas, buntainneas is cunbhalachd a' chàinain		A' brosnachadh conaltradh agus a' sgaoileadh eòlas agus deagh chleachdaidhean eadar luchd-labhairt na Gàidhlig agus na Gaeilge	

Ionnsachadh Gàidhlig

L1	A' toirt comhairle seachad air poileasaidhean agus a' toirt stiùireadh don obair gus ro-innleachdan a dhealbh airson foghlam na Gàidhlig			A' brosnachadh leasachaidh agus leudachadh foghlam Gàidhlig (FtG agus FLi) agus ionnsachadh na Gàidhlig do dh' inbhich
L2	Ag obair còmhla ri buidhnean de phàrantan is buidhnean buntainneach gus fàs a thoirt air FtG			A' brosnachadh leasachaidh agus leudachadh foghlam Gàidhlig (FtG agus FLi) agus ionnsachadh na Gàidhlig do dh' inbhich
L3	A' cur iomairtean air dòigh le luchd-compàirt gus barrachd taice a thoirt do theaghlaichean nuair a tha a' chlann aca aig ìre nan tràth-bhliadhnaichean	A' brosnachadh cleachdadh na Gàidhlig anns an dachaigh		

Gnìomhan Plana Chorporra Bòrd na Gàidhlig 2018-23

Prìomhachasan Sgeamaichean Taic-airgid Bòrd na Gàidhlig 2021/22

Taic Freumhan
Coimhearsnachd

Colmcille

GLAIF

L4	A' toirt taic do luchd-compàirt gus cothroman ionnsachaidh phroifeiseanta a chruthachadh is a libhrigeadh leis an amas gum bi barrachd luchd-obrach ann agus barrachd sgilean aig luchd-obrach			A' neartachadh chomasan Gàidhlig, a' cur ri mothachadh Gàidhlig agus a' cruthachadh barrachd chothroman gus Gàidhlig a chleachdadh am measg ùghdarrasan poblach agus an luchd-obrach aca
L5	A' cur tuilleadh ghoireasan do luchd-ionnsachaidh is oidean air dòigh air LearnGaelic.scot ann an com-pàirt le MG ALBA feuch am bi goireasan ann airson ìrean nas adhartaiche a chuidicheas inbhich gu bhith a' ruighinn fileantachd			
L6	A' brosnachadh dhaoine gu bhith a' cleachdadh teicneòlas ùr gus barrachd dhòighean-ionnsachaidh is dòighean-ionnsachaidh nas èifeachdaiche a thoirt do dh'inbhich	A' cruthachadh chothroman do dh'inbhich gus Gàidhlig a chleachdadh agus ionnsachadh	A' cur taic ri ionnsachadh na Gaeilge am measg luchd-labhairt na Gàidhlig	A' brosnachadh leasachaidh agus leudachadh foghlam Gàidhlig (FtG agus FLi) agus ionnsachadh na Gàidhlig do dh'inbhich
L7	A' toirt taic do chothroman dreuchdail agus ionnsachadh proifeiseanta airson luchd-obrach proifeiseanta is luchd-obrach taice a tha ag obair ann am foghlam, agus a' dèanamh sanasachd air na cothroman is air an ionnsachadh sin			<p>A' neartachadh chomasan Gàidhlig, a' cur ri mothachadh Gàidhlig agus a' cruthachadh barrachd chothroman gus Gàidhlig a chleachdadh am measg ùghdarrasan poblach agus an luchd-obrach aca</p> <p>A' brosnachadh leasachaidh agus leudachadh foghlam Gàidhlig (FtG agus FLi) agus ionnsachadh na Gàidhlig do dh'inbhich</p>

Gnìomhan Plana Chorporra Bòrd na Gàidhlig 2018-23

Prìomhachasan Sgeamaichean Taic-airgid Bòrd na Gàidhlig 2021/22

Taic Freumhan
Coimhearsnachd

Colmcille

GLAIF

A' cur air adhart na Gàidhlig

P1	A' dèanamh cinnteach gum bi buaidh nas motha aig Planaichean Gàidhlig air cùisean agus a' toirt taic do dh'Ùghdarrasan Poblach gus sanasachd a dhèanamh air an obair a nì iad don Ghàidhlig			<p>A' cur ri inbhe, cunbhalachd is faotainneachd na Gàidhlig tro sheirbheisean coitcheann agus conaltradh an ùghdarrais</p> <p>A' neartachadh chomasan Gàidhlig, a' cur ri mothachadh Gàidhlig agus a' cruthachadh barrachd chothroman gus Gàidhlig a chleachdadh am measg ùghdarrasan poblach agus an luchd-obrach aca</p>
P2	A' toirt fhreagairtean seachad do cho-chomhairleachaidhean poblach co-cheangailte ri cuspairean no raointean a bhuineas ris a' Ghàidhlig			
P3	A' togail bratach na Gàidhlig an lùib thachartasan is iomairtean nàiseanta is eadar-nàiseanta, leithid 'Na Bliadhna airson...', airson dèanamh cinnteach gum bi Gàidhlig na pàirt follaiseach dhiubh			
P4	A' dèanamh cinnteach gum bi na meadhanan a' tuigsinn agus a' mothachadh do na teachdaireachdan taiceil is brosnachail mun Ghàidhlig			
P5	Ag obair còmhla ri luchd-compàirt airson iomairtean a dhealbh is a chur an gnìomh a bheir taic do dh'ionnsachadh is cleachdadh na Gàidhlig	A' cur taic ri pròiseactan agus tachartasan gus cleachdadh na Gàidhlig a bhrosnachadh sa choimhearsnachd		
P6	Ag obair còmhla ri buidhnean foghlaim is leasachadh sgilean gus innse do dhaoine mun àite a th' aig a' Ghàidhlig ann an Alba, na cothroman obrach a gheibhear leis a' chànan agus na buannachdan a gheibh an luchd-labhairt bhon Ghàidhlig			A' toirt cothroman do dhaoine òga Gàidhlig a chleachdadh san àite-obrach is sgilean-obrach aca a thogail
P7	A' dealbh ro-innleachdan a nì cinnteach gun dèan Bòrd na Gàidhlig am feum as motha de dh'obair thosgairean na Gàidhlig			



A' freagairt ri	Comataidh Poileasaidh is Goireasan
Ceann-latha na Coinneimh	27/10/2020
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	3.1

Tìotal a’ Phàipeir	Coileanadh a’ Phlana Gnìomh		
Moladh do Bhuill	Airson fiosrachadh *		
Neach-labhairt:	Shona NicIllinnein, Ceannard		
Cùrsa Riaghlachais airson na h-Aithris		Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba-stiùiridh		07/10/2020	Airson aontachadh
Pàipear-taice air a cheangal ris		Tha- Pàipear-taice 1 – Coileanadh a’ Phlana Gnìomh 20-21	
1.0	Adhbhar		
1.1	'S e as adhbhar don phàipear seo fiosrachadh a thoirt don Chomataidh air coileanadh ghnìomhan ann an 2020/21 mu choinneamh na chaidh a chur ron bhuidhinn ann am Plana Chorporra 2018/23 agus Plana Gnìomh 2020/21.		
2.0	Cùl-fhiosrachadh		
2.1	Tha am Plana Corporra aig Bòrd na Gàidhlig a’ comharrachadh 9 builean coileanaidh a bhios gan cleachdadh airson measadh a dhèanamh air coileanadh mu choinneamh phrìomhachasan ro-innleachdail a tha rin coileanadh ro 2023.		
2.2	Tha Plana Gnìomh 2020/21 a’ comharrachadh ghnìomhan sònraichte a thèid a choileanadh gus adhartas a dhèanamh le prìomhachasan ro-innleachdail bhon Phlana Chorporra. Tha na clàran san aithisg an cois seo a’ toirt iomradh air an adhartas a tha ga dhèanamh leis a seo.		
3.0	Prìomh Aithris/Fiosrachadh		
3.1	<p>Aig an ìre seo, tha aon phuing gu sònraichte cudromach – buaidh Covid-19.</p> <p>Tha cunnart ann nach tèid cuid de na gnìomhan a choileanadh agus tha oifigearan ag obair taobh a-staigh agus taobh a-muigh na buidhne gus slighean eile a chur an gnìomh gus an tèid na toraidhean a libhrigeadh.</p> <p>Tha coinneamh den bhòrd-stiùiridh gu bhith ann air 02/11/2020 gus coimhead a-rithist air a’ Phlana Gnìomh, ann an co-theacsa COVID-19.</p> <p>Tha barrachd fiosrachadh sa phàipear PT1 air gach Prìomh Chomharra Coileanadh agus gach gnìomh.</p>		
4.0	Moladh		
4.1	Tha am pàipear seo airson fiosrachadh is thathar ag iarraidh air Buill toirt fa-near don fhiosrachadh seo		
5.0	Prìomh Bhuidhean Ro-innleachdach		
5.1	Buidhean air Ionmhas		
	Tha buaidh aig COVID air mar a tha pròiseactan a’ ruith, le cuid a’ ruith air dheireadh,		

	cuid nach eil air thòiseachadh agus gun do steidhich BnG maoin sònraichte airson deiligeadh ri buaidh COVID air a' Ghàidhlig.																																				
5.2	Buaidhean air Luchd-obrach																																				
	Bidh buaidh mhòr air an luchd-obrach oir tha an aithisg seo a' toirt iomradh air iomadh gnìomh a tha an sgioba a' toirt air adhart.																																				
5.3	Buaidhean air Trèanadh																																				
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air trèanadh ach le cuid de na gnìomhan, tha iad a' ciallachadh gum bi trèanadh a bharrachd a dhìth air cuid.																																				
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra																																				
	Tha am pàipear seo a' cur ris na ceithir amasan corporra aig Bòrd na Gàidhlig.																																				
5.5	Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta																																				
	<table border="1"> <thead> <tr> <th colspan="2">AR N-ADHBHAR</th> <th colspan="2">AR LUACHAN</th> </tr> </thead> <tbody> <tr> <td colspan="2">Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach</td> <td colspan="2">'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach</td> </tr> <tr> <th colspan="4">AR LUACHAN BUILEAN NÀISEANTA</th> </tr> <tr> <td>Còraichean daonna</td> <td><input type="checkbox"/></td> <td>Clann is Oigridh</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Cultar</td> <td><input checked="" type="checkbox"/></td> <td>Coimhearsnachdan</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Àrainneachd</td> <td><input checked="" type="checkbox"/></td> <td>Bochdainn</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Slàinte</td> <td><input type="checkbox"/></td> <td>Eadar-nàiseanta</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Foghlam</td> <td><input checked="" type="checkbox"/></td> <td>Eaconamaidh</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td colspan="3">Gnothachasan soirbheachail is ùr-ghnàthach</td> <td><input checked="" type="checkbox"/></td> </tr> </tbody> </table>	AR N-ADHBHAR		AR LUACHAN		Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmach agus 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 is Oigridh	<input checked="" type="checkbox"/>	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input type="checkbox"/>	Àrainneachd	<input checked="" type="checkbox"/>	Bochdainn	<input type="checkbox"/>	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>	Gnothachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>
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5.6	Buaidhean air Cliù																																				
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5.7	Buaidhean air Slàinte is Sàbhailteachd																																				
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air Slàinte is Sàbhailteachd.																																				
5.8	Buaidhean Laghail																																				
	Chan eil buaidh laghail dhìreach sam bith aig an aithisg seo.																																				
5.9	Buaidhean air Co-ionannachd																																				
	Chan eil buaidh sam bith a bharrachd aig an aithisg seo air co-ionannachd.																																				

A’ COILEANAIDH A’ PHLANA GNÌOMH 2020-21

Ar Lèirsinn: Gum bi a’ Ghàidhlig air a faicinn is air a cluinntinn gu làitheil air feadh Alba, chun na h-ìre ‘s gum bi i air a h-aithneachadh mar phàirt bhunaiteach de bheatha muinntir na h-Alba agus mar chànan prìseil a tha a’ cur ri cultar is eaconamaidh na dùthcha.	Our Vision: Gaelic is seen and heard on a daily basis across Scotland, such that it is widely recognised as an integral part of Scottish life and a national and economic asset
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1. A’ Cleachdadh na Gàidhlig	1. Using Gaelic
Prìomhachasan Ro-innleachdail Barrachd dhaoine a’ cleachdadh agus a’ faighinn buannachd bho Ghàidhlig san àite-obrach, aig an dachaigh agus anns a’ choimhearsnachd	Strategic Priority 1 More people are using and benefiting from Gaelic at work, at home and in the community
Ciamar a tha an t-adhartas a’ cuideachadh le bhith a’ libhrigeadh na lèirsinn?	Tha am Plana Corporra 2018-23 aig Bòrd na Gàidhlig gu mòr stèidhichte air a’ Phlana Cànaidh Nàiseanta Gàidhlig 2018-23 agus tha e a’ toirt stiùir dhuinn air mar a bhios an obair againn a’ dèanamh diofar gus am bi a’ Ghàidhlig air a faicinn is air a cluinntinn gu làitheil air feadh Alba, chun na h-ìre ‘s gum bi i air a h-aithneachadh mar phàirt bhunaiteach de bheatha muinntir na h-Alba agus mar chànan prìseil a tha a’ cur ri cultar is eaconamaidh na dùthcha. Tha Bòrd na Gàidhlig a’ cuideachadh barrachd dhaoine le bhith a’ cleachdadh agus a’ faighinn buannachd bho Ghàidhlig san àite-obrach, aig an dachaigh agus anns a’ choimhearsnachd.
A bheil adhartas mu choinneamh na lèirsinn mar a bhiodh dùil?	Chan eil adhartas mu choinneamh na lèirsinn mar a bha sinn an dùil air sgàth COVID-19 agus air sgàth na buaidh a thug sin air diofar bhuidhnean agus pròiseactan air feadh na dùthcha. Ged a bha cùisean a’ fàs beagan na bu dhòchasaiche aig tòiseach an t-samhraidh, tha e follaiseach gum bi buaidh ann airson greis fhathast. ‘S e deagh naidheachd a th’ ann gu bheil sgoilearan air ais ann an sgoiltean agus a’ faighinn foghlam tro mheadhan na Gàidhlig a-rithist ged nach eil e tachartasan aghaidh-ri-aghaidh às dèidh na sgoile a’ dol air adhart mar a b’ àbhaist. Tha draghan mòra ann mu dheidhinn suidheachadh na h-eaconamaidh air feadh na dùthcha agus gu sònraichte ann an cuid de na roinnean, leithid cultar agus turasachd, far a bheil dlùth cheangal ri cleachdadh na Gàidhlig.

Prìomh Chomharra Coileanaidh	Targaid	Adhartas gu 30/09/20	Coileanadh gu 30/09/20	Dùil aig 31/03/2021	Oifigear-stiùiridh aithris
			Dearg/Oraids/ Uaine		
Prìomh Chomharra Coileanaidh 1: Barrachd chothroman do dhaoine an sgilean Gàidhlig a chur gu feum	Tuigse nas fheàrr air na cnapan-starra a tha ann am measg fhileantach ann a bhith a’ cleachdadh na Gàidhlig sna h-Eileanan Siar	Chuir Bòrd na Gàidhlig coimisean rannsachaidh air dòigh ann an co-bhonn ri Oilthigh Ghlaschu agus Oilthigh Dhùn Èideann gus coimhead air na cnapan-starra a th’ ann am measg luchd-labhairt na Gàidhlig le bhith a’ bruidhinn Gàidhlig ri chèile. Thòisich a’ phròiseact mar a bhatas an dùil ach ri linn COVID-19 tha am pròiseact seo air a thighinn gu stad. Thathas an dùil gun tòisich e a-rithist nuair a bhios cùisean nas sàbhailte. Le cùisean COVID-19 anns na h-Eileanan Siar a’ dol suas, tha cunnart ann nach bi e comasach crìoch a chur air a’ phròiseact seo sa ghèarr-ùine.			Stiùiriche Planadh Cànaidh is Leasachaidhean Coimhearsnachd
	Barrachd cleachdaidh den Ghàidhlig ann an coimhearsnachdan air feadh Alba	Tha Bòrd na Gàidhlig a’ cumail taic ri pròiseactan ann an coimhearsnachdan air feadh Alba a bhios a’ cur air adhart cleachdadh na Gàidhlig. Gu ruige seo ann am bliadhna ionmhas 20-21 tha sinn a’ cumail taic ris na leanas:- <ul style="list-style-type: none">18 pròiseactan Colmcille47 pròiseactan GLAIF74 pròiseactan Taic Freumhan Coimhearsnachd (TFC)46 tabhartasan foghlaim23 buidhnean tràth-bhliadhnaichean39 pròiseactan ri linn COVID-1913 prìomh bhuidhnean libhrigidh20 pròiseactan “Eile” nach eil tighinn fo sgèith nan sgeamaichean gu h-àrd 280 pròiseactan uile-gu-lèir a bhios a’ cur air adhart cleachdadh na Gàidhlig ann an coimhearsnachdan air feadh Alba. Cuideachd, tha Bòrd na Gàidhlig ag obair le 68 ùghdarrasan poblach aig a bheil planaichean Gàidhlig reachdail aontaichte no a tha ag obair a dh’ionnsaigh fear a chruthachadh. Tha na buidhnean seo ag obair ann an coimhearsnachdan air feadh Alba.			Stiùiriche Planadh Cànaidh is Leasachaidhean Coimhearsnachd
Prìomh Chomharra Coileanaidh 2: Bidh barrachd dhaoine ag aontachadh leis an abairt “Tha a’ Ghàidhlig a’ dèanamh diofar nam bheatha”	Comharrachadh àireamh bhun-loidhne de dhaoine a tha ag aithris gu bheil buaidhean deimhinneach ann mar thoradh air cleachdadh na Gàidhlig	Tha an obair seo stèidhichte air an fhiosrachadh a bhios anns na h-aithisgean adhartais agus deireannach a chuireas buidhnean gu Bòrd na Gàidhlig. Tha an obair seo a’ dol air adhart beag air bheag agus mar bu chòir.			Stiùiriche Planadh Cànaidh is Leasachaidhean Coimhearsnachd
	Fianais gu bheil barrachd chothroman do dh’òigridh a bhith ag inntrigeadh margaidh na h-obrach, far a bheil iad a’ cur an cuid sgilean Gàidhlig gu feum	Tha còmhraidhean a’ dol air adhart le Leasachadh Sgilean na h-Alba, lomairt na Gàidhealtachd ‘s nan Eilean agus Comhairle nan Eilean Siar gus fàs a thoirt air cothroman preantasachd a dhèanamh tro mheadhan na Gàidhlig no far am bi cothrom aig daoine òga na sgilean Gàidhlig aca a chur gu feum anns an àite-obrach. Ghabh 4 daoine òga pàirt anns an sgeama grèis gnìomhachas aig Comhairle nan Eilean Siar le taic-airgid bho Bhòrd na Gàidhlig thairis air mìosan an t-samhraidh, a dh’ aindeoin nan duilgheadasan a bh’ ann ri linn COVID-19.			Stiùiriche Planadh Cànaidh is Leasachaidhean Coimhearsnachd

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Cothroman Ùra Dè na gnìomhan eile a dh’fhaodadh cuideachadh le adhartas leis an lèirsinn?
Tha na h-àireamhan dhaoine a tha ag ionnsachadh na Gàidhlig air-loidhne fhathast a’ fàs gu sònraichte tro Duolingo agus tro LearnGaelic.scot. Tha e cudromach gu bheil sinn a’ gabhail a’ chothruim seo a) gus fàs a thoirt air àireamhan luchd-cleachdaidh na Gàidhlig anns na bliadhnaichean ri teachd b) gus taic airson na Gàidhlig ann an Alba a leudachadh agus c) gus am bi a’ mhargaid airson seirbheisean Gàidhlig nas motha.
Tha barrachd dhaoine ag obair bhon taigh a-nis agus bidh an suidheachadh seo a’ leantainn air adhart airson nam mìosan ri thighinn. Tha cothroman ann le seo a) nach bi daoine le sgilean Gàidhlig a’ gluasad air falbh bho choimhearsnachdan Gàidhlig agus b) gum bi cothrom aig daoine le sgilean Gàidhlig gluasad gu coimhearsnachdan Gàidhlig.
Le barrachd dhaoine nas sgileil a thaobh a bhith coinneachadh ri daoine eile air-loidhne mar eisimpleir tro Zoom mar a bha iad, tha cothrom ann gum bi comasan aig barrachd dhaoine pàirt a ghabhail ann an tachartasan Gàidhlig air-loidhne thairis air na mìosan ri thighinn.

1.1 Gnìomhan 2020-21

1. A’ Cleachdadh na Gàidhlig	Gnìomhan 2020-21	Adhartas gu 30/09/20	Coileanadh gu 30/09/20	Dùil aig 31/03/2021	Oifigear-stiùiridh aithris
			Dearg/Orainds/Uaine		
Cuir ri cleachdadh na Gàidhlig am measg na feadhna aig a bheil sgilean Gàidhlig	Crìoch a chur air pròiseact rannsachaidh tùsail sna h-Eileanan Siar gus cnapan-starra aithneachadh a thaobh cleachdadh na Gàidhlig am measg luchd-labhairt fileanta na Gàidhlig sa choimhearsnachd ud	Thòisich a’ phròiseact mar a bhathas an dùil ach ri linn COVID-19 tha am pròiseact seo air a thighinn gu stad. Thathas an dùil gun tòisich e a-rithist nuair a bhios cùisean nas sàbhailte. Le cùisean COVID-19 anns na h-Eileanan Siar a’ dol suas, tha cunnart ann nach bi e comasach crìoch a chur air a’ phròiseact seo sa ghèarr-ùine.			Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd
	Iomairt #cleachdi air a leasachadh thar nan roinnean poblach, prìobhaideach agus saor-thoileach	Thug COVID-19 buaidh mhòr air an adhartas a bh’ againn le #cleachdi am measg bhuidhnean poblach, prìobhaideach agus saor-thoileach agus chan eil air a bhith comasach dhuinn bathar (mar eisimpleir bràistean agus postairean) a phostadh a-mach gu buidhnean. Tha còmhraidhean air a bhith ann le buidhnean Gàidhlig gus am bi e comasach dhuinn am bathar #cleachdi a sgaoileadh tro na lìonraidhean aca, gu sònraichte anns na h-Eileanan Siar.			Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd
	Cuir air dòigh lìonra de charaidean cleachdaidh air-loidhne gus cleachdadh na Gàidhlig a chur am meud	Cha do chuir sinn lìonra air dòigh fhathast. Thathas a’ sùileachadh seo a dhèanamh còmhla ri prìomh chom-pàirtichean (m.e. Sabhal Mòr Ostaig, Colaiste a’ Chaisteil, E-sgoil, LearnGaelic.scot, Duolingo) gus siostam de charaidean cànan a chur air dòigh airson cuideachadh le ionnsachadh agus / no dèiligeadh ri leth-oireachd (<i>isolation</i>).			Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd
Cuir am meud cothroman do dh’inbhidh a tha ag ionnsachadh sgilean Gàidhlig a bhith a’ cleachdadh an cuid Gàidhlig nas trice	Pròiseactan thar-churraicealaim air am maoineachadh gus taic a chumail ri sgoilearan àrd-sgoile ann am foghlam na Gàidhlig gus a bhith a’ cleachdadh na Gàidhlig nas trice	Tha Bòrd na Gàidhlig a’ toirt maoineachadh do diofar phròiseactan gus taic a chumail ri cleachdadh na Gàidhlig am measg sgoilearan àrd-sgoile – gu sònraichte 15 Oifigearan Iomairt aig Comunn na Gàidhlig, le dlùth ceangal ri sgoilearan àrd-sgoile air feadh na h-Alba, le lìonra gu sònraichte làidir anns na h-Eileanan Siar.			Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd
	Cuir air dòigh lìonra de dh’àiteachan is cothroman do dhaoine a tha ag ionnsachadh na Gàidhlig a bhith a’ cleachdadh na Gàidhlig nas trice	Cha do chuir Bòrd na Gàidhlig lìonra mar seo air dòigh fhathast agus tha ceist mhòr ann a-nis am bi e comasach seo a dhèanamh idir ro dheireadh a’ Mhàirt 2021, leis nach bi e comasach seo a dhèanamh aghaidh-ri-aghaidh airson greis fhathast.			Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd
	Pròiseactan air am maoineachadh a tha a’ furastachadh tar-chur eadar-ghinealach de sgilean Gàidhlig	Tha Bòrd na Gàidhlig a’ maoineachadh pròiseactan a bhios a’ cuir air adhart tar-chur eadar-ghinealaich, am measg nam prìomh bhuidhnean leasachaidh mar eisimpleir Tobar an Dualchais, An Comunn Gàidhealach agus Fèisean nan Gàidheal.			Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd
Brosnachadh aithne den cheangal eadar cleachdadh na Gàidhlig agus piseach air sunnd	Thèid frèam a chruthachadh gus buannachdan sunnd a thomhas agus iad ceangailte ri bhith a’ cleachdadh na Gàidhlig	Ri linn COVID-19, thèid am frèam fhèin a chruthachadh san dàrna leth den bhliadhna, le fòcas aig an ìre seo air rannsachadh nam pàipearan a tha ann an Alba no suidheachaidhean eile le mion-chànanan far a bheilear a’ sealltainn ceangal eadar cleachdadh cànan agus sunnd. Sa chiad dol-a-mach bidh am frèam stèidhte air builean rannsachaidh a nithear aig a’ bhòrd.			Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd
	Thèid 6 rannsachaidhean cùise foillseachadh a tha ga dhèanamh nochdte gu bheil ceangal eadar cleachdadh na Gàidhlig agus sunnd	Cha deach rannsachaidhean cùise fhoillseachadh fhathast. Tha sinn a’ cur fòcas an-dràsta air 2 rannsachadh cùise le fòcas air Gàidhlig is sunnd ann an co-theacsa a’ ghlasaidh-shluaigh.			Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd
Obair le coimhearsnachdan gus dèanamh cinnteach gu bheil a’ Ghàidhlig air a fighe a-steach ann an leasachaidhean sòisealta, cultarail is eaconamach	Cairt Coimhearsnachd Ghàidhlig nan Eilean Siar ann an com-pàirteachas le Comhairle nan Eilean Siar agus Riaghaltas na h-Alba air a cur air bhonn agus air a thoirt am follais.	Cha deach Cairt Coimhearsnachd Ghàidhlig nan Eilean Siar a chur air bhonn fhathast. Tha Bòrd na Gàidhlig, Riaghaltas na h-Alba agus Comhairle nan Eilean Siar ag obair air a’ phròiseact seo còmhla, leis an amas “Gàidhlig an toiseach” a thoirt air adhart agus gus am bi na goireasan againn ag obair nas èifeachdaiche còmhla.			Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd
	Cothroman air an leasachadh do dhaoine òga le sgilean Gàidhlig a bhith a’ dol bhon sgoil a-steach gu obraichean de dheagh chàileachd far an tèid aca air na sgilean sin a chleachdadh.	Tha còmhraidhean a’ dol air adhart le Leasachaidh Sgilean na h-Alba, Iomairt na Gàidhealtachd ‘s nan Eilean agus Comhairle nan Eilean Siar gus fàs a thoirt air cothroman preantasachd a dhèanamh tro mheadhan na Gàidhlig no far am bi cothrom aig daoine òga na sgilean Gàidhlig aca a chur gu feum anns an àite-obrach. Ghabh 4 daoine òga pàirt anns an sgeama grèis gnìomhachas aig Comhairle nan Eilean Siar le taic-airgid bho Bhòrd na Gàidhlig thairis air mìosan an t-samhraidh, a dh’aindeoin nan duilgheadasan a bh’ ann ri linn COVID-19.			stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd

2. 0 Ionnsachadh na Gàidhlig

2. Learning Gaelic

Prìomhachas Ro-innleachdail 2: Tha cothroman air leudachadh, agus nas ruigsinniche, do dhaoine aig aois sam bith gus an sgilean Gàidhlig a leasachadh	Strategic Priority 2: Opportunities for people to develop their Gaelic skills at any age have increased and are more accessible
Ciamar a tha an t-adhartas a’ cuideachadh le bhith a’ libhrigeadh na lèirsinn?	Tha an t-adhartas gu ruige seo a’ cur ris ar lèirsinn tro: Leasachaidhean le cothroman a bharrachd airson an cànan ionnsachadh (luchd-fìleanta agus luchd-ionnsachaidh) Neartachadh iomhaigh a’ chàinain (ann an coimhearsnachdan eadar-dealaichte agus gu nàiseanta) A’ leudachadh siostaman conaltraidh agus co-obrachaidh airson na targaidean sa Phlana Nàiseanta a choileanadh.
A bheil adhartas mu choinneamh na lèirsinn mar a bhiodh dùil?	Ri linn Covid-19 tha sinn a’ beachdachadh gu faiceallach air na dòighean-obrach againn – gu seachd àraidh leis gu bheil an galar a’ bualadh gu mòr air seirbheisean foghlaim (de gach seòrsa).

Prìomh Chomharra Coileanaidh	Targaid	Adhartas gu 30/09/20	Coileanadh gu 30/09/20	Dùil aig 31/03/2021	Oifigear-stiùiridh aithris
			Dearg/Orainds/Uaine		
Prìomh Chomharra Coileanaidh 3: Barrachd clann a’ gabhail pàirt ann an seiseanan tràth-bhliadhnaichean <i>More children participating in early years’ sessions</i>	Meudachadh de 10% ann an dòighean-inntrigidh gu tràth-bhliadhnaichean (a’ toirt a-steach Bookbug, Seiseanan nan Tràth-bhliadhnaichean, is msaa)	Tha Bòrd na Gàidhlig ann an conaltradh leis na buidhnean tràth-bhliadhnaichean agus Urras Leabhraichean na h-Alba gus dàta a chruinneachadh mu na seisean bookbug Gàidhlig a chaidh a libhrigeadh air-loidhne. Tha buidhnean tràth-bhliadhnaichean an-dràsta ag obair air dòighean libhrigidh eadar-dhealaichte le measgachadh de bhuidhnean a tha an dùil feuchainn ri coinneachadh aghaidh-ri-aghaidh a-rithist agus iadsan a tha an dùil cothroman air-loidhne a chruthachadh. Tha 12 buidhnean air ath-thòiseachadh air-loidhne no aghaidh-ri-aghaidh gu ruige seo (a’ mhòr-chuid air loidhne).			Stiùiriche Foghlam
	Meudachadh de 10% ann an gabhail ri seiseanan tràtha le teaghlaichean	Beachdaichidh sinn gu cunbhalach air seo – ann an co-theacsa Covid-19 – tha coltas ann gum bi sinn ga mheasadh gach trì mìosan (a rèir dòighean-libhrigidh ath-leasaichte ri linn Covid-19). Leis mar a tha an Stiùireadh bho Riaghaltas na h-Alba a-nis air a ràdh gun urrainn do bhuidhnean neo-riaghlaidhe ath-thòiseachadh, ma ghabhas iad ri bacaidhean, tha Bòrd na Gàidhlig ag obair gus stiùir is taic a thoirt do na buidhnean tràth-bhliadhnaichean. Tha e soilleir san Stiùireadh ge-tà gum bu chòir buidhnean fhathast a bhith a’ beachdachadh air dòighean-obrach eadar-dhealaichte m.e. air-loidhne. Ma thilleas buidhnean, bidh cuideachd bacadh air rudan leithid: na h-àireamhan a tha ceadaichte a bhith a’ frithealadh, àireamhan teaghlaichean a tha ceadaichte tighinn còmhla agus cur-seachadan a tha e ceadaichte libhrigeadh anns na seiseanan . Le sin, tha Bòrd na Gàidhlig air: <ul style="list-style-type: none">• Plana B iarraidh bho gach buidheann feuch dè ghabhas a choileanadh mura h-eil e comasach dhaibh tilleadh gus coinneachadh aghaidh ri aghaidh.• Dreach molaidhean a chruthachadh air dè dh’fhaodadh a bhith air an libhrigeadh a thèid a’ sgaoileadh do gach buidheann a tha air maoineachadh sìreadh bhuainn• A bhith sùbailte a thaobh ceann-là dùnaidh airson sgeama Tabhartasan Tràth-bhliadhnaichean, le fàilte air buidhnean a bhith a’ cur iarrtas a-steach fhathast.• A bhith ann an conaltradh le Comann nam Pàrant agus CORRA mun t-suidheachadh.			Stiùiriche Foghlaim
	Meudachadh de 10% ann an taic do dh’airich-chloinne is luchd-cùraim	Le fòcas air airich-chloinne tha planaichean ann airson nan ath cheumannan. Chaidh conaltradh a dhèanamh leis a’ bhuidhinn Scottish Childminding Association (SCMA), a’ feitheamh air fiosrachadh a thighnn air ais bhuapa.			Manaidsear Foghlaim
	Meudachadh ann an trèanadh is solar airson ionnsachadh air a’ bhlàr a-muigh	Leis nach eil na buidhnean tràth-bhliadhnaichean a’ coinneachadh an-dràsta, tha dàil ann a thaobh trèanadh air a’ bhlàr a-muigh ach tha còmhraidhean a’ leantainn le Stòrlann.			Manaidsear Foghlaim
	Measaidhean deimhinneach air seiseanan trèanaidh air an trusadh, air cnuasachadh orra, is air an cur an gnìomh	Adhartas le fòrmatan, gus a bhith deiseil airson cleachdadh nas èifeachdaiche nuair a thilleas sinn gu libhrigeadh nas àbhaistiche.			Manaidsear Foghlaim
Prìomh Chomharra Coileanaidh 4: Barrachd chothroman aig daoine an sgilean Gàidhlig a leasachadh <i>More opportunities for people to enhance their Gaelic skills</i>	Meudachadh ann an àireamh nan sgoilearan ann an FtG agus FLI	Tha sinn an dùil gum bi àireamh na cloinne ann am FtG a’ dol am meud. A thaobh FLI tha coltas ann gum bi sinn feumach air sealladh nas fhad-ùiniche (gus am bi leasachaidhean leis an ATQ Gaelic a’ toirt buaidh air an t-siostam, mar eisimpleir). Bha àrdachadh anns na h-àireamhan am FtG aig ìre na bun-sgoile eadar: 2018/19 (3,471) agus 2019/20 (3,701) agus ann am FtG aig ìre na h-àrd-sgoile 2018/19 (1,423) agus 2019/20 (1,451). Chaidh na h-àireamhan airson FLI am meud cuideachd: 2018/19 (3,266) agus 2019/20 (3,605).			Manaidsear Foghlaim

Prìomh Chomharra Coileanaidh	Targaid	Adhartas gu 30/09/20	Coileanadh gu 30/09/20	Dùil aig 31/03/2021	Oifigear-stiùiridh aithris
			Dearg/Orainds/Uaine		
	Meudachadh ann an àireamh an luchd-ionnsachaidh inbheach	Obair a’ leantainn ann am com-pàirteachas – tha fianais ann gu bheil ùidh ann an ionnsachadh air-loidhne air fàs gu mòr (Learn Gaelic, Duolingo is msaa). Coinneamh fhoirmeil LearnGaelic 26.06.20. Coinneamh-taic airson LearnGaelic 23.06.20 Coinneamh fhoirmeil LearnGaelic 7.09.20			Stiùiriche Foghlaim
	Meudachadh de Churraicealam FtG aig Tràth-ìre na h-Àrd-sgoile	Lèirsinn againn gum biodh seo na leasachadh leantainneach – a’ togail suas libhrigidh gach seisean. Bidh adhartas air seo a’ crochadh air libhrigeadh èifeachdach ann am planadh / aithriseadh bliadhnail. Coinneamh Sgrùdaidh leis an OECD Curriculum Review 2.10 - le BnaG/CnamP/Fèisean nan G agus Comhairle Baile Ghlaschu a’ riochdachadh FtG.			Stiùiriche Foghlaim
	Tha plana Gàidhlig air a chur an gnìomh aig gach Àrd-sgoil a tha a’ libhrigeadh FtG/FLI	Tha coltas ann gum bi sinn ag obair le ùghdarrasan ionadail gus adhartas a bharrachd a choileanadh gach seisean. Eisimpleir de dheagh-chleachdadh aig Earra-Ghàidheal ri fhaotainn bhon Stiùiriche Foghlaim. Thòisich sinn còmhraidhean le Earra-Ghàidheal is Bhòid air taisbeanadh aig Fèis Ionnsachaidh na h-Alba 2021. Thog sinn seo aig coinneamhan Adhartas nas Luaithe 12.08.20; Foghlam Alba 15.09; OECD 2.10.20.			Stiùiriche Foghlaim
Prìomh Chomharra Coileanaidh 5: Barrachd dhaoine ag aontachadh leis an abairt “Tha mi air na sgilean Gàidhlig agam a leasachadh” <i>More people agreeing with the statement “I have enhanced my Gaelic skills”</i>	Meudachadh anns an raon de dh’fhiosrachadh staitistigeil airson piseach a thomhas	Bidh fianais ann gun dèan sinn adhartas le seo thairis air a’ bhliadhna			Stiùiriche Foghlaim
	80% de dhaoine ag aontachadh ris a’ bharrachd seo	’S e seo fhathast ar targaid agus bidh sinn ag aithris air adhartas tron bhliadhna.			Stiùiriche Foghlaim

Cothroman Ùra Dè na gnìomhan eile a dh’ fhaodadh cuideachadh le adhartas leis an lèirsinn
Le Covid-19 tha e follaiseach gu bheil an dùthaich air fad a’ beachdachadh air dòighean-libhrigidh eadar-dhealaichte airson seirbheisean – a’ gabhail a steach seirbheisean foghlaim. Tha coltas ann gum bi cuid de na h-atharraichean an lùib seo maireannach. Tha coltas ann gum bi cothroman airson ionnsachaidh air-loidhne a’ fàs – a’ bualadh air cothroman ionnsachaidh, cothroman trèanaidh agus siostaman conaltraidh nas fharsaing is msaa. Bidh cothroman againn gus dòighean-obrach ùra a chruthachadh gus a bhith cinnteach gu bheil leasachaidhean airson na Gàidhlig co-ionann ri / nas fheàrr na leasachaidhean a’ bualadh air libhrigeadh tron Bheurla.

2.1 Gnìomhan 2020-21

2. Ionnsachadh na Gàidhlig	Gnìomhan 2020-21	Adhartas gu 30/09/20	Coileanadh gu 30/09/20	Dùil aig 31/03/2021	Oifigear-stiùiridh aithris
			Dearg/Orainds/Uaine		
Meudachadh de 10% san àireimh de sheiseanan Bookbug bhon bhun-loidhne far a bheil i an-dràsta; meudachadh na h-àireimh de theaghlaichean	Àireamh iomchaidh de sheiseanan Bookbug a bharrachd air an lìbhrigeadh [19/20 335 seiseanan: 2309 Inbhich, 3209 Clann]	Tha seiseanan Bookbug a’ ruith air-loidhne agus tha sinn gam foillseachadh air na meadhanan sòisealta. Tha Bòrd na Gàidhlig ann an conaltradh leis na buidhnean tràth-bhliadhnaichean agus Urras Leabhraichean na h-Alba gus dàta a chruinneachadh mu na seisean bookbug Gàidhlig a chaidh a lìbhrigeadh air-loidhne.			Stiùiriche Foghlaim
Thathar a’ comharrachadh clàradh theaghlaichean aig Seiseanan Tràth-bhliadhnaichean gus fios a bhith ann air bun-loidhne agus coileanadh de mheudachadh 10% ann am frithealadh le buill teaghlaich.	Meudachadh de 10% san àireimh de theaghlaichean ann an Seiseanan Tràth-bhliadhnaichean. gan lìbhrigeadh thar 2020-21.	Ann an co-theacsa Covid-19, cha bhi sinn an dùil an targaid a ruigsinn –bhathar a’ cur casg gu mòr air lìbhrigeadh sheirbheisean air feadh gach roinn FtG agus foghlam tro mheadhan na Beurla. Chaidh measadh a dhèanamh air iarrtasan a thàinig a-steach do Tabhartasan Tràth-bhliadhnaichean a mheasadh agus chaidh aontachadh ri 24 iarrtasan luach £87,270. Leis mar a tha an Stiùireadh bho Riaghaltas na h-Alba a-nis air a ràdh gun urrainn do bhuidhnean neo-riaghlachtaiche ath-thòiseachadh, ma ghabhas iad ri bacaidhean, tha Bòrd na Gàidhlig ag obair gus stiùir is taic a thoirt do na buidhnean tràth-bhliadhnaichean. Tha e soilleir san Stiùireadh ge-tà gum bu chòir buidhnean fhathast a bhith a’ beachdachadh air dòighean-obrach eadar-dhealaichte m.e. air-loidhne. Ma thilleas buidhnean, bidh cuideachd bacadh air rudan leithid: na h-àireamhan a tha ceadachta a bhith a’ frithealadh, àireamhan theaghlaichean a tha ceadachta tighinn còmhla agus cur-seachadan a tha e ceadachta lìbhrigeadh anns na seiseanan. Le sin, tha Bòrd na Gàidhlig air: <ul style="list-style-type: none">• Plana B iarraidh bho gach buidheann feuch dè ghabhas a choileanadh mura h-eil e comasach dhaibh tilleadh gus coinneachadh aghaid- ri-aghaidh.• Dreach molaidhean a chruthachadh air dè dh’fhaodadh a bhith air an lìbhrigeadh, a thèid a sgaoileadh do gach buidheann a tha air maoineachadh sireadh bhuainn• A bhith sùbailte a thaobh ceann-là dùnaidh airson sgeama Tabhartasan Tràth-bhliadhnaichean, le fàilte air buidhnean a bhith a’ cur iarrtas a-steach fhathast.• A bhith ann an conaltradh le Comann nam Pàrant agus CORRA mun t-suidheachadh.			Stiùiriche Foghlaim
Sgrùdadh air solar sheirbheisean an-dràsta airson Aireach-cloinne is Luchd-cùraim air a chur ri chèile agus aithisg dheireannach air a dèanamh	Aithisg Sgrùdaidh air a crìochnachadh, a bhios na bunait airson planadh seirbheisean ann an 21-22	1. Aonta gum bi fòcas againn air Aireach-chloinne a-mhàin. Obair air tòiseachadh air àireamhan nàiseanta fhaighinn (05.20). Chaidh conaltradh a dhèanamh leis a’ bhuidhinn Scottish Childminding Association (SCMA), a’ feitheamh ri fiosrachadh air ais bhuapa.			Manaidsear Foghlaim
Sgrùdadh air ionnsachadh air a’ bhlàr a-muigh ann an roinn nan tràth-bhliadhnaichean	Crìoch air a cur air an sgrùdadh	Chaidh ceistean mu ionnsachadh air a’ bhlàr a-muigh a chur san sgrùdadh a chaidh a sgaoileadh do na buidhnean tràth-bhliadhnaichean san Iuchar 2020. Bidh an fhianais seo air a tarraing ri chèile gus dealbh a chruthachadh air an t-suidheachadh nàiseanta.			Manaidsear Foghlaim
A’ cruthachadh 2-3 cothroman trèanaidh gus ionnsachadh air a’ bhlàr a-muigh a chur am meud (Tuath/Deas/Eileanan)	Trèanadh air a thoirt seachad agus ais-mholadh foirmeil air èifeachdas / ath cheumannan	Leis nach eil na buidhnean tràth-bhliadhnaichean a’ coinneachadh an-dràsta, tha dàil ann a thaobh trèanadh air a’ bhlàr a-muigh ach tha còmhraidhean a’ leantainn le Stòrlann.			Manaidsear Foghlaim
A’ neartachadh com-pàirteachas le Comann nam Pàrant	Prìomh raointean leasachaidh air an comharrachadh	Dreach deireannach den bhileig mu Foghlam Àrd-sgoile deiseil. Chaidh coinneamhan a chumail le oifigear Chomann nam Pàrant air 28/08 agus sinn gu sònraichte a’ bruidhinn mu taic do phàrantan agus dòighean seo a’ neartachadh ann an suidheachadh Covid-19. Chaidh coinneamh a chumail le Comann nam Pàrant Nàiseanta 10/09/2020 far an deach bruidhinn air adhartas is cothroman do gach bhuidheann. Obair a’ leantainn air adhart a thaobh maoineachadh nan buidhnean tràth-bhliadhnaichean.			Manaidsear Foghlaim
Gach àrd-sgoil le Plana Gàidhlig/Aithisg Inbhean is Càileachd Bliadhnail	Meudachadh ann an solar chuspairean agus meudachadh ann an tagraidhean SQA air feadh na dùthcha	1. Fiosrachadh a bharrachd le ADES/ GLAN (05.20). Fiosrachadh gu Foghlam Alba (04.20). 2. Coinneamh leis an Northern Alliance (03.20) gus barrachd mineachaidh a thoirt seachad air na molaidhean againn. 3. Ùrachadh aig coinneamh GLAN (05.20)– tha sinn air fiosrachaidh sgrìobhte a bharrachd a thoirt seachad.			Stiùiriche Foghlaim

2. Ionnsachadh na Gàidhlig	Gnìomhan 2020-21	Adhartas gu 30/09/20	Coileanadh gu 30/09/20	Dùil aig 31/03/2021	Oifigear-stiùiridh aithris
			Dearg/Orainds/Uaine		
		(Ri linn Covid-19 tha coltas ann nach bi planadh/aithriseadh mar a bha e ann an seisein 19-20). 4. Thog sinn seo aig coinneimh GLAN 25.09 is thairg sinn taic a bharrachd do dh’oifigearan.			
Co-labhairt Àrd-luchd-stiùiridh	Co-labhairt ga libhrigeadh le àrd-sgiobaidhean stiùiridh air an trèanadh	1. Cha bhi GLAN a’ tachairt mar a bha sinn an dùil ri linn Covid-19 (tachartas 06.20). Tha sinn ann an conaltradh le GLAN, is tha aonta ann gum bi GLAN a’ beachdachadh leis an Sgioba Foghlaim air tachartas trèanaidh aig deireadh 2020/ toiseach 2021. 2. Chaidh a’ chiad Nota Brath-ullachaidh a-mach gu ADES (Stiùirichean Foghlaim) 05.20 – le fiosrachadh air Planadh san Àrd-sgoil is Cùrsaichean Bogaidh.			Stiùiriche Foghlaim/ Manaidsear Foghlam
Àireamh de luchd-teagaisg ag obair ann am FtG agus FLI a’ fàs mar thoradh air co-obrachadh le buidhnean nàiseanta.	Slighean a-steach gu ATQ a tha soilleir agus rannsachaidhean cùise gan cruthachadh air deagh chleachdadh	1. Bileag is Suirbhidh Nàiseanta deiseil, le taic bhon sgioba againn. 2. Coinneamhan is taic a’ leantainn leis a’ phlana airson an ATQ Gaelic (coinneamh le Srath Chluaidh 04.20, coinneamhan a barrachd le Srath Chluaidh, CCTA, Comhairle Baile Ghlaschu 05.20 is 06.20). 3. Coinneamh ATQ le Srath Chluaidh 28.09 - fòcas air libhrigeadh air-loidhne / gun a bhith a’ planadh cùrsaichean SMO / Ceòlas mar phàirt den chùrsa. Chaidh pàirt dhan t-suirbhidh aig an CCTA (le taic bho Bhòrd na Gàidhlig) a chur a-mach san Ògmhios agus fhuair iad barrachd air 300 freagairtean. Ri linn trioblaidean teicnigeach, chaidh an t-suirbhidh ath-sgaoileadh san Lùnastal 2020. Bileag 'So you want to teach in Gaelic' a-nis foillsichte ann an clò agus ri fhaotainn air làrach-lìn Bhòrd na Gàidhlig. Dàil ann an foillseachadh oifigeil ri linn Covid-19.			Stiùiriche Foghlaim
Obair le SDS air bursaraidhean (mac-samhail STEM)	Frèam bhursaraidhean air bhonn	1. Dh’obraich an t-Oifigear Trusadh Luchd-teagaisg/ Stiùiriche Foghlaim le Sgioba STEM an Riaghaltais agus SDS (tha iad a’ stiùireadh sgeama STEM às leth an Riaghaltais). Ùrachadh air fiosrachadh nàiseanta airson STEM ri fhaotainn (mar thoradh air seo). Oifigearan air tòiseachadh obrachadh air portal fiosrachaidh airson bursaraidhean/taic maoineachaidh (05.20).			Stiùiriche Foghlaim
Rannsachadh air cùrsaichean bogaidh air feadh Alba	Rannsachadh crìochnaichte	Stiùiriche Foghlaim is Oifigear Trusadh Luchd-Teagaisg air obair a thòiseachadh air pròiseasan tairgse (05.20). Dreachd deiseil 07.20 - an dùil gun cuir sinn a-mach gu tairgse e 08.20 Chan eil seo coileanta fhathast			Stiùiriche Foghlaim
Cùrsa Bogaidh Eadar-amail do thidsearan	Maoineachadh agus pròiseas airson barantachadh càileachd air a chur air bhonn	Chaidh aonta a thoirt seachad san Ògmhios 2020 do dh’iarrtas bho 1 Ùghdarras Ionadail airson triùir luchd-teagaisg (1 bun-sgoile agus 2 àrd-sgoile) a chur air adhart do chothroman bogaidh.			Manaidsear Foghlaim
Obair an co-bhonn le LearnGaelic gus àireamh an luchd-ionnsachaidh inbheach a chur am meud.	An àireamh de luchd-ionnsachaidh inbheach a’ cur stuthan LearnGaelic gu feum a’ dol am meud. An àireamh de luchd-ionnsachaidh inbheach ann an gnìomhachdan ionnsachaidh foirmeil a’ dol am meud.	1. Tro cho-obrachadh air Adhartas nas Luaithe, tha staitistearachd againn gu bheil an àireamh de dhaoine a tha a’ cleachdadh na làraich-lìn agus nam meadhanan sòisealta aig LearnGaelic a’ dol am meud. 2. Coinneamh Bòrd-stiùiridh LearnGaelic 06.20. BnG air a riochdachadh aig a' choinneimh. Tha sinn air tòiseachadh air co-obrachadh leis an Oilthigh Fhosgailte airson cùrsa luchd-ionnsachaidh a chruthachadh (coinneamh 05.20)			Stiùiriche Foghlaim
Beachdan a’ tighinn air ais thugainn bho sgrùdadh air sgilean aig Seiseanan nan Tràth-bhliadhnaichean	Fiosrachadh air a chruinneachadh is a mheasadh.	Chan eil na buidhnean tràth-bhliadhnaichean air a bhith coinneachadh bhon Mhàrt 2020 mar sin, tha dàil ann le seo.			Manaidsear Foghlaim
Co-labhairt NQT	Co-labhairt air a libhrigeadh an co-bhonn leis an fheadhainn aig a bheil ùidh	Chaidh seo ath-dhealbhadh mar thachartas air-loidhne, 1.06.20 agus 8.06.20. Dèante. Ais-mholaidhean bhon tachartas gu math taiceil.			Stiùiriche Foghlaim
Beachdan a’ tighinn air ais thugainn bho gnìomhachdan le maoineachadh bho BhnG no bho thachartasan BhnG	Fiosrachadh air a chruinneachadh is a mheasadh	Obair leantainneach tron bhliadhna, fianais air tilleadh bho phròiseactan a fhuair maoineachadh tro Thabhartasan Tràth-bhliadhnaichean 2019/20 agus Tabhartasan Foghlam 2019/20.			Stiùiriche Foghlaim
Libhrigeadh Sgeama Tabhartasan Foghlam na Gàidhlig agus cruinneachadh an fhiosrachaidh a thig air ais thugainn	Sgeama air a ruith agus fiosrachadh a thig air ais air a chruinneachadh is air a mheasadh	Measadh dèante is chaidh aontachadh taic a chumail ri 51 iarrtasan (36 do dh’oileanaich teagaisg / tràth-bhliadhnaichean is 15 do luchd-teagaisg clàraichte airson cùrsaichean eile) luach £84,476. Obair a’ leantainn gus cùmhnant a sgaoileadh do thagraichean soirbheachail. Ann an conaltradh leis an Sgioba Conaltradh mu bhith ag ullachadh brath-naidheachd mu dheidhinn seo.			Manaidsear Foghlaim

2. Ionnsachadh na Gàidhlig	Gnìomhan 2020-21	Adhartas gu 30/09/20	Coileanadh gu 30/09/20	Dùil aig 31/03/2021	Oifigear-stiùiridh aithris
			Dearg/Orains/Uaine		
2-3 Buidhnean Fòcais còmhla ri Sgoilearan le #cleachdi	Buidhnean Fòcais gan ruith an co-bhonn le feadhainn aig a bheil ùidh	Chaidh coinneamh shoirbheachail a chumail le com-pàirtichean (CnaG, Fèisean nan Gàidheal, Highlife Highland, Young Scot, Leasachadh Sgilean na h-Alba, e-Sgoil, Ceòlas is Urras Ghabhsainn) san Iuchar 2020 agus thèid clàr-ama a chur air dòigh de choinneamhan dhan òigridh còmhla riuthasan nas fhaide air adhart ann an 2020. Plana is clàr-ama airson a’ phròiseict seo deiseil agus a’ feitheamh ri aonta bhon Sgioba-stiùiridh.			Stiùiriche Foghlaim
Co-obrachadh le LearnGaelic, SDS agus Stòrlann gus sgilean a mheasadh a rèir an CEFR	Fiosrachadh air a chruinneachadh is a mheasadh.	Aonta aig coinneamh nan oifigearan (05.20) gun cuir sinn coinneamh air dòigh le SDS / LearnGaelic / Stòrlann san Lùnastal 2020 airson an CEFR a chur air adhart. Chan eil sin coileanta fhathast – LearnGaelic a’ cleachdadh an CEFR leis a’ chùrsa nàiseanta ùr.			Stiùiriche Foghlaim

3. A’ Cur na Gàidhlig air Adhart	3. Promoting Gaelic
Prìomhachas Ro-innleachdail 3: Gum bi barrachd dhaoine ann an Alba taiceil is bàidheil dhan Ghàidhlig agus a cultar	Strategic Priority 3: More people in Scotland are positive about Gaelic language and culture
<ul style="list-style-type: none">Ciamar a tha an t-adhartas a’ cuideachadh le bhith a’ libhrigeadh na lèirsinn?	’S e aithneachadh am facal as cudromaiche ann an co-theacsa a’ phrìomhachais ro-innleachdail a tha seo. ’S ann tro bhith a’ cur air adhart na Gàidhlig, tro na gnìomhan gu h-ìosal a bhios Bòrd na Gàidhlig ag amas gum bi barrachd aithneachadh am measg a’ phobaill ann an Alba agus gu h-eadar-nàiseanta gu bheil Gàidhlig mar phàirt bunaiteach de bheatha muinntir na h-Alba agus mar chànan prìseil a tha a’ cur ri cultar is eaconamaidh na dùthcha.
<ul style="list-style-type: none">A bheil adhartas mu choinneamh na lèirsinn mar a bhiodh dùil?	Tha adhartas air a bhith mar a bhiodh dùil. Chaidh deasbad cudromach mu dheidhinn suidheachadh na Gàidhlig anns na h-Eileanan air adhart tron samhradh às dèidh foillseachadh an leabhair “The Gaelic Crisis in the Vernacular Community” agus tha coinneamhan coimhearsnachd a’ dol air adhart. Tha e soilleir gu bheil luchd-poilitigs aig ìre nàiseanta agus ionadail deònach pàirt a ghabhail anns an deasbad seo. Thathas an dùil gum bi an deasbad a’ cumail a’ dol air adhart mar phàirt de dh’iomairt taghaidhean na h-Alba ann an 2021. Tha còmhraidhean inntinneach eile a’ nochdadh cuideachd mun cheangal eadar cion taigheadas air prìs reusanta agus leasachadh na Gàidhlig sna h-Eileanan Siar. Tha sinn a’ faicinn gu bheil na h-àireamhan a tha ag ionnsachadh na Gàidhlig fhathast a’ fàs le còrr is 450,000 daoine a-nis clàraichte le Duolingo na Gàidhlig agus àireamhan luchd-tadhail LearnGaelic gu math fallain.

Prìomh Chomharra Coileanaidh	Targaid	Adhartas gu 30/09/20	Coileanadh gu 30/09/20	Dùil aig 31/03/21	Oifigear-stiùiridh aithris
			Dearg	Orains/Uaine	
Prìomh Chomharra Coileanaidh 6: A’ dèanamh cinnteach gu bheil barrachd àite aig a’ Ghàidhlig ann an aithne nàiseanta na h-Alba, aithne-dhùthcha fhosgailte le iomadh taobh is cultar	Thèid ionnsachadh is cleachdadh na Gàidhlig aithneachadh/àbhaisteachadh ann an tòrr de shuidheachaidhean air feadh na dùthcha air fad	Tha na h-àireamhan de dhaoine a tha ag ionnsachadh na Gàidhlig air-loidhne a’ sìor-fhàs. Tha seo a’ ciallachadh gu bheil ionnsachadh na Gàidhlig a’ fàs ann an Alba agus mar thoradh air sin, thathas an dùil gum bi cleachdadh na Gàidhlig a’ fàs nas àbhaistiche cuideachd.			Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd
	Barrachd còmhraidh, ionnsachaidh is com-pàirteachadh le raon farsaing de bhuidhnean ann an Alba.	Tha Bòrd na Gàidhlig a’ co-obrachadh le tòrr diofar bhuidhnean air feadh Alba – anns an roinn phoblaich, companaidhean priobhaideach agus buidhnean anns an roinn shaor-thoileach.			Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd
Prìomh Chomharra Coileanaidh 7: Barrachd dhaoine ag aontachadh leis an abairt “Tha Gàidhlig cudromach do dh’Alba”	Meudachadh ann an ìrean taic dhan Ghàidhlig” no rudeigin mar sin còrr is 81% - <i>Scottish Social Attitudes Survey</i>)	Thathas an dùil còmhraidhean a chumail ri ScotCen leis an amas ceistean mu dheidhinn na Gàidhlig a chur anns an t-suirbhidh aig a’ chiad chothrom.			Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd
	Stuthan a tha ann agus stuthan ùra air an gabhail os làimh gu soirbheachail	Gu ruige seo am-bliadhna, chan eil adhartas air a bhith ann.			Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd
	Barrachd phàrtaidhean poilitigeach a’ gealltainn taic ri leasachadh na Gàidhlig	Bidh barrachd fòcais air seo nas fhaide air adhart sa bhliadhna .			Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd

Cothroman Ùra Dè na gnìomhan eile a dh’fhaodadh cuideachadh le adhartas leis an lèirsinn:
Tha an deasbad mu dheidhinn suidheachadh na Gàidhlig anns na h-Eileanan air a bhith a’ cur na Gàidhlig agus na taic a tha a dhìth ann am barrachd fòcais – aig ìre ionadail, aig ìre nàiseanta agus am measg luchd-poilitigs. Cha bhi e fada gus am bi taghadh airson Pàrlamaid na h-Alba ann agus tha cothrom ann, deasbad fosgailte agus onarach a chumail mu dheidhinn na taic poilitigich agus ro-innleachdail a tha a dhìth airson na coimhearsnachdan anns na h-Eileanan agus air a’ Ghàidhealtachd a neartachadh. Thug Plana Cànan Nàiseanta Gàidhlig 2018-23 iomaradh air seo – “Feumaidh sinn spionnadh às ùr a thoirt do choimhearsnachdan eileanach is dùthchail Gàidhlig gus an òigridh a ghleidheadh is a tharraing.” ’S ann tro seo a thig piseach air cleachdadh na Gàidhlig anns na coimhearsnachdan Eileanach agus tha cothrom ann an-dràsta an teachdaireachd seo a thoirt air adhart gu mòr a-rithist.

3.1 Gnìomhan 2020-21

3. A’ Cur na Gàidhlig air Adhart	Gnìomhan 2020-21	Adhartas gu 30/09/20	Coileanadh gu 30/09/20	Dùil aig 31/03/21	Oifigear-stiùiridh aithris
			Dearg/Orainds/Uaine		
Obraichidh sinn còmhla ris, agus ionnsaichidh sinn bho, na buidhnean eile a bhios ag iomairt gus cùisean sònraichte àbhaisteachadh sa chomann-sòisealta. M.e. Stonewall Scotland	Meudachadh ann an co-obrachadh a dh’fhàgas sinn le tuigse nas fheàrr de dh’atharrachaidhean sòisealta – aon dòigh-obrach ùr air a gabhail os làimh.	Chan eil adhartas air a bhith ann gu ruige seo ach thathas ag amas thairis air na mìosan ri tighinn gum bi sinn a’ bruidhinn ri buidhnean eile mu dheidhinn nan dòighean-obrach aca, leis an dùil aon dòigh iomairt ùr a thoirt air adhart.			Stiùiriche Planadh Cànaid is Leasachaidhean Coimhearsnachd
Obair ann an co-bhonn, bidh sinn a’ cruthachadh stuthan gus taic a chumail ri sgoiltean, buidhnean is daoine fa leth airson tuigse nas fheàrr fhaighinn air àite na Gàidhlig ann an Alba.	Stuthan ùra gan cruthachadh is na stuthan a tha ann air an cur air adhart tro GLAN, SQA agus Foghlam Alba.	Leis gu bheil cùisean cho mi-àbhaisteach an-dràsta le foghlam ann an Alba, chan eil mòran adhartas air a bhith ann gu ruige seo. Bu chòir gun tèid a’ mhòr-chuid den phròiseact seo a ghluasad dhan dàrna leth den bhliadhna. An-dràsta ge-ta, tha cothrom ann bruidhinn ri bhuidhnean, leithid GLAN, SQA is Foghlam Alba mu na tha a dhìth. Dh’fhaodadh a’ bhidio “Scottish Gaelic Explained” a bhith cuideachail, a bharrachd air na mhapaichean le ainmean-àite a chaidh a chruthachadh le Ainmean-Àite na h-Alba is Bòrd na Gàidhlig.			Stiùiriche Planadh Cànaid is Leasachaidhean Coimhearsnachd
Le com-pàirteachadh, a’ cur air bhonn iomairt gus daoine a bhrosnachadh a bhith a’ lìonadh nan ceistean air Gàidhlig ann an Cunntas-sluaigh 2021	Iomairt ann bhon Dùbhlachd 2020 agus ga libhrigeadh air làraichean mheadhanan sòisealta bhon Fhaoilleach chun a’ Mhàirt 2021	Air sgàth COVID-19, thèid an Cunntas-sluaigh air adhart anns a’ Mhàirt 2022 a-nis.			Stiùiriche Planadh Cànaid is Leasachaidhean Coimhearsnachd
Bheir sinn seachad stiùireadh ann an co-òrdanachadh agus libhrigeadh den iomairt Adhartas nas Luaithe a bharrachd air a bhith a’ brosnachadh tuilleadh obair chom-pàirteach ann an libhrigeadh nam Planaichean Gàidhlig (an dà chuid, reachdail is saor-thoileach)	Meudachadh ann an conaltradh tar-roinneil agus coileanadh phròiseactan.	Chaidh a’ choinneamh Adhartas nas Luaithe a chumail air-loidhne san t-Sultain le Iain Swinney, Leas-prìomh Mhinistear na h-Alba sa chathair. Bha còrr is 50 oifigearan an làthair, a’ riochdachadh còrr is 20 buidhnean poblach. Bha e follaiseach gun robh co-obrachadh math a’ dol air adhart eadar buidhnean.			Stiùiriche Planadh Cànaid is Leasachaidhean Coimhearsnachd
	Barrachd phlanaichean èifeachdach is air an libhrigeadh ann an ùine a tha reusanta.	Gu ruige seo, dh’aontaich am Bòrd ri 102 planaichean reachdail (Eagran 1 – 58, Eagran 2 – 37 agus Eagran 3 – 7) agus aig an àm seo tha oifigearan a’ Bhùird ag obair le 30 ùghdarrasan a tha ag uallach planaichean (Eagran 1 – 8, Eagran 2 – 13 agus Eagran 3 – 9). A bharrachd air seo, dh’aontaich am Bòrd ri planaichean reachdail aig 5 ùghdarrasan nach eil ann an-nis. Tha an sgioba ag obair fad na h-ùine gus am bi gach plana èifeachdach. Chan eil an suidheachadh far a bheil oifigearan a’ Bhùird no oifigearan nan ùghdarrasan poblach àbhaisteach, leis a h-uile duine ag amas an obair seo a thoirt air adhart ann an ùine a tha reusanta.			Stiùiriche Planadh Cànaid is Leasachaidhean Coimhearsnachd
Iomairt airson buannachdan is cothroman a chur air adhart ann an ionnsachadh is cleachdadh na Gàidhlig a bharrachd air faighneachd “dè as urrainn dhomhsa dèanamh airson na Gàidhlig”.	Stuthan ùra air an cruthachadh.	Aig an ìre seo tha fòcas air cruthachadh stuthan ùra fo bhratach na h-iomairt #cleachdi a tha a’ dol air adhart an-dràsta. Thèid an iomairt fhèin a chur am follais san dàrna leth den bhliadhna.			Stiùiriche Planadh Cànaid is Leasachaidhean Coimhearsnachd
Obair an co-bhonn leis na pàrtaidhean poilitigeach uile gus dealas a bharrachd a bhrosnachadh dhan Ghàidhlig.	Gealltanasan Gàidhlig nas fhaicsinnich ann am manifestothan nam pàrtaidhean poilitigeach airson an taghaidh Albannaich ann an 2021	Bidh barrachd fòcais air seo nas fhaide air adhart sa bhliadhna leis gu bheil prìomhachas luchd-poilitigs air COVID-19 an-dràsta. Aig an aon àm ge-tà, tha e cudromach gum bi Gàidhlig fhathast mar phàirt den chòmhradh nàiseanta agus ri linn sin, tha Bòrd na Gàidhlig air a bhith ag obair ann an co-bhonn le Holyrood Magazine agus an Herald. Tha pìosan mu dheidhinn na Gàidhlig air a bhith anns na h-irisean seo bho chionn greis. Tha obair air meadhanan sòisealta a’ Bhùird a’ leantainn air adhart cuideachd.			Stiùiriche Planadh Cànaid is Leasachaidhean Coimhearsnachd
	Dèanamh cinnteach gum bi cudromachd na Gàidhlig fhathast ri faicinn.				Stiùiriche Planadh Cànaid is Leasachaidhean Coimhearsnachd

4. Deagh Riaghladh		4. Good Governance	
Prìomhachas Ro-Innleachdail 4: Gun cùm Bord na Gàidhlig air a’ leasachadh nan dòighean-obrach aige		Strategic Priority 4: Bòrd na Gàidhlig continues to develop how it works	
<ul style="list-style-type: none">Ciamar a tha an t-adhartas a’ cuideachadh le bhith a’ libhrigeadh na lèirsinn?		Tha an t-adhartas gu ruige seo a’ cur ri ar lèirsinn tro: Trèanadh is leasachadh airson an sgioba air fad; prògram leasachadh a’ leantainn air aithisgean luchd in-sgrùdaidh. Tha suidheachadh a thaobh obair bhon taigh a’ ciallachadh gu bheil sinn a’ dèanamh tòrr adhartais a thaobh na h-àrainneachd. Dhearbh an aithisg sgrùdaidh bhliadhnail gu bheil adhartas air a bhith ann tha i agus a’ sealltainn far a bheil barrachd leasachadh ri dhèanamh.	
<ul style="list-style-type: none">A bheil adhartas mu choinneamh na lèirsinn mar a bhiodh dùil?		Tha, a dh’aindheoin a bhith ag obair bhon taigh.	

Prìomh Chomharra Coileanaidh	Targaid	Adhartas gu 30/09/20	Coileanadh gu 30/09/20	Dùil aig 31/03/21	Oifigear-stiùiridh aithris
			Dearg/Orainds/Uaine		
Prìomh Chomharra Coileanaidh 8: Barrachd den luchd-obrach againn ag aontachadh ris a’ bheachd “Tha m’ obair aig Bòrd na Gàidhlig a’ toirt toileachas dhomh agus tha i a’ dèanamh diofar” More of our staff agreeing with the statement “My work at Bòrd na Gàidhlig is fulfilling and makes a difference”	Tha luachan na buidhne againn air fhighe a-steach san dòigh-obrach againn	Tha sinn a’ cleachdadh nan luachan mar phàirt den t-siostam measadh coileanaidh pearsanta, agus aig tòiseach coinneamhan m.e. Dè tha Dol			Ceannard
	Thathar a’ toirt an trèanaidh is na taice a tha a dhìth dhan luchd-obrach	A bharrachd air a’ cho-labhairt, chùm sinn a’ chiad seisean leasachaidh leth-latha nuair a choimhead sinn air cuspairean eadar-dhealaichte (air am moladh leis an sgioba) agus toraidhean suirbhidh bhliadhnail an luchd-obrach agus na suirbhidh sunnd (gach cairteal). Dh’aontaich am Bòrd-stiùiridh gun tèid eòlaiche ‘change management’ a thrusadh gus taic a thoirt dhan bhuidhinn gus barrachd atharrachadh a dhèanamh.			Ceannard
Prìomh Chomharra Coileanaidh 9: Tha barrachd den luchd-ùidh againn ag aontachadh ris a’ bheachd “Tha Bòrd na Gàidhlig a’ coileanadh a dhleasan gu h-èifeachdach agus tha e a’ cur ris na tha sinn a’ dèanamh” More of our stakeholders agreeing with the statement “Bòrd na Gàidhlig is effective in its role and contributes to what we do”	Cliù corporra ciatach le luchd-ùidh air daingneachadh	Tha an siostam a-nise leantainneach gu bheil coinneamhan a’ Bhùird-stiùiridh agus comataidhean air an cumail gu poblach, le fiosrachadh air na meadhanan sòisealta ro làimh; agus pàipearan rim faighinn. Bha an Cathraiche is an Ceannard air beulaibh Comataidh PAPLS far an do bhruidhinn iad air obair Bhòrd na Gàidhlig.			Ceannard
	Cleachdaidhean fallain a thaobh stiùireadh ionmhais is cunnairt gan glèidheadh	Choimhead Comataidh Sgrùdaidh is Dearbhachd agus am Bòrd-stiùiridh air a’ chlàr mhì-chinntean ro-innleachdail san Lùnastal agus san t-Sultain. Chaidh in-sgrùdadh a dhèanamh air smachdan ionmhais is solarachaidh s/t 28/09/2020.			Ceann an Ionmhais
Prìomh Chomharra Coileanaidh 10: Lùghdaichidh sinn na h-eimiseanan carbain againn gach bliadhna, a’ ruigsinn meidh-neoni (net zero) de dh’eimiseanan cho luath ’s a ghabhas agus ro 2045.	Bun-loidhne de dh’eimiseanan carbain is targaidean lùghdachaidh air bhonn agus gan ruigsinn	Tha an sgioba rianachd ag obair air seo an-dràsta agus seo am fiosrachadh as ùire a th’ againn. ScotRail - 216 bookings, 57,553 mìltean sa bhliadhna agus le eimiseanan CO2 de 3414.09 kg. Loganair - chan urrainn dhaibh an fhiosrachadh sin a thoirt dhuinn aig an àm seo Leis gu bheil Taigh a’ Ghlinne Mhòir dùinte an-dràsta, chan eil e comasach aig an ìre seo fiosrachadh fhaighinn mu dheidhinn siubhal le càraichean.			Manaidsear Gnìomhan
	An dòigh-obrach againn mar bhuidheann air atharrachadh gus tighinn gu meidh-neoni ann an eimiseanan cho luath ’s a ghabhas	O thoiseach na bliadhna 20/21, chan eil neach sam bith sa bhuidhinn air a bhith a’ siubhal. Ged nach do thaghadh sinn seo, leis gu bheil na dòighean eile airson coinneamhan a chumail ag obair gu math, bidh sinn gan cumail fiù ’s nuair a bhios e ceadachte dhuinn a bhith a’ siubhal.			Manaidsear Gnìomhan

Cothroman Ùra Dè na gnìomhan eile a dh’fhaodadh cuideachadh le adhartas leis an lèirsinn
Tha obair a’ dol air adhart an-dràsta air plana leasachaidh ùr a bhios a’ dèanamh soilleir na gnìomhan gus barrachd adhartais a dhèanamh sna dòighean obrach againn.

4.1 Gnìomhan 2020-21	4. Deagh Riaghladh	Gnìomhan 2020-21	Adhartas gu 30/09/20	Coileanadh gu 30/09/20	Dùil aig 31/03/21	Oifigear-stiùiridh aithris
				Dearg/Orainds/Uaine		
Leasachadh sgilean is comasan nam ball is an luchd-obrach		Prògram inntrigidh air a dhèanamh foirmeil airson luchd-obrach is buill ùra a’ bhùird agus brosnachadh fiosrachadh a thoirt air ais thugainn airson leasachadh leantainneach.	Thoisich dithis ùra o chionn beagan sheachdainean is thèid measadh a dhèanamh air ciamar a chaidh leis an inntrigeadh aca. Fhuair am ball ùr inntrigeadh dhan bhuidhinn air-loidhne.			Manaidsear Gnìomhan is Ceannard
		Leasachadh Plana Trèanadh na buidhne gus toirt a-steach trèanadh an luchd-obrach is feumalachdan leasachaidh.	Sna ciad 3 mìosan de 20/21, chruthachadh plana eadar-amail a’ coimhead ri gluasad gu cothroman air-loidhne far an gabh sin dèanamh. Aon uair is gu bheilear air tilleadh dhan oifis, thèid measadh a dhèanamh air na planaichean trèanaidh. San dàrna leth den bhliadhna, cnuasaichidh sinn air na tha fhathast ri choileanadh is na tha fhathast sna planaichean airson na h-ath bhliadhna ionmhais.			Manaidsear Gnìomhan
Dèanamh cinnteach gu bheil com-pàirteachadh agus conaltradh èifeachdach tron bhuidhinn air fad		Sgrùdadh an luchd-obrach a’ sealltainn gu bheil piseach air tighinn air gnothaichean bhon bhliadhna an-uiridh [Cuir bun-loidhne ris bhon sgrùdadh sa Mhàrt 2020, nuair a tha sin crìochnaichte]	Tha sgrùdadh an luchd-obrach a’ leantainn air mar a bhathar an dùil. Chaidh aithisg air toraidhean dhan Chomataidh Phoileasaidh is Ghoireasan san Lùnastal. Chaidh suirbhidh a dhèanamh a thaobh sunnd agus a bhith ag obair bhon taigh sa Lùnastal is tha còmhraidhean air a bhith ann air gnìomhan a’ leantainn air sin.			Ceannard
Togail agus cumail pròiseas ionmhais leantainneach airson Bòrd na Gàidhlig		Plana Ionmhais Meadhan-ùine (MTFP) air ath-sgrùdadh is ath-nuadhachadh gus stiùireadh ionmhais ro-innleachdach nas èifeachdaiche a chur air bhonn	Ath-sgrùdadh den MTFP mar thoradh air COVID-19. Chaidh ùrachadh a dhèanamh air buidseat 20/21 san t-Sultain 2020.			Ceann an Ionmhais
A bhith cunntachail, èifeachdach is buadhmhor agus sinn a’ cleachdadh stuthan gus luach an aigrid a dhaingneachadh		Prògram de sgrùdaidhean is molaidhean a bhuineas ri seo air an cur an gnìomh	Rinn an luchd in-sgrùdaidh a chiad pàirt den in-sgrùdaidh bliadhnail air riaghlaidh corporra agus solarachadh. Tha obair a’ leantainn air na gnìomhan on uiridh.			Ceannard
		Faighinn beachdan air ais bho cho-chomhairleachadh am measg an luchd-ùidh a ghabhas cur gu feum a thaobh cleachdadh maoineachaidh	Thèid co-chomhairleachadh am measg luchd-ùidh air adhart anns an Dàmhair 2020, leis an dùil gum bi pàipear aig coinneamh a’ Bhùird-stiùiridh san Dùbhlachd 2020 leis na toraidhean.			Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd
Faighinn fianais air beachdan nas ciataiche bhon luchd-ùidh		Sgrùdadh an luchd-ùidh gu bhith a’ sealltainn gu bheil co-dhiù 70% gu tur no gu ìre mhòr riarachtaiche leis a’ bhàrail “Tha Bòrd na Gàidhlig èifeachdach san ròl aige agus a’ cur ris na tha sinne a’ dèanamh.” [Bun-loidhne: 2019/20: 65%]	Bidh dàil ann an sgrùdadh an luchd-ùidh.			Ceannard
Comharrachadh targaidean lùghdachaidh ann an eimiseanan carboin airson Bòrd na Gàidhlig		Bun-loidhne de dh’eimiseanan carboin air a comharrachadh is air a cleachdadh airson targaidean lùghdachaidh a shònrachadh thar nan 5 bliadhnaichean ri teachd	Tha obair air a bhith a’ dol air fiosrachadh a chruthachadh air tursan rèile ach cha bhi e comasach dhuinn fiosrachadh a chruthachadh air tursan rathaid (tha fiosrachaidh bhon bhliadhna an-uiridh air pàipear san oifis) no air tursan plèana (chan eil am fiosrachadh seo ri fhaighinn bhon chompanaidh adhair).			Ceannard
		Plana àrainneachd Bhòrd na Gàidhlig air ùrachadh gus na targaidean seo a thoirt a-steach	Plana air ùrachadh is air a chur fo chomhair Comataidh Poileasaidh is Ghoireasan taobh a-staigh 6 mìosan. San dàrna leth den bhliadhna plana gnìomh air a chruthachadh a chuirear an gnìomh 2021/22. Leis a h-uile pìos obrach eile agus leis nach eil duine sam bith a’ siubhail, ma dh’fhaodte nach bi am plana seo air a sgrìobhadh am-bliadhna.			Ceannard
Atharrachadh san dòigh-obrach againn airson a bhith a’ toirt a-steach cheumannan gus carbon a lùghdachadh		Lùghdachadh co-dhiù 25% san àireimh de choinneamhan aghaidh-ri-aghaidh far a bheil siubhal a dhith ann an 2020-21 an taca ri 2019-20	Leig Covid-19 leinn seo fheuchainn a-mach agus thèid ath-sgrùdadh a dhèanamh air èifeachdas; aon uair is gu bheilear air ais san oifis nithear co-dhùnaidhean air mar a lùghdaichear an àireamh de choinneamhan aghaidh-ri-aghaidh san àm ri teachd.			Manaidsear Gnìomhan
		Foillseachadh cairt èiginn ghnàth-sìde airson na buidhne gus an dùil againn a shoilleireachadh a thaobh sgioba Bòrd na Gàidhlig agus mar a bhios sinn ag obair le com-pàirtichean air an taobh a-muigh.	Cha do thòisich obair air seo fhathast. Ma dh’fhaodte nach tachair seo am-bliadhna. Leis nach eil daoine a’ siubhail, chan eil an aon buaidh air an àrainneachd mar a bh’ againn gu ruige seo.			Ceannard
		Dèanamh cinnteach gu bheil stiùireadh meatragsan sgòraidh airson gach sgeama maoineachaidh an 2021-22 a’ toirt a-steach beachdachadh air ceumannan gus carbon a lùghdachadh mar shlat-tomhais maoineachaidh	Bidh na diofar sgeamaichean airson 2021-22 a’ tòiseachadh air fosgladh bhon t- Samhain 2020 air adhart agus bidh meatragsan sgòraidh co-cheangailte ris a’ bhuaidh carboin mar phàirt den phròiseas airson gach sgeama bho seo air adhart.			Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd

Dearg Orains Uaine

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

	Adhartas sa bhliadhna seo gu ruige seo	Ro-mheasadh air an t-suidheachadh a bhios ann aig deireadh na bliadhna ionmhais
	<ul style="list-style-type: none">Cha do thòisich an obair seo fhathast.Tha duilgheadasan mòra ann leis a’ phròiseact seo.Feumaidh manaidsearan cùisean a leasachadh sa bhad.	<ul style="list-style-type: none">Tha cunnart ann nach bi am pròiseact deiseil nuair a bu chòir dha a bhithFeumar gnìomhan leasachaidh a chur an sàs airson a’ phròiseict gus cinn-uidhe ghnòthachais a choileanadh agus/no gus dèanamh cinnteach gun tèid an obair thoirt gu buil[Nota: 1: Ma tha manaidsear an dùil gum bi ìre-adhartais dhearg ann aig deireadh na bliadhna, bu chòir dhaibh innse dè na goireasan is gnìomhan a tha dhìth gus an ìre-adhartais atharrachadh, agus/no carson nach gabh am pròiseact a choileanadh.][Nota 2: Bu chòir dhan Sgioba-stiùiridh coimhead air a’ ghnìomh, còmhla ris a’ mhanaidsear le uallach air a shon, gus faicinn dè as coireach gu bheil ìre-adhartais dhearg ann agus gus plana gnìomh a dhealbh airson dèanamh cinnteach nach fhàs cùisean nas miosa agus gus an cron a nì an cion adhartais air cliù na buidhne agus air a’ bhuidhinn san fharsaingeachd a lùghdachadh gu ìre cho beag ’s as urrainn.]
	<ul style="list-style-type: none">Chan eil e air a choileanadh, thathar a’ dèanamh adhartas.Tha obair air tòiseachadh air seo.Tha an obair a’ dol air adhart mar a bhathar an dùil.	<ul style="list-style-type: none">Thathar an dùil gum bithear air adhartas nach beag a dhèanamh air seo aig deireadh na bliadhna, ach cha bhi an gnìomh air a choileanadh gu tur.[Nota 3: Bu chòir dhan Sgioba-stiùiridh coimhead air a’ ghnìomh, còmhla ris a’ mhanaidsear le uallach air a shon, gus bruidhinn air dè na gnìomhan/goireasan a dh’fhaodadh cuideachadh le bhith a’ coileanadh na h-obrach gus an gabh e comharrachadh mar Uaine.]
	<ul style="list-style-type: none">Tha an gnìomh seo air a choileanadh, agus chan eil duilgheadasan ann.	<ul style="list-style-type: none">Thathar an dùil gun tèid an gnìomh a choileanadh a rèir a’ chlàir-ama/plana/buidseat a chaidh aontachadh.



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	27/10/2020
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	4.1

Tìotal a' Phàipeir	Planaichean Gàidhlig	
Moladh do Bhuill	Ri Aontachadh	
Neach-labhairt:	Daibhidh Boag, Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba-stiùiridh	13/10/2020	Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 - PGR005 CO3 Coimisean na Croitearachd PT2 - PGR017 CO1 Comhairle Lodainn an Ear PT3 - PGR027 CO2 Comhairle Siorrachd Àir a Deas	
1.0	Adhbhar	
1.1	A' sireadh aonta air 3 planaichean reachdail fo Achd na Gàidhlig (Alba) 2005	
2.0	Cùl-fhiosrachadh	
2.1	Chaidh na planaichean seo tro phròiseas pannal nam planaichean a-cheana far an deach sgrùdadh a dhèanamh orra aig ìre mhionaideach.	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	PT1 – PGR005 CO3 Coimisean na Croitearachd. Ghabh iad ris na molaidhean a thog am pannal.	
3.2	PT2 – PGR017 CO1 Comhairle Lodainn an Ear. Ghabh iad ris na molaidhean a thog am pannal.	
3.3	PT3 – PGR027 CO2 Comhairle Siorrachd Àir a Deas. Ghabh iad ris na molaidhean a thog am pannal.	
4.0	Moladh	
4.1	Aire a thoirt don fhiosrachadh ann am PT1, PT2 agus PT3	
4.2	Aonta a chur ris na dreachd planaichean aig Coimisean na Croitearachd, Comhairle Lodainn an Ear agus Comhairle Siorrachd Àir a Deas	
5.0	Prìomh Bhuidhean Ro-innleachdach	
5.1	Buidhean air Ionmhas	
	Chan eil buaidh ann.	
5.2	Buidhean air Luchd-obrach	
	Chan eil buaidh ann.	
5.3	Buidhean air Trèanadh	
	Chan eil buaidh ann.	
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra	
	Tha dlùth cheangal ann eadar am plana reachdail seo agus a' cur air adhart cleachdadh, ionnsachadh agus ìomhaigh na Gàidhlig anns na sgìrean seo agus gu nàiseanta.	

	Bidh am plana seo a' cur air adhart nam prìomh amasan anns a' phlana chorporra aig Bòrd na Gàidhlig gu sònraichte mar a leanas:- <i>"A' dèanamh cinnteach gum bi buaidh nas motha aig Planaichean Gàidhlig air cùisean agus a' toirt taic do dh' Ùghdarrasan Poblach gus sanasachd a dhèanamh air an obair a nì iad don Ghàidhlig"</i>																																						
5.5	Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta																																						
	<table border="1"> <thead> <tr> <th colspan="2">AR N-ADHBHAR</th><th colspan="2">AR LUACHAN</th></tr> </thead> <tbody> <tr> <td colspan="2">Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach</td><td colspan="2" rowspan="2">'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach</td></tr> <tr> <th colspan="4">AR LUACHAN BUILEAN NÀISEANTA</th></tr> <tr> <td>Còraichean daonna</td><td><input checked="" type="checkbox"/></td><td>Clann</td><td><input checked="" type="checkbox"/></td></tr> <tr> <td>Cultar</td><td><input checked="" type="checkbox"/></td><td>Coimhearsnachdan</td><td><input checked="" type="checkbox"/></td></tr> <tr> <td>Àrainneachd</td><td><input type="checkbox"/></td><td>Bochdainn</td><td><input checked="" type="checkbox"/></td></tr> <tr> <td>Slàinte</td><td><input type="checkbox"/></td><td>Eadar-nàiseanta</td><td><input type="checkbox"/></td></tr> <tr> <td>Foghlam</td><td><input checked="" type="checkbox"/></td><td>Eaconamaidh</td><td><input checked="" type="checkbox"/></td></tr> <tr> <td>Gnothachasan soirbheachail is ùr-ghnàthach</td><td><input checked="" type="checkbox"/></td><td></td><td></td></tr> </tbody> </table>	AR N-ADHBHAR		AR LUACHAN		Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach		AR LUACHAN BUILEAN NÀISEANTA				Còraichean daonna	<input checked="" type="checkbox"/>	Clann	<input checked="" type="checkbox"/>	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input checked="" type="checkbox"/>	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>	Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>				
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5.6	Buaidhean air Cliù																																						
	Tha oifigearan Bhòrd na Gàidhlig agus na h-oifigearan aig na h-ùghdarrasan seo air a bhith ag obair còmhla gus am plana seo a chur ri chèile gu soirbheachail. Bidh seo a' neartachadh cliù Bhòrd na Gàidhlig le bhith a' dearbhadh cho cudromach 's a tha co-obrachadh agus le bhith a' dearbhadh buaidh nam planaichean reachdail ann a bhith a' cur air adhart na Gàidhlig ann an Alba.																																						
5.7	Buaidhean air Slàinte is Sàbhailteachd																																						
	Chan eil buaidh ann.																																						
5.8	Buaidhean Laghail																																						
	Tha am plana reachdail seo a' tighinn fo sgèith Achd na Gàidhlig (Alba) 2005.																																						
5.9	Buaidhean air Co-ionannas																																						
	Chan eil buaidh dhìreach air co-ionannas tro na planaichean seo ach bidh oifigearan a' Bhùird a' cumail sùil air cùisean co-ionannachd mar phàirt den phròiseas dearcnachaidh ann an co-bhonn leis na h-ùghdarrasan seo.																																						



GAELIC LANGUAGE PLAN

2020-2025

This plan has been prepared under Section 3 of the Gaelic Language
(Scotland) Act 2005
Approved by Bòrd na Gàidhlig (date to be inserted and BnG logo added once
Plan is approved)

Foreword

As Chief Executive Officer of the Crofting Commission, I am pleased to introduce the third edition of our organisations' Gaelic Language Plan. As the public regulator of the unique crofting system, I want to ensure that our organisation is doing all it can to encourage and promote Gaelic's place in Scottish life.

The Gaelic language has helped to shape crofting over generations and shares with crofting a resilience that learns from the past while engaging with the future.

The Crofting Commission has, of course, a statutory duty under the Gaelic Language (Scotland) Act 2005 to play its part in promoting the language, but the unique link with crofting gives us an additional responsibility, as well as enthusiasm for this task.

This Plan sets out a formal structure for our support of the Gaelic language, with new initiatives and clear targets, reflecting a strong commitment throughout the Commission to see Gaelic thrive.

Since joining the Crofting Commission in 2016, I have very much enjoyed participating with staff in Gaelic Learning classes and welcome the inclusion of Gaelic language greetings at every Board meeting and our larger stakeholder meetings.

The current Board is committed to supporting the Gaelic language in the Crofting Counties, and together we continue to make our materials and all engagement with customers accessible to Gaelic speakers.

Bill Barron
Chief Executive
Crofting Commission
19 May 2020

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SUMMARY

This document has been prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how the Crofting Commission will promote the key overarching principle of equal respect for Gaelic, showing how the organisation will work actively to encourage the use of the language and work towards longer-term developments, to enhance the use of Gaelic by the authority and improve customer service.

INTRODUCTION

The Crofting Commission

The Crofting Commission is a NDPB (non-departmental public body) and it is the regulator of crofting. It is working to secure the future of crofting by creating and promoting a well regulated crofting system that positively contributes to the sustainability of rural communities.

Crofting is a system of landholding unique to the Highlands and Islands of Scotland. A croft is a relatively small agricultural land holding, 5 hectares on average, and is usually held in tenancy. It may or may not have buildings or a house associated with it. Approximately 21,000 crofts, occupied by an estimated 10,000-12,000 crofting households, account for a total population of about 33,000.

The Crofting Commission was established in 2012 to administer the Crofters (Scotland) Act 1993 as amended by the Crofting Reform (Scotland) Act 2007 and the Crofting Reform (Scotland) Act 2010.

Structure

The Crofting Commission's Board of Commissioners comprises 9 Commissioners. Three of the Commissioners are appointed by the Minister for Environment, Climate Change and Land Reform, and 6 Commissioners were elected by crofters. Commissioners sit together as a Board to set policies and take decisions on complex applications. Board meetings are held in public.

The Crofting Commission's members of staff are Scottish Government civil servants, accountable to Scottish Ministers, who are themselves accountable to the Scottish Parliament.

The Crofting Commission's office is located in Great Glen House, Inverness. The Commission publishes its Annual Report in both English and Gaelic and a number of other communications, including the website, are bilingual.

The Gaelic Language (Scotland) Act 2005 and the issuing of Notice

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

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

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

Gaelic.

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

The Crofters Commission, which preceded the Crofting Commission, first submitted its Gaelic Language Plan to the Bòrd in 2009. When the Crofting Commission was established in 2012, the Gaelic Language Plan was updated to reflect this change and submitted to the Bòrd for approval.

The second edition of the Gaelic Language Plan for 2015 – 2020, built on the experience of implementing the first plan and developed ambitious commitments.

Approval of the Crofting Commission Gaelic Language Plan

This third edition will take the Commission's Plan to the year 2025. It **will** be presented to the Commission's Board in the summer of 2020 and then formally submitted to Bòrd na Gàidhlig for approval in June 2020.

Consultation on a draft Gaelic Language Plan

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. The Crofting Commission consulted publicly on the draft of its Gaelic Language Plan and considered representations made to it during the consultation process.

This edition of the Plan for 2020-2025 builds upon the first two Plans and the Commission has reviewed the original targets, outcomes and progress. The draft plan was available for comment and promoted on the Commission's website, in Gaelic and English, and on its social media platforms. Members of the public were invited to submit comments during a six-week period, by using email, social media or by writing to the Crofting Commission at Great Glen House.

Please see [Appendix 2](#) for a detailed summary of the responses to the consultation.

Gaelic in Scotland

The Crofting Commission recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. The Crofting Commission is committed to the objectives set out in the National Gaelic Language Plan and has put in place the necessary structure and initiatives to ensure Gaelic has a sustainable future in Scotland.

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

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

Gaelic within the Commission's area of operation

Crofting has played an important role in enabling people to remain living and working in the Highlands and Islands and helping to keep rural schools and other vital public services operating in some of the most remote rural areas of Scotland. Crofting has played a significant part in sustaining the local cultures of communities in the Highlands and Islands. Storytelling and poetry, crafts such as spinning and knitting, music, and seasonal celebrations are all aspects of crofting community culture, and language has played a key role in their retention. Communities in Shetland and Orkney have retained their Norse links, while the Gaelic language has remained strongest in crofting areas such as the Western Isles.

The Crofting Counties of Caithness, Sutherland, Ross & Cromarty, Inverness, Argyll and the Western Isles have been traditionally Gaelic speaking; Gaelic having been the first language of many of the older crofters in these areas. There are also strong resonances of Gaelic language and culture throughout the north and west of Scotland, seen particularly in place names. In the past, crofting townships produced many notable Gaelic scholars, poets, writers and musicians. The Crofting Commission would like to see crofting areas continuing to produce talented people who impart their culture and language to a worldwide audience in addition to stimulating interest and pride in the use of Gaelic in their own communities.

The total number of Gaelic speakers recorded in the 2011 census was 57,375, 1.1% of the Scottish Population. Gaelic speakers are spread throughout Scotland and just over half live in the Highland counties. The main stronghold of the language is the Western Isles and Gaelic is spoken by a majority of people in the Comhairle nan Eilean Siar area, and in the parish of Kilmuir in the Isle of Skye within the Highland Council area.

There are over 6,300 crofts in the Comhairle nan Eilean Siar area and around 10,000 in the Highland area. Research studies have shown that there is a particularly strong relationship between the proportion of Gaelic speakers and registered crofters across the Highlands and Islands.

59 primary schools across Scotland offer Gaelic medium education (GME) and 34 secondary schools offer Gaelic classes or subject teaching through the medium of the language.

In 2018-19 there were 6,773 children in Gaelic medium education:

- Gaelic Provision (0-3) – 56 locations
- Gaelic nurseries – 1078 children
- Gaelic medium education in primary – 3467 pupils
- Gaelic medium education in secondary – 1423 pupils.

There are a number of opportunities for adult Gaelic classes across the Commission's area of operation. Further information can be found on www.learnghaelic.net.

The Crofting Commission is co-located with Bòrd na Gàidhlig at Great Glen House and there are a wide range of Gaelic organisations and community organisations with a Gaelic function located across the Commission's area of operation (not including Orkney and Shetland).

The Crofting Commission, by bringing stability to crofting communities, has benefited the Gaelic language and culture in the past, and wishes to support the aims of the National Gaelic Language Plan.

Since the launch of BBC Alba, the work of crofters within Gaelic communities has been highlighted in various programmes, including Air an Lot and the Sheepdog Trails. This type of programme helps showcase the work of crofters and the connection between Gaelic language and crofting. In addition, the Commission has also produced videos in Gaelic, showing crofters at work.

Gaelic within the Crofting Commission

Gaelic language has always been integral to the Commission; given the history of the organisation and the links with both crofters and members of staff to the language.

By working towards the Crofting Commission's vision, "that crofts and crofting communities continue to enhance the social, cultural, economic and environmental fabric of the crofting areas", as stated in the Corporate Plan, the following successful outcomes will be achieved in relation to supporting Gaelic:

- Increase in the value placed on traditional culture, skills and knowledge associated with crofting
- The status of indigenous languages and dialects raised within our organisation.

Internal Gaelic Capacity Audit

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

A Gaelic Language Survey was carried out in March 2015 on Commissioners and Commission staff to determine their understanding and ability to speak, read, write or understand Gaelic. Out of 71 individuals invited to participate in the survey, 29, or 41% responded. The survey found that out of those who responded:

- 21% of staff are fluent or have conversational Gaelic.
- 42% can speak and understand at least a few words in Gaelic.
- 35% could greet people in Gaelic.
- 11% can read Gaelic fluently.

11% of those surveyed have attended Gaelic language courses outside of the workplace and 38% had attended Gaelic training within the workplace. 45% of those surveyed said that they would like to practice speaking Gaelic more in the workplace and 31% said that they would like Gaelic speaking staff to initiate conversations in Gaelic.

A number of comments from staff highlighted the use of Gaelic within the Commission in everyday operations:

- This is my second week at the Crofting Commission, and I am impressed at the amount of Gàidhlig used daily in the office.

- As an officer dealing with regulatory work in the Western Isles, I frequently converse with crofters in Gaelic - if they initiate the conversation in Gaelic, having detected my island accent.
- I speak with our Gaelic speaking customers on a daily basis. I converse with other Gaelic speaking colleagues on a daily basis. I was asked to assist with one of the Gaelic tutor classes here in Great Glen House. I get asked to translate Gaelic on a regular basis by my colleagues (i.e. Gaelic names and addresses or Gaelic sentences).

There are a number of staff who are fluent Gaelic speakers and they all have day to day dealings with customers. Commissioner Iain M. Maciver is the Commission's designated Gaelic speaker and in addition, the Convener and Chief Executive have attended Conversational Gaelic classes with staff members. Wherever possible, Gaelic speaking staff and Board members communicate Commission policies and promote crofting issues by interview through the Gaelic media.

The Commission produce a number of bilingual publications such as the Annual Report and there is a Gaelic version of the Commission's website.

The full audit and Gaelic Language Survey results can be found in [Appendix 1](#).

A new survey was carried out in June 2018, the results of which can also be found at [Appendix 1](#)

THE GAELIC LANGUAGE PLAN IN THE CORPORATE STRUCTURE

This plan is the policy of the Crofting Commission and has been endorsed both by our senior management team and Board members.

Position with operational responsibility over the plan

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

Jane Thomas
Head of Compliance

Crofting Commission
Great Glen House
Leachkin Road
Inverness

IV3 8NW

01463 663429

Jane.Thomas@crofting.gov.scot

Position with day to day responsibility over the plan

The Head of Compliance acts as the Commission's Gaelic Language Officer, with day-to-day responsibility for the Plan.

Group overseeing development, implementation and monitoring of the Plan

To assist the lead officer and to ensure that the Gaelic Language Plan is embedded within the corporate structure, a Monitoring Report is submitted to the organisation's senior management team on a quarterly basis. It is also reviewed annually by the Board of Commissioners.

Individual staff members

The Crofting Commission will inform staff of their duties under the Gaelic Language Plan through regular internal communications, monthly conversations with line managers and team meetings. The Gaelic Language Plan is recognised as one of the key policy documents of the organisation and is included in the Induction Pack for Commissioners and Induction training for new members of staff.

Services delivered by third parties and Arm's Length Organisations

The Crofting Commission will ensure that those who deliver services/goods on the Commission's behalf are aware of and will adhere to the commitment of our Gaelic Language Plan through stating the requirement in the tendering and contracting of services/goods.

PLANNING AND POLICY IMPLICATIONS FOR GAELIC

Mainstreaming Gaelic

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

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

The National Gaelic Language Plan

The National Gaelic Language Plan focuses on three main aims, all of which have a vital contribution to make in increasing the numbers of people learning, speaking and using Gaelic in Scotland. The table below outlines how the Crofting Commission will support the implementation of the priorities set out in the National Gaelic Language plan; increasing the use of Gaelic, increasing the learning of Gaelic and promoting Gaelic.

Development Area	Key Outcomes
Using Gaelic	<p>The Crofting Commission recognises that the status of a language is affected by its presence in the daily environment and the extent to which it is used, valued and perceived to be valued by those institutions which play an important role in our daily lives.</p> <p>The Commission also recognises that creating a sustainable future for Gaelic requires not only increasing the number of people able to speak the language but increasing actual usage. We recognise the importance of enabling more people to use Gaelic as their preferred and normal mode of communication in an increasingly wide range of daily activities. We will take the following steps to help create a supportive environment for increasing Gaelic usage in communities across the Highlands and Islands:</p> <ul style="list-style-type: none">• Increasing the profile and use of Gaelic through the availability of a range of Gaelic medium services in areas where 20% or more of the population have Gaelic abilities• Promote initiatives that encourage the use of Gaelic among all kinds of communities of speakers• Promote initiatives that make use of the skills and abilities of Gaelic speakers in community activities.

Learning Gaelic	<p>The Crofting Commission recognises that creating a sustainable future for Gaelic requires increasing the number of people able to speak the language. We recognise the importance of education, training and life-long learning to achieve this goal. We will take the following steps to help create a supportive environment for growing the number of Gaelic speakers in the Commission:</p> <ul style="list-style-type: none"> • Extending access to, and participation in, a range of Gaelic learning opportunities for staff and Commissioners and increasing basic language awareness. <p>The Crofting Commission recognises that a sustainable future for Gaelic requires more people to learn the language and that attention requires to be focused on the home, education and adult learning as the key means of achieving this</p> <p>The Crofting Commission recognises that Gaelic is an important skill adding value to our workforce and that formal and open recognition of Gaelic skills will have a positive impact on the Gaelic labour market more widely. We will take the following steps to increase our Gaelic capacity and the use of Gaelic as a workplace language in Scotland:</p> <ul style="list-style-type: none"> • Creating a positive attitude to Gaelic in the workplace through awareness-raising and signage • Increasing opportunities for staff to learn Gaelic and for speakers to develop their language skills • Promoting recruitment of Gaelic speakers, where this is an essential skill, to ensure the language is increasingly visible and used in the workplace and in providing services to the public. <p>The Crofting Commission recognises that a sustainable future for Gaelic requires more people to learn the language and that attention requires to be focused on the home, education and adult learning as the key means of achieving this</p>
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Promoting Gaelic	<p>The Crofting Commission recognises the central role played by the media, arts, heritage and tourism industries in sustaining and growing engagement and increased use of Gaelic across Scotland. Also, we recognise the significant contribution that these areas make to the Scottish economy. We will take the following steps to help create a supportive environment for the growth of Gaelic media, arts, heritage and tourism in Scotland:</p> <p>create a supportive environment for the growth of Gaelic media, arts, heritage and tourism in Scotland:</p> <ul style="list-style-type: none"> • Encouraging opportunities for the arts and media to showcase the Gaelic language • Promoting the visibility and audibility of Gaelic as a unique part of Scotland's heritage • Ensuring the unique crofting voice is promoted in Gaelic by using Gaelic media and creating new media content in Gaelic.
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Scottish Government National Priorities

The Crofting Commission is working to strengthen the language across our communications and organisation which will contribute to the cultural wellbeing of the Highlands and Islands. The Crofting Commission is committed to achieving the Scottish Government's strategic objectives of creating a Scotland that is:

- Wealthier and fairer
- Smarter
- Healthier
- Safer and stronger
- Greener

For more information on Scotland's Strategic Objectives, visit:
<http://www.scotland.gov.uk/About/Performance/scotPerforms/objectives>

Scotland's sixteen National Outcomes articulate how the Government aims to achieve its strategic objectives and describe what the Government strives to achieve in the future.

For more information on Scotland's National Outcomes, visit:
<http://www.scotland.gov.uk/About/Performance/scotPerforms/outcome>

PLAN COMMITMENTS

High Level Aims

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

THROUGHOUT THE PLAN	
Carry forward and include all commitments from the previous edition of Crofting Commission's Gaelic Language Plan which are within the Crofting Commission's remit.	
Proposed Outcome:	All commitments met or exceeded unless they have been substituted for an alternative.
Current Practice:	The Commission's current plan contains 59 commitments, which are monitored and reported on each quarter.
Action Required:	The status of each current commitment is Green, but the detail of several items will be developed in the new edition of the Plan.
Target date:	This will be detailed against the new outcomes highlighted on the 2020-2025 monitoring report.
Responsible Officer:	Jane Thomas, Head of Compliance.
USING GAELIC	
The Crofting Commission will create and build on opportunities for staff and customers to use Gaelic in everyday interactions with the Commission, building on the work detailed in the GLP monitoring report.	
Proposed Outcome:	There will be an increase in the number and quality of daily interactions using Gaelic, both amongst staff and with customers.
Current Practice:	Gaelic is used on a daily basis by a limited number of staff, who converse with other members of staff and with customers.
Action Required:	Systematic measurement needs to be developed, to assess the level of interaction, particularly with customers and various methods of encouraging greater use of Gaelic in conversation will be explored.
Target date:	Throughout lifetime of plan, with incremental improvement.
Responsible Officer:	Jane Thomas, Head of Compliance.

LEARNING GAELIC	
The Crofting Commission will demonstrate its commitment to Gaelic language learning by offering every new member of staff opportunities to learn Gaelic, by including Gaelic as part of the induction process for new staff and by delivering Gaelic Awareness sessions across the organisation for each year of the plan.	
Proposed Outcome:	All staff will see that the offer of opportunities to learn Gaelic and develop language skills is part of the Commission's standard offer and a core part of learning and development in the organisation.
Current Practice:	Gaelic Awareness sessions are offered to all staff and Commissioners, at least twice a year. The GLP is part of the Induction Process for new staff and basic language classes are provided.
Action Required:	The spread of language skills will be deepened, with a focus on extending learning outside the classroom and those with some language skills encouraged to champion the everyday use of Gaelic in the workplace.
Target date:	Throughout the lifetime of the plan.
Responsible Officer:	Jane Thomas, Head of Compliance.
PROMOTING GAELIC	
The Crofting Commission will give equal weight to the presentation of information in Gaelic and English in all of its major publications and will continue to build a greater presence in Gaelic on social media platforms. Within its Equality & Diversity Policy and Action Plan, it will explicitly link promotion of the aims of the GLP with staff diversity objectives and it will continue to promote career opportunities for Gaelic speakers by such means as the attendance at careers fairs by Gaelic-speaking members of staff.	
Proposed Outcome:	It will be clearly visible to customers and staff alike that the organisation encourages, invests in and promotes Gaelic language and culture.
Current Practice:	Main publications are issued in Gaelic and English, with a bilingual website and Gaelic social media presence. The most heavily used forms partially bilingual. Staff are encouraged to use Gaelic within the performance appraisal system. Gaelic events, such as the Mod and careers fairs are supported.
Action Required:	Build greater social media presence and give greater emphasis to Gaelic in blogs and on website. Ensure Gaelic is factored into any digital developments, such as online application processes.
Target date:	Through the lifetime of the plan to 2025.
Responsible Officer:	Jane Thomas, Head of Compliance.

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

Corporate Service Aims

Creating the conditions for the use of Gaelic in public life is identified by Bòrd na Gàidhlig, as a key factor in normalising the use of Gaelic. There are five overarching principles:

- Equal Respect
- Active Offer
- Third Parties
- Normalisation
- Corporate Parenting

The Bòrd has identified five core areas of service delivery that it wishes the Crofting Commission to address when preparing its Gaelic Language Plan:

- Status
- Communicating with the public
- Information
- Staff
- Corpus

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

The Crofting Commission operates in the Highlands and Islands of Scotland. The Northern Isles are associated with Norn languages rather than Gaelic, whereas in Skye and the Western Isles there are many Gaelic speakers as well as strong cultural associations with the Gaelic language. In other crofting areas, Gaelic was in use in the past but the usage of Gaelic is not as common as it used to be. The Crofting Commission has adopted a minimum level of provision applying to all of our areas of operation and provided an enhanced level of provision in areas where the number of Gaelic speakers is greater.

The Crofting Commission is committed to furthering the usage of Gaelic, and this section sets out the level of Gaelic provision which it intends to provide in the 5-year lifetime of the plan. This Gaelic Language Plan represents a starting point, and the Crofting Commission hopes to exceed targets and increase Gaelic provision gradually over the lifetime of the plan.

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

Status

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

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

DEVELOPMENT FUNCTION	CORPORATE LOGO
Proposed Outcome	Visible and audible normalisation of Gaelic as a core element of the Crofting Commission's identity.
Current Practice	The Commission logo is fully bilingual; stationary, including letterheads, compliment slips and business cards are fully bilingual; job titles, divisional and team names, email signatures, automated email messages bilingual, major publications such as Annual report fully bilingual.
Actions required	All staff to be encouraged to carry a Gaelic Voicemail message on their desk telephone and all actions above continued.
Target Date	2021 and ongoing
Responsible Officer	Head of Compliance
DEVELOPMENT FUNCTION	SIGNAGE
Proposed outcome	Visible and audible normalisation of Gaelic as a core element of the Crofting Commission's identity and signage.
Current Practice	External signs on office buildings and in parking areas are fully bilingual; all internal signage is bilingual, signs and information for the public in the reception area is fully bilingual where possible.
Actions required	Maintain current level of bilingual signage and ensure any new signage is fully bilingual.
Target date	Ongoing
Responsible Officer	Great Glen House User Group

Staff

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

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

Whatever the level of Gaelic skills required it is important that authorities ensure that Gaelic is a genuine occupational requirement. Authorities should adopt and apply objective criteria to ensure appointments are made in each case on a fair and consistent basis, and reflect the identified skills needs of the post.

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

DEVELOPMENT FUNCTION	ADVERTISING OF POSTS AND RECRUITMENT OF GAELIC SPEAKERS
Proposed Outcome	The Crofting Commission recruits to ensure posts are open to Gaelic speakers and ensures posts requiring a Gaelic speaker are identified.
Current Practice	Recruitment policy recognises Gaelic as an essential skill in specific posts and at least one Commissioner must be a Gaelic speaker.
Actions Required	Ensure that the Commission Workforce Plan recognises that Gaelic is an essential skill for the telephone receptionist post(s) and includes provision for this in Succession Planning. Encourage Gaelic speakers to apply for Commission vacancies by advertising vacancies in Gaelic.
Target Date	2020/21
Responsible Officer	Head of Compliance

DEVELOPMENT FUNCTION	GAELIC LANGUAGE LEARNING
Proposed Outcome	Crofting Commission staff supported to learn Gaelic and given opportunities to use Gaelic skills at work.
Current Practice	Staff newsletters feature information about learning opportunities; staff are encouraged to use Personal Learning Plans and the Mandatory Diversity objective in the Performance Appraisal system to take advantage of opportunities to learn Gaelic; Gaelic lessons are available to staff and Commissioners at beginner and intermediary level and although hosted by the Commission, classes have been made available to staff from Scottish Government as well.
Actions Required	Staff learning Gaelic enabled to hold weekly revision sessions and informal Gaelic coffee breaks to embed skills. Evaluate current learning at the end of the course in October 2020, with a view to continued provision.
Target Date	2020/21 and ongoing
Responsible Officer	Head of Compliance
DEVELOPMENT FUNCTION	GAELIC AWARENESS TRAINING & ENCOURAGING THE USE OF GAELIC IN THE WORKPLACE
Proposed Outcome	Crofting Commission staff supported to learn about Gaelic and given opportunities to use skills in the workplace.
Current Practice	Weekly Gaelic classes arranged for 2018-2020 period; Gaelic Language Plan circulated to all staff and Commissioners; commitment to Gaelic is part of new staff Induction process; 2 x Gaelic Awareness sessions organised for all staff each year; staff have opportunity to access interactive online tools, using Gaelic media.
Actions Required	Promote Awareness sessions particularly to all new starts; promote local learning opportunities as well as those offered in-house; encourage beginner learners to progress to intermediate classes.
Target Date	Ongoing
Responsible Officer	Head of Compliance

Communicating with the public

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

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

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

DEVELOPMENT FUNCTION	TELEPHONE SERVICE
Proposed Outcome	The Crofting Commission welcomes telephone communication in Gaelic
Current Practice	Reception staff answer the phone in Gaelic. Callers who wish to continue to communicate in Gaelic about their case are directed to a Gaelic-speaking officer whenever possible, or the call is returned by a Gaelic speaker within 24 hours; staff on switchboard fluent in Gaelic; bilingual message on main reception Voicemail and on that of several other officers' phones.
Actions Required	Incoming calls answered with a basic Gaelic phrase: Madainn mhath or Feasgar math. Succession Planning required for main receptionist role, as this is an essential Gaelic speaker role. All Voicemail messages to include Gaelic. Where it is known that individuals or organisations prefer communications in Gaelic, this is facilitated. Efforts will be made in broadening the current list.
Target Date	2021/22
Responsible Officer	Head of Compliance

DEVELOPMENT FUNCTION	FRONTLINE SERVICES TO THE PUBLIC
Proposed Outcome	Crofting Commission staff welcome and assist Gaelic speakers
Current Practice	Two members of staff are fluent Gaelic speakers, each with a customer-facing role; selected staff are able to assist people who prefer to communicate in Gaelic.
Actions Required	Succession Planning to ensure the level and quality of the current service does not decline in the future.
Target Date	2012/22
Responsible Officer	CEO
DEVELOPMENT FUNCTION	WRITTEN CORRESPONDENCE
Proposed Outcome	The Crofting Commission welcomes, and responds to written communication in Gaelic
Current Practice	Commitment to supportive attitude towards Gaelic throughout the organisation, led by Board of Commissioners and senior managers; mail and email received in Gaelic will be responded to in Gaelic; organisation contact details fully bilingual.
Actions Required	Maintain current levels of service and ensure essential skills are not lost.
Target Date	2021/22
Responsible Officer	CEO and Head of Compliance
DEVELOPMENT FUNCTION	FORMS
Proposed Outcome	Crofting Commission application forms and Guidance Notes carry bilingual information
Current Practice	The organisation welcomes the completion of application forms in Gaelic and will create bespoke versions of forms on request; the Commission ensures Gaelic is used and visible on its most commonly used forms; Feedback and Complaints forms are available in Gaelic.
Actions Required	Carry out a review of additional forms and guidance, to increase the visibility of Gaelic. Consider the impact of online forms on Gaelic.
Target Date	2020/21/22/23
Responsible Officer	Communications Manager

DEVELOPMENT FUNCTION	PUBLIC MEETINGS
Proposed Outcome	Members of the public participate in Crofting Commission meetings in the language of their choice.
Current Practice	Gaelic speaking Commissioner available for meetings; meetings can be conducted in Gaelic where 40% of participants request it; Hearings can be conducted in Gaelic when requested, those who attend a Hearing are informed that they can request the proceedings are held in Gaelic; Commissioners open public meetings, including Board meetings, with a Gaelic welcome and interviews with the media are carried out in Gaelic; advertisements for meetings in Gaelic speaking areas are bilingual.
Actions Required	Review online information on holding meetings in Gaelic and wording for advertisements for public meetings in Gaelic speaking areas to ensure that an active offer is being made.
Target Date	2021
Responsible Officer	Head of Compliance

Information

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

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

DEVELOPMENT FUNCTION	MEDIA & PUBLIC RELATIONS
Proposed Outcome	Visible and audible normalisation of Gaelic as a core element in the Crofting Commission's public relations.
Current Practice	Press releases relating to matters in the Western Isles, Argyll and Highland are bilingual; a Gaelic spokesperson is available for interviews in Gaelic wherever possible; Gaelic videos have been produced.
Actions Required	Develop use of social media in Gaelic, increasing number of interactions; publicising Gaelic videos; create Gaelic blogs.
Target Date	Ongoing
Responsible Officer	Communications Manager
DEVELOPMENT FUNCTION	PRINTED MATERIALS
Proposed Outcome	Crofting Commission literature and papers published in Gaelic.
Current Practice	Corporate publications are produced bilingually; Gaelic translation of approved Board Minutes published on our website.
Actions Required	Review current service level and consider any new publications.
Target Date	Ongoing
Responsible Officer	Communications Manager

DEVELOPMENT FUNCTION	WEBSITE AND SOCIAL MEDIA
Proposed Outcome	Increased visibility of Gaelic on the English and Gaelic versions of the Crofting Commission website.
Current Practice	Content on the Commission's website is provided in Gaelic and English, with a full Gaelic medium interface for the Gaelic version; Gaelic web address used in conjunction with the English web address; content of the Gaelic version of the website is checked regularly for updating; number of Gaelic page hits is monitored for website and social media platforms; user behaviour tracked to help identify most popular pages for updating and translating.
Actions Required	Maintain and improve current service level, with increased use of Gaelic on social media platforms and increased use of analytics to drive improvements.
Target Date	Ongoing
Responsible Officer	Communications Manager
DEVELOPMENT FUNCTION	EVENTS AND EXHIBITIONS
Proposed Outcome	Visible and audible normalisation of Gaelic as a core element of the Crofting Commission's functions.
Current Practice	Display materials are bilingual; attendance at Gaelic careers Fair each year, by Gaelic speaking member of staff; support for Gaelic events such as the Mod.
Actions Required	Build on presence at careers fair with more staff attending, including Gaelic learners.
Target Date	2020 onwards
Responsible Officer	Head of Compliance

Corpus

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

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

DEVELOPMENT FUNCTION	GAELIC ORTHOGRAPHIC CONVENTIONS
Proposed Outcome	The Crofting Commission adheres to Gaelic Orthographic conventions.
Current Practice	The Commission current translation provision is line with the latest orthographic conventions.
Actions Required	The Commission will tender a new contract for translation services within the lifetime of the Plan.
Target Date	2023
Responsible Officer	Head of Compliance
DEVELOPMENT FUNCTION	OBSERVATION OF CORRECT PLACE NAMES
Proposed Outcome	The Crofting Commission will make sure that correct place names are being used across the organisation.
Current Practice	Correct place names are used across the organisation, for maps, correspondence, publications, in line with recommendations from Ainmean-Àite na h-Alba.
Actions Required	Maintain level of service and act swiftly to correct inaccurate data and spelling.
Target Date	Ongoing
Responsible Officer	Head of Digital & Improvement

DEVELOPMENT FUNCTION	TRANSLATING AND INTERPRETING SERVICES
Proposed Outcome	Maintain a high level of translation services.
Current Practice	Translation services provided with a swift turnaround time, by translator with good knowledge of the Crofting Commission's business area and customer base.
Actions Required	Translation services to be put out to tender for new contract.
Target Date	2023
Responsible Officer	Head of Compliance

IMPLEMENTATION AND MONITORING

Timetable

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

Publicising the Plan

External

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

- Issue a bilingual press release announcing the approval and publication of the plan
- Make copies of the Plan available in our office, for the public
- Arrange for media interviews to be offered in Gaelic and English
- Inform stakeholders about the new plan and how to access it
- Raise awareness of the plan through social media
- Distribute copies of the Plan to Gaelic organisations
- Make copies available in a variety of formats, on request.

Internal

For staff and Commissioners, we will:

- Issue a notice in the staff newsletter, letting staff know how to access the Plan
- Make the Plan part of the Induction Pack for Commissioners and part of the Induction process for new staff
- The Plan will be saved on the internal intranet, with full access
- Hold an all-staff meeting, to raise awareness of the Plan and its commitments
- Forward a copy of the Plan to our Sponsor Division.

Resourcing the Plan

The majority of activities outlined in this plan will be, or have already been, incorporated and normalised through the Crofting Commission's budgets agreed with its sponsor, Scottish Government. External funding may be sought for individual projects such as the creation of Gaelic videos and additional Gaelic resources for the staff learning.

Monitoring the Implementation of the Plan

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

The Commission's Gaelic Officer will complete the Gaelic Language Plan Monitoring Report. This will be updated on a quarterly basis, to track activities against commitments. A blank Monitoring Report form is included at [Appendix 5](#) for information.

INTERNAL GAELIC CAPACITY AUDIT

GAELIC LANGUAGE STAFF SURVEY RESULTS

In 2015 a survey was carried out with Commissioners and Commission staff to determine their understanding and ability to speak, read, write or understand Gaelic. Out of 71 individuals invited to participate in the survey 29, or 41%, responded.

SUMMARY OF RESULTS OF THOSE SURVEYED

- 6 or 21% of staff are fluent or have conversational Gaelic.
- 12 or 42% can speak and understand at least a few words in Gaelic.
- 10 or 35% could greet people in Gaelic.
- 3 or 11% can read Gaelic fluently.

Responses to each question asked are as follows:

Q1. What is your Gaelic speaking ability?

- 17 or 59% cannot speak Gaelic
- 2 or 7% have conversational Gaelic
- 4 or 14% are fluent Gaelic speakers
- 1 or 3% can understand and can speak a few sentences
- 5 or 17% can understand and speak a few words

Q2. What is your ability to greet people in Gaelic?

- 4 or 14% can greet people in Gaelic and fully converse with them
- 1 or 3% can greet people in Gaelic and converse with them on everyday topics
- 5 or 17% can greet people in Gaelic but could not hold a full conversation
- 19 or 66% would not feel confident speaking to someone in Gaelic

Q3. What is your ability in relation to Gaelic and crofting?

- 3 or 11% could converse with someone on crofting issues
- 3 or 11% could converse with someone on everyday/non-technical crofting issues
- 1 or 3% could read and understand a document on crofting issues
- 22 or 75% would not be confident in conversing on crofting issues.

Q4. What is your ability to read Gaelic?

- 3 or 11% able to read Gaelic fluently
- 4 or 14% able to read a little Gaelic
- 22 or 75% unable to read Gaelic

- Q5 Have you ever attended, or are currently attending Gaelic training outside the workplace?
- 3 or 11% - YES
- Q6 What level of training did/are you undertaking outside the workplace?
- 2 respondents confirmed they had basic training in Gaelic.
 - 1 respondent confirmed they had intermediate training in Gaelic.
- Q7 Have you ever attended Gaelic training which was paid for the Commission?
- 11 or 38% - YES
 - 18 or 62% - NO
- Q8 Have level of training did you do?
- 10 respondents confirmed they had basic training in Gaelic.
 - 1 respondent confirmed they had intermediate Gaelic training
- Q9 Would you be interested in further training to develop your Gaelic skills
- 12 or 42% - YES
 - 17 or 58% - NO
- Q10 Would you like to be able to practice speaking Gaelic more within the office?
- 13 or 45% - YES
 - 16 or 55% - NO
- Q11 Would you like fluent Gaelic speaking staff to initiate conversations with you in Gaelic?
- 9 or 31% - YES
 - 20 or 69% - NO
- Q12 Any other comments as to the use of Gaelic within the Commission?
- 6 people commented on the use of Gaelic with the Commission:
- This is my second week at the Crofting Commission, and I am impressed at the amount of Gàidhlig used daily in the office.
 - I carried out some training a long time ago but having not practised any Gaelic for a long time do not feel I have retained the knowledge.
 - I carried out basic training over a year ago but as I could not practice speaking Gaelic, I did not retain the knowledge – an hour a week is not long enough.
 - I feel that within the Commission there has been a decline in Gaelic speaking over the last 5yrs.
 - As an officer dealing with regulatory work in the Western Isles, I frequently converse with crofters in Gaelic - if they initiate the conversation in Gaelic, having detected my island accent.
 - Glè mhath gabh beachd

- I speak with our Gaelic speaking customers on a daily basis. I converse with other Gaelic speaking colleagues on a daily basis. I was asked to assist with one of the Gaelic tutor classes here in Great Glen House. I get asked to translate Gaelic on a regular basis by my colleagues (i.e. Gaelic names and addresses or Gaelic sentences).

GAELIC LANGUAGE STAFF SURVEY 2018 RESULTS

In 2018 a survey was carried out with Commissioners and Commission staff to determine their understanding and ability to speak, read, write or understand Gaelic.

Out of all individuals invited to participate in the survey 62% responded.

Responses to each question asked can be found on pages 29-35.

Crofting Commission Gaelic Questionnaire

37

Responses

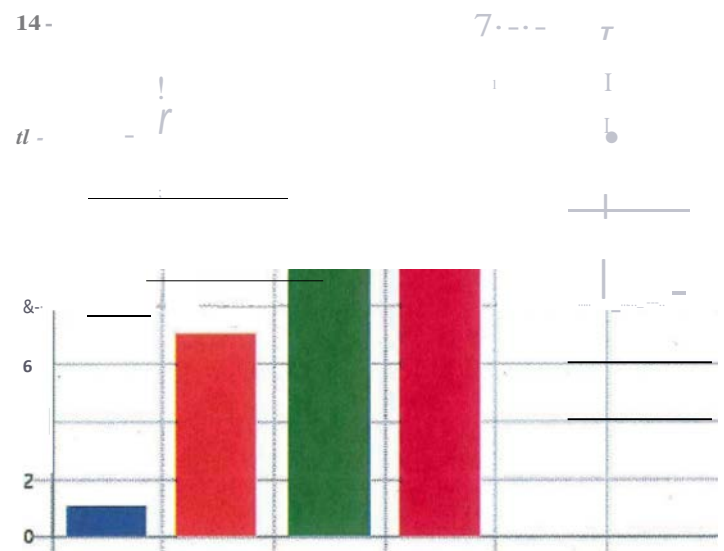
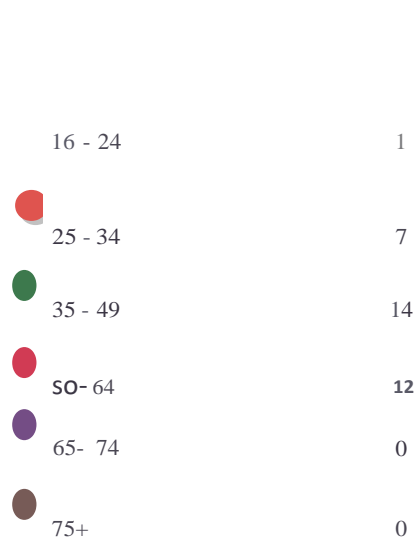
12:44

Average time to complete

Closed

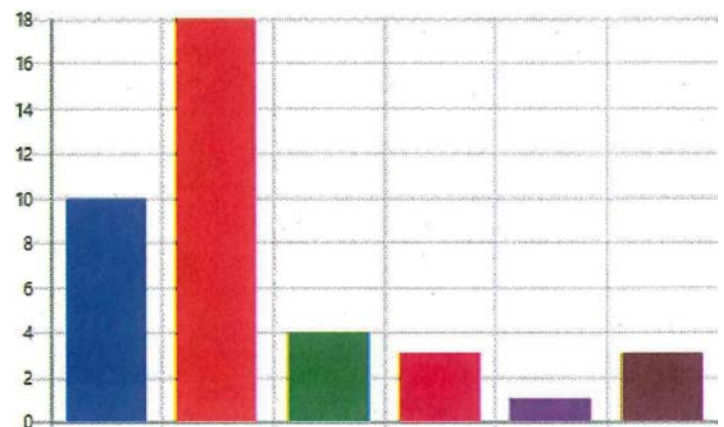
Status

1. What is your age? (this information will help us plan for the future)



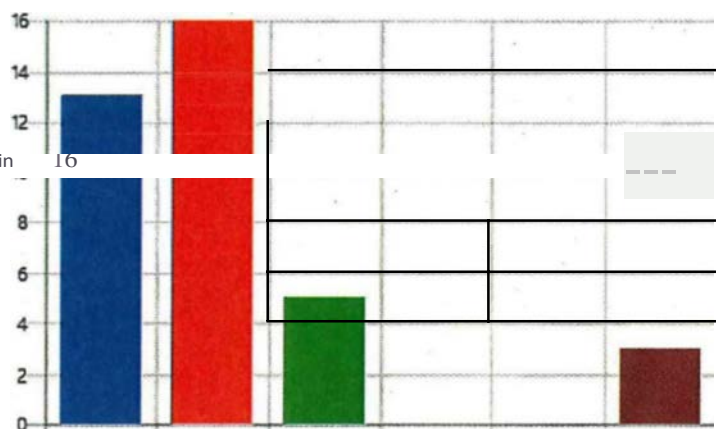
2. Which of the following statements best describes your ability to understand Gaelic?

- I do not yet understand any Gaelic.....10
- I can understand simple greetings.....18
- I can pick up the general meaning.....4
- I can understand most normal conversation.....3
- I can understand fluent Gaelic.....
- I can understand fluent Gaelic.....3



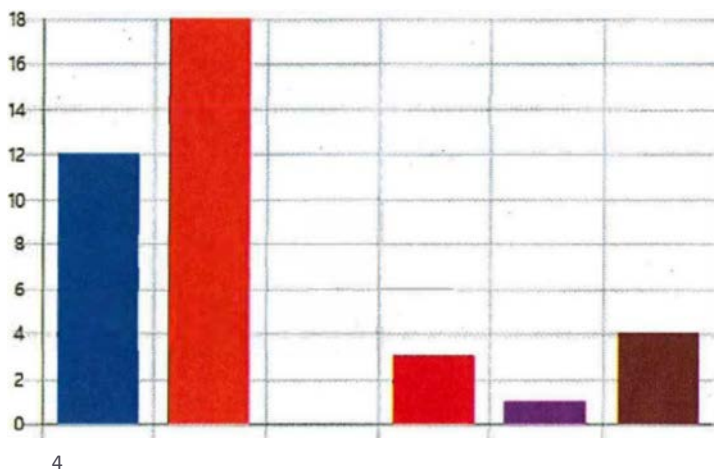
3. Which of the following statements best describes your ability to speak Gaelic?

- I do not yet speak any Gaelic
- I can exchange simple greetin
- I can take part in basic conver...
- I can take part in daily convers...
- I can comfortably take part in...
- I can comfortably discuss subj...



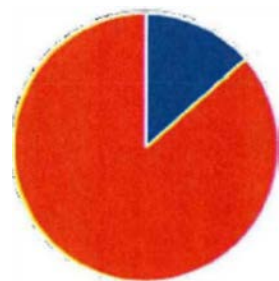
4. Which of the following best describes your ability to read Gaelic?

- I cannot yet read any Gaelic
- I can understand a few words
- I can understand Gaelic childr
- I can understand Gaelic novels
- I can understand and read Ga...
- I can understand Gaelic terms



5. Do you use Gaelic at home?

- Yes
- No



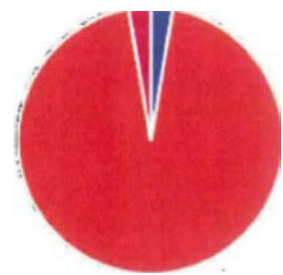
6. What was your first language?

- e

Gaelic only
- English only

35
- Gaelic and English Equally

0
- Other



7. How frequently to you use Gaelic, including reading, writing and/or speaking it? _____

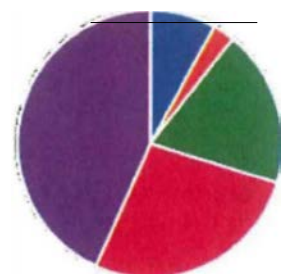
- A lot

3
- Fairly often
- Occasionally

7
- Rarely

10
- Not at all

16



8. Did you attend any of the following during your education? Please select all that apply.

- e

Sgoil-araich

0
- English-language playgroup

12
- English-medium primary

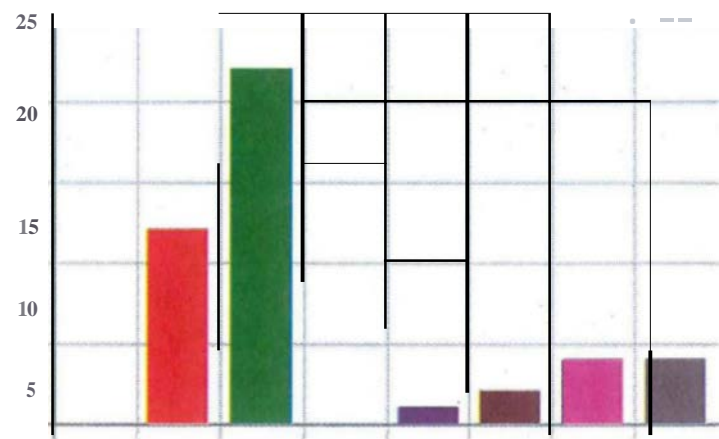
22
- Gaelic-Medium Education pri...

0
- Gaelic-Medium Education sec...
- College/university course abo...

2
- Other

4
- Other

4

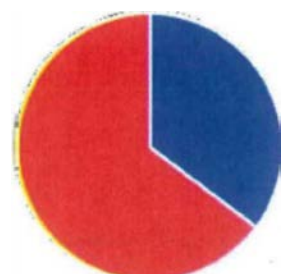


9. Is Gaelic important in carrying out your daily work?

- Ves

13
- No

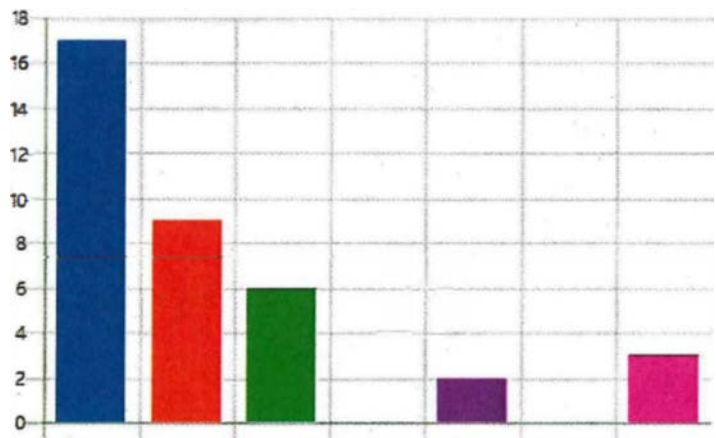
24



6. What was your first language?

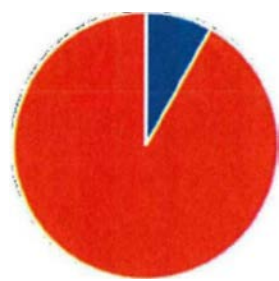
10. In which of these ways if any, do you ever watch, read or listen in the Gaelic language nowadays? Please tick all that apply.

• Watching TV	17
• Listening to radio	9
• Using social media	6
• Watching DVDs	0
• Viewing the internet	2
• Reading novels	0
• Reading other materials	3



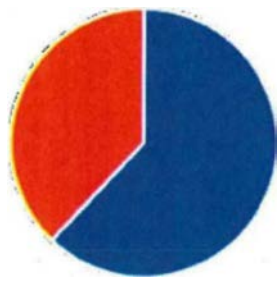
11. Are you learning Gaelic either informally at home or attending classes?

• Yes	3
• No	34



12. Have you ever attended Gaelic training which was paid for by the Commission?

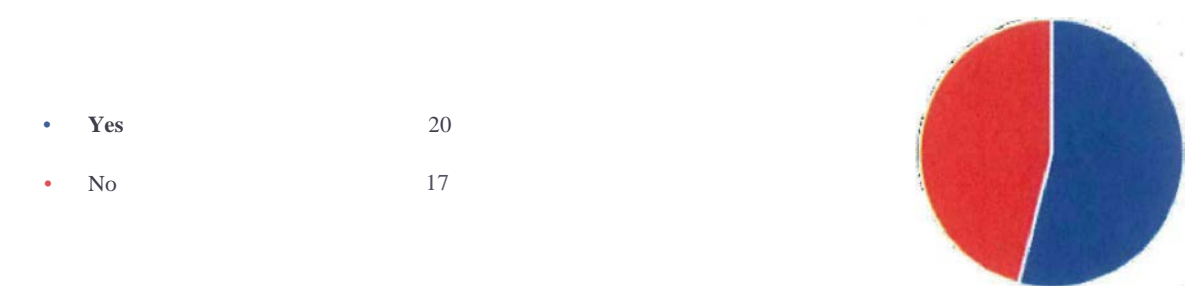
• Yes	23
• No	14



13. Would you be interest ed in further t raining to develop your Gaelic skills?



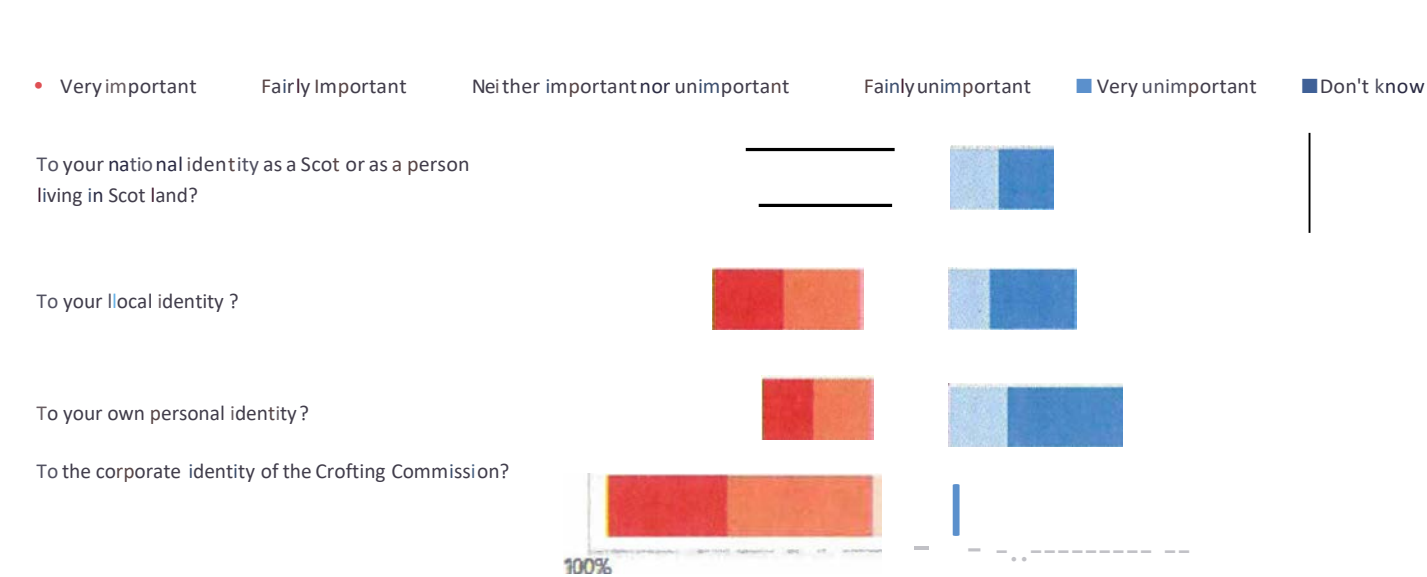
14. Would you like to be able to practice speaking Gaelic more within the office?



15. Would you like fluent Gaelic speaking staff to initiate conversations with you in Gaelic?



16. How would you rate the importance of Gaelic to each of the following?



17. Please indicate how much you agree or disagree with each of the following statements.

Strongly Agree Agree Slight ly Neither agree nor disagree Disagreesligh tly Disagree strongly Don't know

Gaelic is an important part of Scottish culture.

Strongly Agree
Agree Slight ly
Disagree strongly

Gaelic is not relevant for Scot land today .



Gaelic makes a valuable contribution to promoting Scotl and 's identity abroad .



The use of Gaelic should be supported and encouraged throughout Scotland .



ft is important that Scotland does not lose its Gaelic language t raditi ons.

Strongly Agree
Agree Slight ly
Disagree strongly

More sho uld be done to encourage and promote Gaelic i n Scotland .

100%

0%

Gaelic is on ly relevant in certain parts of Scotland, such as the Western Isles.

18. Do you have any suggestions on how to further improve the use of Gaelic within the Crofting Commission?

Latest responses

35

" Not at the presen time. "

Res ponses

"Make it mandatory that everyone learns the basic greetings etc instead of as...

" No "

Do you have any suggestions on how to further improve the Gaelic within the Crofting Commission?

The switchboard phone can be answered in Gaelic - whether or not the individual can continue in Gaelic or not.

Answering of all calls **with** a Gaelic welcome.

I don't think there should be pressure on individuals to learn Gaelic or financial pressure put on the organisation to meet unrealistic requirements with regards to

No. You can't force people to speak it if they don't want to.

Additional Training

Employ native Gaelic speakers

No. I think we do pretty well and the fact we have fluent Gaelic speakers within the CC and the wider building means we can hear and practice language skills if we
Training sessions for staff

I think what has been provided so far with regards to Gaelic training has been excellent and I hope that we can continue to utilise the skills that have been learnt so far to consolidate this training else it will be forgotten.

more informal, fun uses and exchanges

Ideally I would want to see a greater number of fluent Gaelic speakers working for the Commission. Have we ever explored with BnG the possibility of

People attending the Gaelic courses maybe each put a word on the notice board which every learner could practice

Perhaps as part of individual's PLP's, the option for staff to further continue and build on Gaelic previously learned by undertaking further courses, whether that be a tutor visiting the Commission or an external course through say UHi? I feel if staff are keen to further develop their language skills, this will also aid the

Would we want to start using it more with the telephones?

"" The Commission voicemail currently starts with 'Failte gu Com isean na Croitreachd' should it also end with Gaelic e.g. moran taing instead of the current thank you?

Perhaps a Gaelic course through the Skye college.

I don't have any suggestions, but believe that it should be properly considered with input from those who speak the language.

Make it mandatory that everyone learns the basic greetings etc instead of asking people if they want to!

APPENDIX 2

OUTCOMES OF CONSULTATION

The Crofting Commission's Gaelic Language Plan 2020-2025 was open for consultation for 6 weeks on the Commission's website and promoted on its social media platforms. Staff were also encouraged to comment on the draft Plan and Commissioners were consulted on the Plan, in preparation for the final version to be submitted to Bòrd na Gàidhlig.

The Commission received 0 responses to the consultation.

COPY OF EXISTING GAELIC POLICY



GAELIC LANGUAGE PLAN

2015-2020

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005
Approved by Bòrd na Gàidhlig 17 September 2015

Foreword

As Chief Executive of the Crofting Commission, I am pleased to introduce our second iteration Gaelic Language Plan.

Gaelic and crofting are intimately connected. Indeed, it could be said that crofting is the strongest bastion of the Gaelic language; and that Gaelic in its turn has strengthened and supported crofting, helping to anchor it through many changes.

The Crofting Commission has, of course, a statutory duty under the Gaelic Language (Scotland) Act 2005 to play its part in promoting the language, but the unique link with crofting gives us an additional responsibility as well as enthusiasm for this task.

We have a commitment to the National Gaelic Language Plan and the Gaelic Language (Scotland) Act 2005.

This Plan sets out a formal structure for our support of the Gaelic language, with new initiatives and clear targets and there is a strong commitment throughout the Commission to see Gaelic thrive.

Catriona Maclean

Chief Executive

Crofting Commission

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Summary

This document is the Crofting Commission's Gaelic Language Plan, prepared within the framework of the Gaelic Language (Scotland) Act 2005, and it sets out how the organisation will use Gaelic in the operation of its functions, how it will enable the use of Gaelic when communicating with the public and key partners, and how it will promote and develop Gaelic.

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

Introduction

Setting the context for developing Gaelic Language Plans

The Gaelic Language (Scotland) Act 2005

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

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

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

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

The requirement to prepare a Gaelic Language Plan

The requirement for a public body to prepare a Gaelic Language Plan is initiated by Bòrd na Gàidhlig issuing a formal notice to that effect under section 3 of the 2005 Act. The Crofters Commission, which preceded the Crofting Commission, first submitted its Gaelic Language Plan to the Bòrd in 2009. When the Crofting Commission was established in 2012, the Gaelic Language Plan was updated to reflect this change and submitted to the Bòrd for approval.

This second iteration of the Gaelic Language Plan for 2015 – 2020, will build on the experience of implementing the first plan and develop ambitious commitments and stronger links with Gaelic in everyday life in crofting communities.

Approval of the Crofting Commission's Gaelic Language Plan:

The Crofting Commission's Gaelic Language Plan will be submitted to Bòrd na Gàidhlig for approval in June 2015.

Consultation on a draft Gaelic Language Plan

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. The Crofting Commission has consulted publicly on the draft of its Gaelic Language Plan and took into account representations made to it during the consultation process.

This second iteration of the Plan for 2015-2020 builds upon the first Plan and the Commission has reviewed the original Plan's targets, outcomes and progress. The draft plan was available on the Crofting Commission's website for 6 weeks from 13 May 2015 inviting the public to comment. The draft plan was promoted through social media and the public were invited to comment on the draft via email.

Gaelic in Scotland

The Crofting Commission recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. The Crofting Commission is committed to the objectives set out in the *National Gaelic Language Plan* and has put in place the necessary structure and initiatives to ensure Gaelic has a sustainable future in Scotland.

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

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

The Crofting Commission

The Crofting Commission is a NDPB (non-departmental public body) and it is the regulator of crofting. It is working to secure the future of crofting by creating and promoting a well regulated crofting system that positively contributes to the sustainability of rural communities

Crofting is a system of landholding unique to the Highlands and Islands of Scotland. A croft is a relatively small agricultural land holding, 5 hectares on average, and is usually held in tenancy. It may or may not have buildings or a house associated with it. Approximately 18,000 crofts, occupied by an estimated 10,000-12,000 crofting households, account for a total population of about 33,000.

The Crofting Commission was established in 2012 to administer the Crofters (Scotland) Act 1993 as amended by the Crofting Reform (Scotland) Act 2007 and the Crofting Reform (Scotland) Act 2010.

Structure

The Crofting Commission's Board of Commissioners comprises 9 Commissioners. Three of the Commissioners were appointed by the Minister for Environment, Climate Change and Land Reform, and 6 Commissioners were elected by crofters. In addition to serving a dedicated area, Commissioners sit together as a Board to set policies and take decisions on complex applications. Board meetings are held in public.

The Crofting Commission's 62 members of staff are Scottish Government civil servants, accountable to Scottish Ministers, who are themselves accountable to the Scottish Parliament.

The Crofting Commission's office is located in Great Glen House, Inverness. The Commission publishes its Annual Report in both English and Gaelic and a number of other communications, including the website, are bilingual.

Gaelic within the Commission's area of operation

Crofting has played an important role in enabling people to remain living and working in the Highlands and Islands, and helping to keep rural schools and other vital public services operating in some of the most remote rural areas of Scotland. Crofting has played a significant part in sustaining the local cultures of communities in the Highlands and Islands. Story-telling and poetry, crafts such as spinning and knitting, music, and seasonal celebrations are all aspects of crofting community culture, and language has played a key role in their retention. Communities in Shetland and Orkney have retained their Norse links, and the Gaelic language has remained strongest in crofting areas such as the Western Isles.

The Crofting Counties of Caithness, Sutherland, Ross & Cromarty, Inverness, Argyll and the Western Isles have been traditionally Gaelic speaking, Gaelic having been the first language of many of the older crofters in these areas. There are also strong resonances of Gaelic language and culture throughout the north and west of Scotland, seen particularly in place names. In the past, crofting townships produced many notable Gaelic scholars, poets, writers and musicians. The Crofting Commission would like to see crofting areas continuing to produce talented people who impart their culture and language to a worldwide audience in addition to stimulating interest and pride in the use of Gaelic in their own communities.

The total number of Gaelic speakers recorded in the 2011 census was 57,375, 1.1% of the Scottish Population. Gaelic speakers are spread throughout Scotland and just over half live in the Highland counties. The main stronghold of the language is the Western Isles and Gaelic is spoken by a majority of people in the Comhairle nan Eilean Siar area, and in the parish of Kilmuir in the Isle of Skye within the Highland Council area.

There are over 6,100 crofts in the Comhairle nan Eilean Siar area and around 2,000 in the Isle of Skye, which totals 43% of registered crofts. Research studies have shown that there is a particularly strong relationship between the proportion of Gaelic speakers and registered crofters across the Highlands and Islands.

More than 50 primary schools across the Highlands and Islands offer Gaelic medium education (GME) and 27 secondary schools offer Gaelic classes or subject teaching through the medium of the

language.

In 2014-15 there were 5,633 children in Gaelic medium education across the crofting counties of Argyll & Bute, Western Isles and Highland:

- Gaelic Provision (0-3) – 46 locations
- Gaelic nurseries – 689 children
- Gaelic medium education in primary – 1625 pupils
- Gaelic medium education in secondary – 729 pupils
- Gaelic learner education in secondary – 2544 pupils

There are a number of opportunities for adult Gaelic classes across the Commission's area of operation. Further information can be found on www.learnghaelic.net.

The Crofting Commission is co-located with Bòrd na Gàidhlig at Great Glen House and there is a wide range of Gaelic organisations and community organisations with a Gaelic function located across the Commission's area of operation (not including Orkney and Shetland).

The Crofting Commission, by bringing stability to crofting communities, has benefited the Gaelic language and culture in the past, and wishes to support the Scottish Parliament's commitment to Gaelic as set out in Bòrd na Gàidhlig's National Plan for Gaelic, as well as supporting the commitment to the National Plan for Gaelic expressed in Scottish Government's Gaelic Language Plan.

Gaelic within the Crofting Commission

Gaelic language has always been integral to the Commission given the history of the organisation and the links with both crofters and members of staff to the language.

By working towards the Crofting Commission's vision of "a crofting system that positively creates more resilient culturally rich communities that offer well managed landscapes and environments that are socially and economically sustainable", as stated in the Corporate Plan, the following successful outcomes will be achieved in relation to supporting Gaelic:

- Increase in the value placed on traditional culture, skills and knowledge associated with crofting
- The status of indigenous languages and dialects raised within our organisation.

The Crofters Commission developed a Gaelic Policy, which was endorsed by its Board in 2009.

Internal Gaelic Capacity Audit

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

A Gaelic Language Survey was carried out in March 2015 on Commissioners and Commission staff to determine their understanding and ability to speak, read, write or understand Gaelic. Out of 71 individuals invited to participate in the survey, 29, or 41% responded. The survey found that out of those who responded:

-
- 21% of staff are fluent or have conversational Gaelic.
 - 42% can speak and understand at least a few words in Gaelic.
 - 35% could greet people in Gaelic.
 - 11% can read Gaelic fluently.

11% of those surveyed have attended Gaelic language courses outside of the workplace and 38% had attended Gaelic training within the workplace. 45% of those surveyed said that they would like to practice speaking Gaelic more in the workplace and 31% said that they would like Gaelic speaking staff to initiate conversations in Gaelic.

A number of comments from staff highlighted the use of Gaelic within the Commission in everyday operations:

- This is my second week at the Crofting Commission and I am impressed at the amount of Gaidhlig used daily in the office.
- As an officer dealing with regulatory work in the Western Isles, I frequently converse with crofters in Gaelic - if they initiate the conversation in Gaelic, having detected my island accent.
- I speak with our Gaelic speaking customers on a daily basis. I converse with other Gaelic speaking colleagues on a daily basis. I was asked to assist with one of the Gaelic tutor classes here in Great Glen House. I get asked to translate Gaelic on a regular basis by my colleagues (i.e. Gaelic names and addresses or Gaelic sentences).

There are a number of staff who are fluent Gaelic speakers and they all have day to day dealings with customers. There are also three Commissioners on the Board who are fluent Gaelic speakers. Where appropriate, Gaelic speaking staff and Board members communicate Commission policies and promote crofting issues by interview through the Gaelic media.

The Commission produce a number of bilingual publications such as the Annual Report, Assessors Newsletter, Crofting Census leaflet and guidance and there is a full Gaelic version of the Commission's website.

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

The Gaelic Language Plan in the Corporate Structure

This plan is the policy of the Crofting Commission and has been endorsed both by our senior management team and Board members.

Position with operational responsibility over the plan

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

Jane Thomas

Head of Corporate and Customer Services
Crofting Commission

Great Glen House
Leachkin Road
Inverness

IV3 8NW 01463
663429

Jane.thomas@crofting.scotland.gov.uk

Position with day to day responsibility over the plan

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

Posy MacRae
Communications Manager
Crofting Commission Great
Glen House Leachkin Road

Inverness
IV3 8NW

01463 663429

posy.macrae@crofting.scotland.gov.uk

Individual staff members

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

Services delivered by third parties and Arm's Length Organisations

The Crofting Commission will ensure that those who deliver services/goods on the Commission's behalf are aware of and will adhere to the commitment of our Gaelic

Language Plan through stating the requirement in the tendering and contracting of services/goods.

Planning and Policy Implications for Gaelic

Mainstreaming Gaelic

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

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

Commitment to the objectives of the National Gaelic Language Plan

The Crofting Commission is committed to ensuring that the National Plan is implemented, and in this section we set out how we will achieve that aim.

Home and early years

The Crofting Commission recognises that a sustainable future for Gaelic requires more people to learn the language and that attention requires to be focused on the home, education and adult learning as the key means of achieving this.

Education

The Crofting Commission recognises that creating a sustainable future for Gaelic requires not only increasing the number of people able to speak the language, but increasing actual usage. We recognise the importance of enabling more people to use Gaelic as their preferred and normal mode of communication in an increasingly wide range of daily activities.

Community

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

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

The Workplace

The Crofting Commission recognises the need to strengthen the relevance and consistency of Gaelic,

the importance of facilitating translation services and to promote research into the language:

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

Media and Arts; Heritage & Tourism

The Crofting Commission recognises the need to strengthen the relevance and consistency of Gaelic, the importance of facilitating translation services and to promote research into the language.

Corpus

The Crofting Commission recognises the need to strengthen the relevance and consistency of Gaelic, the importance of facilitating translation services and to promote research into the language.

Scottish Government National Priorities

The Commission is working to strengthen the language across our communications and organisation which will contribute to the cultural wellbeing of the Highlands and Islands. The Crofting Commission is committed to achieving the Scottish Government's strategic objectives of creating a Scotland that is:

- Wealthier and fairer
- Smarter
- Healthier
- Safer and stronger
- Greener

Plan Commitments

High Level Commitments

The following high level aims have been outlined as the key priorities for the Commission in support of the current national Gaelic language plan and National Outcomes:

- Inclusion of all commitments carried forward from previous iterations of Crofting Commission's Gaelic Language Plan.
- Increase the use of Gaelic in public meetings - especially in parishes where 20%+ of the public have Gaelic language skills.
- Work with Bòrd na Gàidhlig to create a Community strategy.
- Support and encourage staff to use their Gaelic language skills while carrying out their duties.
- Ensure that all staff is aware of the Plan and their responsibilities in ensuring it is implemented.
- Create and implement a continuous training plan that includes learning and improving Gaelic language skills and Gaelic awareness for staff and Board members of the authority.
- Ensure that there is a connection with the Gaelic media to increase visibility and audibility of the work of the Commission.
- Explore opportunities to work with tourist organisations i.e. VisitScotland in order to promote and interpret the link between crofting, the landscape and the Gaelic language.
- All Gaelic services and resources will demonstrate equal respect for Gaelic and English.
- There will be a continuous active offer for all Gaelic services and facilities.

The Commission are committed to achieving the high level aims through the implementation of this Gaelic language plan.

Service Standard Commitments

Creating the conditions for the use of Gaelic in public life is identified by Bòrd na Gàidhlig, in its statutory Guidance on the Development of Gaelic Language Plans, as a key factor in normalising the use of Gaelic. The Bòrd has identified five core areas of service delivery that it wishes public bodies to address when preparing their Gaelic Language Plans:

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

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

The Crofting Commission operates in the Highlands and Islands of Scotland. The Northern Isles are associated with Norse languages rather than Gaelic, whereas in Skye and the

Western Isles there are many Gaelic speakers as well as strong cultural associations with the Gaelic language. In other crofting areas, Gaelic was in use in the past but has fallen into partial disuse. The Crofting Commission has adopted a minimum level of provision applying to all of our areas of operation, and provided an enhanced level of provision in areas where the number of Gaelic speakers is greater.

The Crofting Commission is committed to furthering the usage of Gaelic, and this section sets out the level of Gaelic provision which it intends to provide in the 5 year lifetime of the plan. This Gaelic Language Plan represents a starting point, and the Crofting Commission hopes to exceed targets and increase Gaelic provision gradually over the lifetime of the plan.

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

Visibility

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

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

No.	Outcome	Activity	Ongoing	2015	2016	2017	2018	2019	Lead	National Strategic objective
Corporate logo										

No.	Outcome	Activity	Ongoing	2015	2016	2017	2018	2019	Lead	National Strategic objective
1	Visible and audible normalisation of Gaelic as a core element of the Crofting Commission's identity and signage	The Commission's logo is fully bilingual	✓						Comms	Wealthier and fairer

No.	Outcome	Activity	Ongoing	2015	2016	2017	2018	2019	Lead	National Strategic objective
2		The Commission's corporate stationery including letterheads, compliment slips and business cards is fully bilingual	✓						Comms	
2		Job titles, divisional and team names published bilingually across all channels including email signatures		✓					Comms	

No.	Outcome	Activity	Ongoing	2015	2016	2017	2018	2019	Lead	National Strategic objective
3		Continue to publish Corporate publications e.g. Annual report bilingually	✓						Comms	
Signage										
4	Visible and audible normalisation of Gaelic as a core element of the Crofting Commission's identity and signage	External signs on office buildings and in parking areas are fully bilingual	✓						Great Glen House (GGH) User Group	Wealthier and fairer
5		All internal signage is fully bilingual	✓						GGH User Group	
6		Signs and information for the public in the building's reception area is fully bilingual where possible	✓						GGH User Group	

Staffing

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

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

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

No.	Outcome	Activity	Ongoing	2015	2016	2017	2018	2019	Lead	National Strategic objective
Advertising of Posts and Recruitment of Gaelic Speakers										
1	The Crofting Commission's recruitment policy increases the number of Gaelic users within the organisation.	Appointment policy recognises Gaelic as a desirable job skill	✓						SMT	Wealthier and fairer Smarter
		Recruitment for posts in reception identifies Gaelic as a desirable skill	✓						SMT	Wealthier and fairer Smarter

No.	Outcome	Activity	Ongoing	2015	2016	2017	2018	2019	Lead	National Strategic objective
		At least one person on the Crofting Commission's Board must speak Gaelic	✓			✓			SG	
		Gaelic is specified as a desirable skill when recruiting for all posts	✓						SMT	
		Career opportunities for Gaelic users highlighted when posts are advertised	✓						SMT	
		Where a certain level of Gaelic language skills is part of the job description, the post is advertised bilingually.	✓						SMT	
Gaelic Language Learning										
	Crofting Commission staff supported to learn Gaelic and given opportunities to use Gaelic skills at work	Staff newsletters to feature information about Gaelic learning opportunities		✓					Comms	Wealthier and fairer Smarter
		Noticeboards updated with information about Gaelic learning opportunities		✓					GGH User Group	

No.	Outcome	Activity	Ongoing	2015	2016	2017	2018	2019	Lead	National Strategic objective
		Staff encouraged to develop their Gaelic language skills as part of their training plans			✓				SMT	
Gaelic Awareness Training & Encouraging the Use of Gaelic in the Workplace and Internal Communication										
	Crofting Commission staff supported to learn Gaelic and given opportunities to use Gaelic skills at work	Gaelic language plan circulated to staff and raise awareness of Commission's commitment to Gaelic		✓					Comms	Wealthier and fairer Smarter
		Gaelic awareness training available to staff	✓						SMT	
		Raise awareness of interactive Gaelic toolkit available to staff		✓	✓				Comms	
		Actively promote training opportunities to staff		✓	✓				Comms	

Day-to-day Operations

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

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

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

No.	Outcome	Activity	Ongoing	2015	2016	2017	2018	2019	Lead	National Strategic objective
Telephone										
8	The Crofting Commission welcomes telephone communication in Gaelic	Reception staff answer the phone in Gaelic. Callers who wish to continue to communicate in Gaelic are directed to a Gaelic speaker if possible, or the call is returned by a Gaelic speaker within 24 hours.	✓						Corporate and Customer Services	Wealthier and fairer Smarter

No.	Outcome	Activity	Ongoing	2015	2016	2017	2018	2019	Lead	National Strategic objective
10		Staff on switchboard trained in essential Gaelic	✓						GGH User Group	
11		Bilingual message on reception voicemail	✓						Corporate and Customer Services	
12		Encourage and support staff to have bilingual voicemail messages			✓				Corporate and Customer Services	
13		Where it is known that individuals or organisations prefer communications in Gaelic, initiate contact made in Gaelic	✓						Corporate and Customer Services	
Frontline services to the public										
7	Crofting Commission reception staff welcome and assist Gaelic users.	One member of staff is fluent in Gaelic	✓						Corporate and Customer Services	Wealthier and fairer Smarter

No.	Outcome	Activity	Ongoing	2015	2016	2017	2018	2019	Lead	National Strategic objective
9		Selected staff are able to deal with members of the public preferring to communicate in Gaelic	✓						Corporate and Customer Services	
Written Correspondence										
14	The Crofting Commission welcomes and initiates written communication in Gaelic	Commitment given to promote supportive attitude to Gaelic throughout the organisation	✓						Chief Exec	Wealthier and fairer Smarter
15		Mail and emails received in Gaelic receive a response in Gaelic	✓						Corporate and Customer Services	
16		Develop a standard bilingual email signature to be available for all staff	✓						Comms	
17		Actively encourage all staff to use the bilingual email signature		✓					Comms	

No.	Outcome	Activity	Ongoing	2015	2016	2017	2018	2019	Lead	National Strategic objective
		Crofting Commission contact details are bilingual	✓						Comms	
		Automated email disclaimers are bilingual	✓						Information Systems	
Forms										
	Crofting Commission application forms and guidance are bilingual	The organisation welcomes the completion of application forms in Gaelic	✓						Regulatory	Wealthier and fairer Smarter
		The Crofting Commission increases the use and visibility of Gaelic in its most commonly used forms			✓	✓	✓		Corporate and Customer Services	
		The Crofting Commission publishes application forms in Gaelic						✓	Corporate and Customer Services	
		Publish guidance notes in Gaelic						✓	Comms	

No.	Outcome	Activity	Ongoing	2015	2016	2017	2018	2019	Lead	National Strategic objective
		Feedback and complaint forms and guidance notes are available in Gaelic	✓						Corporate and Customer Services	
		Carry out a review of additional forms and guidance which could be provided bilingually.			✓				Comms	
Public Meetings										
	Members of the public participate in Crofting Commission meetings in their language of choice	A Gaelic speaking Commissioner and/or member of staff present at public meetings in the Western Isles, Highland and Argyll areas	✓						Comms	Wealthier and fairer
		Hearings conducted in Gaelic when requested	✓						Regulatory	
		Meetings conducted in Gaelic where it is the language choice of 40% or more of those attending as identified by the Commissioner.	✓						Comms	

No.	Outcome	Activity	Ongoing	2015	2016	2017	2018	2019	Lead	National Strategic objective
		Advertise to the public that they can request that the Commission holds meetings in Gaelic.	✓						Comms	

Communications

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

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

No.	Outcome	Activity	Ongoing	2015	2016	2017	2018	2019	Lead	National Strategic objective
Media and Public Relations										
8	Visible and audible normalisation of Gaelic as a core element in the Crofting Commission’s public relations	Press releases relating to matters in the Western Isles, Argyll and Highland to be produced bilingually				✓	✓		Comms	Wealthier and fairer Smarter
		A Gaelic spokesperson is provided for Gaelic interviews where possible	✓						Comms	
		Develop use of multimedia and produce bilingual videos		✓	✓				Comms	
Printed Materials										

No.	Outcome	Activity	Ongoing	2015	2016	2017	2018	2019	Lead	National Strategic objective
8	Crofting Commission literature and papers published in Gaelic	Corporate publications are produced bilingually	✓						Comms	Wealthier and fairer Smarter
		New suite of marketing materials to be produced bilingually		✓	✓				Comms	
		Gaelic translation of approved Board minutes published on our website	✓						Comms	
		Increase the visibility of Gaelic across all marketing materials		✓	✓				Comms	
		Non-statutory adverts to be bilingual			✓				Comms	
Website and Social Media										
8	Increased visibility of Gaelic on the English and Gaelic versions of	Content on the Commission's website is provided in Gaelic and English with a full Gaelic medium interface for the Gaelic version.	✓						Comms	Wealthier and fairer Smarter

No.	Outcome	Activity	Ongoing	2015	2016	2017	2018	2019	Lead	National Strategic objective
	the Crofting Commission website	Gaelic web address used in conjunction with the English web address	✓						Comms	
		Content of the Gaelic version of the website is checked regularly for updating		✓					Comms	
		Monitor the number of Gaelic page hits and track user behaviour to identify most popular pages for updating and translating			✓	✓	✓	✓	Comms	
		Increase the amount of Gaelic content on social media		✓	✓	✓	✓	✓	Comms	
		Produce bilingual enewsletter for the Assessors Network	✓						Comms	
		Develop and circulate quarterly bilingual enewsletter to crofters			✓	✓	✓	✓	Comms	
Events and Exhibitions										

No.	Outcome	Activity	Ongoing	2015	2016	2017	2018	2019	Lead	National Strategic objective
	Visible and audible normalisation of Gaelic as a core element in the Crofting Commission's functions	Display materials to be bilingual		✓					Comms	Wealthier and fairer Smarter
		Build upon presence at Gaelic medium events such as the Gaelic Careers Fair		✓	✓	✓	✓	✓	Comms	
		Strong presence of Gaelic at Assessors Seminar, including in presentations, agenda and delegate pack.			✓		✓		Comms	

Corpus

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

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

No.	Outcome	Activity	Ongoing	2015	2016	2017	2018	2019	Lead	National Strategic objective
Gaelic Orthographic Conventions										
	The Crofting Commission will adhere to Gaelic Orthographic Conventions	The Commission will ensure that translating services contracted are in line with the latest orthographic conventions.			✓	✓	✓	✓	Comms	Smarter
Observation to correct place names										
	The Crofting Commission will make certain that correct place names are being used across the organisation	Correct place names are to be used across all aspects of the organisation such as maps, correspondence and publications in line recommendations from Ainmean-àite na h-Alba.	✓						Information Systems	Smarter
Translating and Interpreting Service Standards										

No.	Outcome	Activity	Ongoing	2015	2016	2017	2018	2019	Lead	National Strategic objective
	Maintain a high level of translation standards	Review translation and interpreting services and confirm they are in line with industry standards			✓				Comms	Smarter

Implementation and Monitoring

Timetable

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

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

Publicising the Plan

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

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

Resourcing the Plan

The majority of activities outlined in this plan will be, or have already been, incorporated and resourced through the Crofting Commission's budgets agreed with its sponsor, Scottish Government. External funding may be sought for individual projects such as the creation of Gaelic marketing materials and additional Gaelic resources for the staff learning.

Monitoring the Implementation of the Plan

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

Appendix 1 – Internal Gaelic Capacity Audit

Gaelic Language Staff Survey Results

A survey was carried out on Commissioners and Commission staff to determine their understanding and ability to speak, read, write or understand Gaelic.

Out of 71 individuals invited to participate in the survey 29, or 41%, responded.

Summary of Results of those surveyed

- 6 or 21% of staff are fluent or have conversational Gaelic.
- 12 or 42% can speak and understand at least a few words in Gaelic.
- 10 or 35% could greet people in Gaelic.
- 3 or 11% can read Gaelic fluently.

Responses to each question asked are as follows:

Q1. What is your Gaelic speaking ability?

- 17 or 59% cannot speak Gaelic
- 2 or 7% have conversational Gaelic
- 4 or 14% are fluent Gaelic speakers
- 1 or 3% can understand and can speak a few sentences
- 5 or 17% can understand and speak a few words Q2.

What is your ability to greet people in Gaelic?

- 4 or 14% can greet people in Gaelic and fully converse with them
- 1 or 3% can greet people in Gaelic and converse with them on everyday topics
- 5 or 17% can greet people in Gaelic but could not hold a full conversation
- 19 or 66% would not feel confident speaking to someone in Gaelic Q3.

What is your ability in relation to Gaelic and crofting?

- 3 or 11% could converse with someone on crofting issues
- 3 or 11% could converse with someone on everyday/non-technical crofting issues
- 1 or 3% could read and understand a document on crofting issues
- 22 or 75% would not be confident in conversing on crofting issues.

Q4. What is your ability to read Gaelic?

- 3 or 11% able to read Gaelic fluently
- 4 or 14% able to read a little Gaelic
- 22 or 75% unable to read Gaelic

Q5. Have you ever attended, or are currently attending Gaelic training outside the

workplace?

- 3 or 11% - YES

Q6 What level of training did/are you undertaking outside the workplace?

- 2 respondents confirmed they had basic training in Gaelic.
- 1 respondent confirmed they had intermediate training in Gaelic.

Q7 Have you ever attended Gaelic training which was paid for the Commission?

- 11 or 38% - YES
- 18 or 62% - NO

Q8 Have level of training did you do?

- 10 respondents confirmed they had basic training in Gaelic.
- 1 respondent confirmed they had intermediate Gaelic training

Q9 Would you be interested in further training to develop your Gaelic skills

- 12 or 42% - YES
- 17 or 58% - NO

Q10 Would you like to be able to practice speaking Gaelic more within the office?

- 13 or 45% - YES
- 16 or 55% - NO

Q11 Would you like fluent Gaelic speaking staff to initiate conversations with you in Gaelic?

- 9 or 31% YES
- 20 or 69% NO

Q12 Any other comments as to the use of Gaelic within the Commission?

6 people commented on the use of Gaelic with the Commission:

- This is my second week at the Crofting Commission and I am impressed at the amount of Gaidhlig used daily in the office.
- I carried out some training a long time ago but having not practised any Gaelic for a long time do not feel I have retained the knowledge.
- I carried out basic training over a year ago but as I could not practice speaking Gaelic I did not retain the knowledge – an hour a week is not long enough.
- I feel that within the Commission there has been a decline in Gaelic speaking over the last 5yrs.
- As an officer dealing with regulatory work in the Western Isles, I frequently converse with crofters in Gaelic - if they initiate the conversation in Gaelic, having detected my island accent.
- Gle mhath gabh beachd
- I speak with our Gaelic speaking customers on a daily basis. I converse with other Gaelic speaking colleagues on a daily basis. I was asked to assist with one of the Gaelic tutor

classes here in Great Glen House. I get asked to translate Gaelic on a regular basis by my colleagues (i.e. Gaelic names and addresses or Gaelic sentences).

Job Skill

Reception staff – Gaelic is a desirable skill.

Commissioners – By law, as stated in the Crofters (Scotland) Act 1993 and amended by the Crofting Reform (Scotland) Act 2010, at least one member of the Board must be a Gaelic speaker. If none of the elected members can speak Gaelic then Ministers must appoint at least one person who can speak Gaelic. The departments and / or locations within the organisation in which those identified above work.

Inventory of the Crofting Commission's existing Gaelic and bilingual materials

<i>Media and Public Relations</i>	Gaelic spokesperson for the Commission Gaelic advert in 2014 Mod programme
<i>Printed Material</i>	Annual report – bilingual Approved Board minutes – Gaelic Crofting Census leaflet – Gaelic Crofting Census Guidance Notes – Gaelic Assessors enewsletter – Gaelic
<i>Website and Social Media</i>	Full Gaelic version of the Commission's website Gaelic web address Promoted 2014 Gaelic Careers Fair and Mod through social media
<i>Events and Exhibitions</i>	Offer hearings in Gaelic Assessors seminar included Gaelic introduction and welcome to the delegates Delegate packs – Gaelic Programme - Gaelic
<i>Staff Training</i>	Commission's Gaelic Language Toolkit
<i>Signage</i>	The Crofting Commission are located within SNH's Great Glen House. SNH are responsible for all signage both internally and externally. All signage is currently bilingual.
<i>Translation</i>	Translation and interpretation services are currently outsourced

Appendix 2 – Outcomes of Consultation

The Crofting Commission's Gaelic Language Plan 2015-2020 was open for consultation for 6 weeks on the Commission's website. The Commission promoted the GLP on social media inviting comments via email.

The Commission received no responses to the consultation.

CURRENT MONITORING REPORT

CROFTING COMMISSION



GAELIC LANGUAGE PLAN 2015-2020

MONITORING – UPDATED OCTOBER 2019

BASE-LINE INFORMATION	
Approval date of Gaelic Language Plan	17 September 2015
Senior officer with overall responsibility for the Plan	Jane Thomas, Head of Compliance
Officer with day-to-day responsibility of the Plan	As above
Date of submission of monitoring report	17 September 2019

STATUS KEY	
On track – minimal or no issues that can impact on quality or delivery of output to schedule.	Green
Delay in delivery timeline and/or quantity/quality of output within parameters of the Plan.	Yellow
Significant delay in output delivery/ output delivery will not be achieved within plan's timeline.	Red

CORE COMMITMENTS VISIBILITY		
Corporate Logo		
Commitments	Progress And Response	Status
1. The Commission's logo is fully bilingual	Achieved	Green
2. The Commission's corporate stationary including letterheads, compliment slips and business cards is fully bilingual	Achieved	Green
3. Job titles, divisional and team names, email signatures, automated email disclaimers and voicemail messages to be published bilingually across all channels	Achieve - Names, Job titles and Team names translated, and staff actively encouraged to use them in their email signature. Bilingual voicemail messages included in Basic Skills training initially for 12 staff and rolled out as voluntary option.	Green
4. Continue to publish Corporate publications e.g. Annual report bilingually	Achieved	Green

Signage		
Commitments/delivery dates	Progress	Status
5. External signs on office buildings and in parking areas are fully bilingual	Achieved	
6. All internal signage is fully bilingual	Achieved	
7. Signs and information for the public in the building's reception area is fully bilingual where possible	Achieved	
STAFFING		
Advertising of Posts and Recruitment of Gaelic Speakers		
Commitments/delivery dates	Progress	Status
8. Appointment policy recognises Gaelic as a desirable job skill.	Achieved but, since 2018-19 SG HR policy has changed. The Commission is no longer allowed to use Desirable Criteria in recruitment process.	
9. Recruitment for posts in reception identifies Gaelic as a desirable skill.	Achieved and we would go further if recruiting to the post in the future, making it an Essential skill to have a Gaelic speaker as the main receptionist.	
10. At least one person on the Crofting Commission's Board must speak Gaelic.	Achieved in 2012 elections and in 2017 Commissioner elections. Iain MacIver is Gaelic Spokesperson. New Commissioners very supportive of need to promote and encourage use of Gaelic in workplace. Convener has learnt Gaelic welcomes and each meeting features a welcome in Gaelic. Board received presentation from BnG on 'Gaelic in the workplace' at their Board meeting in Dec 2017 and Convener has attended Basic Skills classes.	
11. Gaelic is specified as a desirable skill when recruiting for all posts.	Achieved – but see 8 above.	
12. Career opportunities for Gaelic users highlighted when posts are advertised.	Achieved – see 8 and 9.	
13. Where a certain level of Gaelic language skills is part of the job description, the post is advertised bilingually.	Ongoing Gaelic language skills were included as desirable criteria for all jobs, but we are no longer able to use this. Recognised in MM Objectives so she can be appraised on her Gaelic Language skills. Several staff encouraged to highlight Gaelic language skills in Objectives.	
Gaelic Language Learning		
14. Staff newsletters to feature information about Gaelic learning opportunities.	After previously utilising SNH classes, the Commission developed its own programme in 2017-18 and brought in trainer to deliver 3 x Gaelic Awareness workshops delivered in that year, followed by further sessions in 2018-19, with more planned for 2019-2020.	
15. Staff encouraged to develop their Gaelic language skills as part of their training plans	Awareness of GLP included in staff objectives, Basic Skills training arranged for 2017 -2018 in addition to Awareness courses. 3 x blocks of Basic Language Training delivered Sept-Dec 2017, followed by 4 x Craic sessions delivered Feb/March 2018. Informal taught classes developed from this and delivered throughout 2018-19 into 2019-2020, with plans to continue to end of year. Awareness sessions booked for August and Oct 2019.	

Gaelic Awareness Training & Encouraging the Use of Gaelic in the Workplace and Internal Communication		
Commitments/delivery dates	Progress	Status
16. Gaelic language plan circulated to staff and raise awareness of Commission's commitment to Gaelic.	Promoted in staff newsletter with link to BnG annual review of GLP. Part of Induction Process. Show and Tell presentation on GLP delivered to all staff in June 2017 and PowerPoint presentation developed for future use in variety of venues. Monitoring report circulated to staff in June 2019, to encourage feedback and new ideas.	
17. Gaelic awareness training available to staff	Promoted Gaelic awareness classes organised by SNH to all staff (2016) Delivered 3 x sessions in March 2017 to CC staff. Attended by 50% staff. Excellent feedback. Since then awareness sessions have been delivered annually and informal classes arranged, attended by almost 20% of staff at one time or another. For 2019-20, 2 x awareness sessions delivered. On 10 October 2019, formal language classes began, to run for 1 year, for 14 students, including 2 Commissioners – comprising a Beginners Class and Intermediate class.	
18. Raise awareness of interactive Gaelic toolkit available to staff	Promoted regularly in staff newsletters, server issues being investigated regarding current access to Toolkit. Company ceased trading in 2018 so in 2019 all staff were given access to learn Gaelic website. Students learning Gaelic have also been given access to additional materials on their desktops.	
19. Actively promote training opportunities to staff.	Ongoing. Promoted Gaelic classes and Basic Skills training. Good take up. NB GLP essential part of staff Induction Process for all staff.	
DAY TO DAY OPERATIONS		
Telephone		
Commitments/delivery dates	Progress	Status
20. Reception staff answer the phone in Gaelic where possible. Callers who wish to continue to communicate in Gaelic are directed to a Gaelic speaker if possible, or the call is returned by a Gaelic speaker within 24 hours	Ongoing, lead receptionist answers phone in Gaelic and receives callers in Gaelic as necessary. Succession planning required but it has been agreed that having a Gaelic speaker in the Frontline to answer calls is an essential requirement for the organisation.	
21. Staff on switchboard trained in essential Gaelic.	SNH cover GGH switchboard. CC reception covered by Gaelic speaker majority of time.	
22. Bilingual message on reception voicemail.	Achieved	
23. Where it is known that individuals or organisations prefer communications in Gaelic, initiate contact made in Gaelic.	List was compiled of individuals and/or organisations that prefer communications in Gaelic and used for reference when initiating contact but since MM took over main telephonist duties, she is able to default to Gaelic as necessary with callers.	
Frontline services to the public		
24. One member of staff is fluent in Gaelic	Receptionist in Customer Services is fluent in Gaelic plus one Case Officer.	
25. Selected staff are able to deal with members of the public preferring to communicate in Gaelic.	Achieved – receptionist and staff in regulatory team available to speak to members of the public in Gaelic. Board member available to converse in Gaelic at public meetings.	
Written Correspondence		
26. Commitment given to promote supportive attitude to Gaelic throughout the organisation	Ongoing and feedback welcomed.	
27. Mail and emails received in Gaelic receive a response in Gaelic.	Ongoing. Customer services team to monitor and organise responses.	
28. Crofting Commission contact details are bilingual.	Achieved	

Forms		
Commitments/delivery dates	Progress	Status
29.The Crofting Commission supplies application forms in Gaelic on request	Publicised on website - http://www.crofting.scotland.gov.uk/forms-and-guidance	
30.The Crofting Commission increases the use and visibility of Gaelic in its most commonly used forms.	2016-18 Visibility increased on all key Factsheets – 18 done and on website too. Continuing until all are covered.	
31.The Crofting Commission publishes application forms in Gaelic	As above	
32. Publish guidance notes in Gaelic	As above	
33.Feedback and complaint forms and guidance notes are available in Gaelic	Available on request	
34. Carry out a review of additional forms and guidance which could be provided bilingually.	Grazings Census available in Gaelic Crofting Census available in Gaelic	
Public meetings		
35.A Gaelic speaking Commissioner and/or member of staff present at public meetings in the Western Isles, Highland and Argyll areas	Public meetings (Crofting Roadshows, Board Meetings, Future of Crofting Conf) greeted in Gaelic, except when in the Northern isles. Gaelic speaking Commissioner available at selected Roadshows. Gaelic greeting given at all public Board meetings.	
Public meetings		
Commitments/delivery dates	Progress	Status
36.Hearings conducted in Gaelic when requested.	Ongoing - when requested. Those who request a hearing are advised that they can request a hearing in Gaelic. Also, on website and Hearing Factsheet.	
37.Meetings conducted in Gaelic where it is the language choice of 40% or more of those attending as identified by the Commissioner.	Gaelic speaking Commissioner available. Adverts in Gaelic-speaking areas include option of requesting meeting is held in Gaelic if request made by 40% before meeting takes place.	
38.Advertise to the public that they can request that the Commission holds meetings in Gaelic.	Ongoing – Ensure public meetings advert (where relevant) includes a line informing crofters that they can request the meeting to be in Gaelic. Commissioners open public meetings (except in Northern Isles) with a Gaelic welcome and speak in Gaelic on a one to one basis. See above – especially promoted for Hearings.	
COMMUNICATIONS		
Media and Public Relations		
Commitments/delivery dates	Progress	Status
39.Press releases relating to matters in the Western Isles, Argyll and Highland to be produced bilingually	2017-18 2016/17 Commission has a regular Gaelic column in the quarterly magazine 'Farming Scotland', continuing with Commissioner MacIver in 2018/19.	
40.A Gaelic spokesperson is provided for Gaelic interviews where possible.	Commissioner for the Western Isles available for Gaelic interviews.	
41.Develop use of multimedia and produce bilingual videos.	2016-17 Commission film 'Who we are and what we do' includes section in Gaelic. Gaelic videos produced in 2018-19 and 2019-20, with good feedback.	

Printed Materials		
Commitments/delivery dates	Progress	Status
42. Corporate publications are produced bilingually.	Ongoing - Annual Report, Assessor's Newsletter, Adverts,	
43. New suite of marketing materials to be produced bilingually	2016-17 – Bid for GLAIF funding unsuccessful. No new suite of materials planned but regular materials are bilingual. As no new suite of materials is planned BnG accept status can change to GREEN if we commit to a translation of any updated marketing material for customers. This has been overtaken by increased use of social media, which Gaelic features in.	
44. Gaelic translation of approved Board minutes published on our website.	Achieved	
45. Increase the visibility of Gaelic across all marketing materials.	Annual Report fully bilingual.	
46. Non-statutory adverts to be bilingual	Ongoing	
Website and Social Media		
47. Content on the Commission's website is provided in Gaelic and English with a full Gaelic medium interface for the Gaelic version.	New website now fully translated.	
48. Gaelic web address used in conjunction with the English web address.	Done	
49. Content of the Gaelic version of the website is checked regularly for updating.	Ongoing and good relationship with translator.	
50. Monitor the number of Gaelic page hits and track user behaviour to identify most popular pages for updating and translating.	Google Analytics set up and tracking Gaelic domain, more use being made of social media and in-house translators used whenever possible. Increased Gaelic tweets and re-tweets. Results for 2018 – 3 Gaelic tweets resulted in reach of 1751, with 48 interactions; 2 Facebook posts resulted in 1436 reach, with 74 interactions. This was an increase on 2017.	
51. Increase the amount of Gaelic content on social media.	Increasing Gaelic tweets and Facebook posts in Gaelic re: approval of the GLP and Annual Report. Also promote/repost BnG tweets of interest to our audience, and Gaelic day. Use of social media to promote language classes.	
52. Produce bilingual enewsletter for the Assessors Network.	Quarterly newsletter produced and issued in both English and Gaelic. From 2019-2020 Newsletter no longer produced by Assessors encouraged to check social media.	
53. Develop and circulate quarterly bilingual enewsletter to crofters.	By May 2018 this had been superseded by the regular posting of social media in Gaelic.	
Events and Exhibitions		
54. Display materials to be bilingual	Achieved Pop Up banner bilingual and supporting material. Supported Mod by taking out advert in programme in Gaelic.	
55. Build upon presence at Gaelic medium events such as the Gaelic Careers Fair.	2016-19 Christina attended the Gaelic Careers Fair at Eden Court on behalf of the CC in April 2016 highlighting the careers opportunities in the CC and we have had the same presence each year since then. Next year (2020) we will increase the Commission presence at the fair, with Intermediate students from language classes attending.	
56. Strong presence of Gaelic at Assessors Seminar, including in presentations, agenda and delegate pack.	This was the case at the last Annual seminar. As budgets are now tightly restricted, no further large-scale seminar is planned. Should this Commitment be replaced?	

CORPUS		
Gaelic Orthographic Conventions		
Commitments/delivery dates	Progress	Status
57. The Commission will ensure that translating services contracted are in line with the latest orthographic conventions.	Achieved Included in Design Tender and design agency signed up.	
Observation to correct place names		
58. Correct place names are to be used across all aspects of the organisation such as maps, correspondence and publications in line recommendations from Ainmean-àite na h-Alba.	Achieved. GIS use mapping layers from Ordnance Survey, who have in place Gaelic Names Policy (https://www.ordnancesurvey.co.uk/about/governance/policies/gaelic-names.html) adopting the Gaelic orthographic conventions agreed by the Scottish Qualifications Authority and is a partner in Ainmean-Àite na h-Alba.	
Translating and Interpreting Service Standards		
59. Review translation and interpreting services and confirm they are in line with industry standards.	2016 Achieved. Included in new Design Tender and new translation agency to be used for the translation of the Annual Report.	
IMPLEMENTING AND MONITORING		
Publicising the plan		
Commitments/delivery dates	Progress	Status
Plan published bilingually on website	Achieved – October 2015	
Issue a bilingual press release announcing the approval and publication of the plan	This was not achieved in 2016 as the Commission was focusing PR activity on campaign specific releases. Gaelic press release was issued following the Annual Review by BnG in 2017. In addition, there was a press release following successful Annual Review of GLP by Board in August, and we have also produced a PR in Gaelic to use on social media when new Policy Plan was approved in Oct 2017. BnG content Status changed to GREEN.	
Arrange for media interviews to be offered in Gaelic and English	Good relationship with BBC Alba and frequent Gaelic interviews are organised with the Commission's Gaelic spokesperson Commissioner Maciver.	
Tell staff and stakeholders about the new plan and how to access it through newsletters and the intranet	GLP promoted internally through the weekly staff newsletter, and it is available on the intranet. Show and Tell June 2017. Staff will be engaged in draft of new GLP	
Raise awareness of the plan through social media	GLP promoted on both Twitter and Facebook in English and Gaelic. Tweets had a reach of 1039 with 16 interactions in June 2017. Facebook posts had a reach of 172 people and 2 interactions. In 2018, Tweets had a reach of 1751 with 2 interactions and Facebook posts had a reach of 1436 people and 74 interactions.	
Monitoring the Implementation of the Plan internally		
The Crofting Commission will monitor the implementation of the plan through regular reporting to the Commission's Senior Management Team and a quarterly discussion at the Commission Board meetings. The Board will also receive a detailed annual report on progress, which will then be submitted to Bòrd na Gàidhlig.	Monitoring report developed and discussed at Senior Management team. Annual review sent to Commissioners with Board paper and submitted to BnG in Sept each year.	

LESSONS LEARNED/ADDITIONAL INFORMATION:

COPY OF BLANK MONITORING REPORT

CROFTING
COMMISSION



GAELIC LANGUAGE PLAN 2020-2025
MONITORING REPORT

BASE-LINE INFORMATION	
Approval date of Gaelic Language Plan	
Senior officer with overall responsibility for the Plan	Jane Thomas, Head of Compliance
Officer with day-to-day responsibility of the Plan	As above
Date of submission of monitoring report	

STATUS KEY	
On track – minimal or no issues that can impact on quality or delivery of output to schedule.	
Delay in delivery timeline and/or quantity/quality of output within parameters of the Plan.	
Significant delay in output delivery/ output delivery will not be achieved within plan's timeline.	

HIGH LEVEL AIMS			
ITEM	COMMITMENTS	PROGRESS	STATUS
CORPORATE SERVICES COMMITMENTS			
ITEM	COMMITMENTS	PROGRESS	STATUS
VISIBILITY			
ITEM	COMMITMENTS	PROGRESS	STATUS

STAFFING			
ITEM	COMMITMENTS	PROGRESS	STATUS
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DAY-TO-DAY OPERATIONS			
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COMMUNICATIONS			
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CORPUS			
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LESSONS LEARNED / ADDITIONAL INFORMATION:



GAELIC LANGUAGE PLAN

Plana na Gàidhlig

2019 – 2024

This plan has been prepared under Section 3
of the Gaelic Language (Scotland) Act 2005

FOREWORD

This is East Lothian Council's first Gaelic Language Plan, and sets out our ambitions for Gaelic over the next five years, to 2024.

Our aim is to contribute to the Scottish Government's vision of safeguarding the future sustainability of the Gaelic language by enhancing the profile of the language and providing more opportunities for our communities to communicate in Gaelic. The plan will also support implementation of the Scottish Government's National Outcome 'We take pride in a strong, fair and inclusive national identity'.

We see this first iteration of our Gaelic Language Plan as a starting point for developing and improving our current Gaelic provision. Our commitments within the Plan set out what we will do to raise the status of Gaelic in a proportionate way whilst meeting our commitment to the aspirations and objectives included in the National Gaelic Language Plan and the Gaelic Language (Scotland) Act 2005.

Monica Patterson
Chief Executive
East Lothian Council

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Summary

East Lothian Council recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. East Lothian Council is committed to the objectives set out in the *National Gaelic Language Plan* and has put in place the necessary structures and initiatives to ensure that Gaelic has a sustainable future in Scotland.

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

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

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

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

The key components of our Gaelic Language Plan are:

Chapter 1 – Introduction

This chapter provides the background and context relating to the preparation of Gaelic Language Plans under the 2005 Act and the structure of East Lothian Council's main areas of operation. It also provides some background information on the use of the Gaelic language in East Lothian.

It shows how we intend promoting the use of Gaelic in service planning and delivery and how we will take account of Gaelic and our Gaelic Language Plan when drafting new policies and considering new strategies.

Chapter 2 – Commitments

This chapter sets out how East Lothian Council will use, and enable the use of, Gaelic in relation to our main business functions. It covers key areas of operation such as corporate identity, signage, communication with the public and the use of Gaelic on our website. This chapter sets out the level of Gaelic language provision to which we are committed to providing in the lifetime of the Plan.

Chapter 3 – Implementation and Monitoring

This chapter sets out how the implementation of our Gaelic Language Plan will be taken forward, and how implementation and outcomes will be monitored.

1. INTRODUCTION

The Gaelic Language Plan

The Gaelic Language (Scotland) Act 2005 (The Act) seeks to secure the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language.

The Act builds on and sits beside other measures to support the rights of minority languages, including: the UN Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities (1992); and, the Council of Europe's European Charter for Regional or Minority Languages (1992).

The Act established Bòrd na Gàidhlig as an executive non-departmental public body, responsible through Ministers to the Scottish Parliament with responsibility for promoting Gaelic development and providing advice to the Scottish Ministers on Gaelic issues. The Act requires Bòrd na Gàidhlig to prepare a National Gaelic Language Plan and gives it the power to request that public authorities, including local authorities, prepare and publish Gaelic Language Plans. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising its status and profile and creating practical opportunities for its use.

Bòrd na Gàidhlig provides public authorities with official notification of when they must prepare their Plan and details of the high level aims which should be met by the Plan. East Lothian Council received official notification from Bòrd na Gàidhlig in May 2018 that it has to prepare a statutory Gaelic Language Plan under the framework of the Act. The notification set out the corporate service aims and seven high level aims the Plan should meet under three headings as set out in the National Gaelic Language Plan 2018-23.

Using Gaelic – support existing and new Gaelic language and culture groups in East Lothian to help grow the profile and use of Gaelic.

Promoting Gaelic – undertake the duty outlined in the Education (Scotland) Act 2016 to promote, in such manner as it thinks appropriate, the potential provision for Gaelic medium and Gaelic learner education to East Lothian residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic medium education.

Once approved by Bòrd na Gàidhlig, promote the plan and its key commitments to residents of the council area.

Include aspects of Gaelic language and culture to pupils educated by East Lothian Council, with the aim of attracting more young people to learn and use Gaelic.

Learning Gaelic – establish a dialogue with the Gaelic Learning in the Primary School (GPS) consortium, with a view to establishing Gaelic Learner Education within the council area during the lifetime of the plan.

Support families and groups of families within the council area to access opportunities for Gaelic early years and/ or primary school provision.

Support and encourage Gaelic learning opportunities for adults in East Lothian Council area, including an active and on-going dialogue with Newbattle Abbey College.

The Act requires public bodies to bring the preparation of their Gaelic Language Plan to the attention of all interested parties. East Lothian Council has consulted publicly on the draft of its Gaelic Language Plan and has taken into account representations made to it during the consultation process.

East Lothian Council

One of Scotland's most scenic areas, East Lothian covers some 270 square miles and includes some 43 miles of coastline. It extends from Musselburgh, its largest town, eastwards to Dunbar and beyond to its boundary with Scottish Borders. Other principal towns in East Lothian are Haddington, Tranent, North Berwick and Prestonpans.

East Lothian currently has a population of around 105,000 and is one of Scotland's fastest growing local authority areas with projected population growth of around 1,000 a year over the next 20 years.

East Lothian Council is committed to working together with its partners and the people and communities of East Lothian to achieve the vision that *'East Lothian should be even more prosperous, safe and sustainable, with a dynamic and thriving economy that enables our people and communities to flourish.'*

East Lothian Council is responsible for over 100 public services including education, adult social work, children's services, community housing, environmental health, leisure, planning, building control, waste management, roads maintenance, civil registrations, burial grounds, licensing services and economic development.

In partnership with our communities we have identified four strategic themes, which lie at the heart of the Council Plan

Growing our Economy – to increase sustainable and inclusive economic growth as the basis for a more prosperous East Lothian.

Growing our People – to give our children the best start in life and protect vulnerable and older people.

Growing our Communities – to give people a real say in the decisions that matter most and provide communities with the housing, transport links, community facilities and environment that will allow them to flourish.

Growing our Capacity – to deliver excellent services as effectively and efficiently as possible within our limited resources.

These are set within the context of an overarching aim to *‘reduce inequalities within and across our communities.’*

The council employs around 4,800 employees (c.3,800 permanent, 550 temporary and 400 casual/ relief staff). Over 1,500 fte staff (43.5% of the total) are employed in the education service, including teachers and support staff.

East Lothian Council operates from three main offices: John Muir House (Haddington), Penston House and Randall House (both in Macmerry). The council has 230 operational properties including secondary schools, primary and nursery schools, Children’s Homes and a Child and Family Centre, Care Homes, 12 libraries and Community Centres.

Gaelic in East Lothian

Lowland Scots rather than Gaelic would have been spoken in East Lothian. However, there are some examples of place names in East Lothian having Gaelic origins, such as:

- Cuil Choinnich – Cockenzie (the neuk of Coinneach – Kenneth)
- Craobhbarraidh – Carbery (at the palisade)
- Fan Taisidh – Phantassie (at the damp slope)
- An garbh-Allt – Garvald (the rough burn)¹

The Jacobite army that fought in the Battle of Prestonpans (1745) was largely made up of Gaelic speaking Highland clansmen and the interest in commemorating the Battle has resulted in the provision of some bi-lingual road signs and place names around the battlefield site.

The 2011 census recorded 728 people in East Lothian with some understanding or ability to speak, read or write Gaelic. Just under 400 of these self-reported as being able to speak Gaelic – 0.41% of the population aged over 3, compared to 1.1% across Scotland. The detailed breakdown of the 2011 census data showed:

- 251 people understand but do not speak, read or write Gaelic
- 171 people speak, read and write Gaelic
- 180 people speak but do not read, or write Gaelic
- 46 people speak and read but do not write Gaelic
- 56 people read but do not speak or write Gaelic
- 24 people with some other combination of skills in Gaelic.

The council currently has no data on the number of Gaelic speakers or Gaelic learners amongst its staff. It is due to carry out a staff skills audit in 2020 and this will allow it to gather such information.

¹ Research by Ainmean-Alte na h-Alba & Bord na Gaidhlig

Gaelic in an education setting

East Lothian Council recognises and values and importance of Gaelic language as part of strategic planning and development of language learning and of the rights of our young people to access education in Scotland's indigenous languages.

In terms of education, Gaelic is defined by two distinct approaches to development; Gaelic Medium Education (GME) and Gaelic Learners Education (GLE).

“Gaelic Medium Education is high-quality learning through immersion. Alternative models lead to the dilution of standards and as such are non-compatible with the development of strong and sustained GME.” Education Scotland Lead Inspector for GME, Joan Esson, June 2015

Nationally, GME is defined by Education Scotland as follows: GME is based on the principle of language immersion. GME provision should encompass the four contexts of the curriculum within Curriculum for Excellence:

- the ethos and life of the school as a community
- curriculum areas and subjects
- interdisciplinary learning
- opportunities for personal achievement

Education Scotland strongly advises that GME is not merely language learning, it is also the delivery of subjects through the medium of Gàidhlig and Gàidhlig at the heart of the life, culture and ethos of the school.

The Education Scotland Act (2016) and Statutory Guidance on Gaelic Education include three key proposals regarding GME:

1. Authorities have a duty to promote and support GME
2. Establishment of a statutory process for authorities to assess parental requests for GME
3. Development of statutory guidance arrangements for the delivery of Gaelic education in schools and by authorities

Gaelic Medium Education in East Lothian Council

East Lothian Council currently provides GME through a partnership arrangement with City of Edinburgh Council. Partnership arrangements support developing capacity and effective resourcing across the region and high-quality Gaelic Medium learning for children and young people. This provision will be planned and assessed by East Lothian Council and local partners with local demand being assessed and monitored as part of ongoing future planning. This provision is supported by East Lothian Council and available on application by parents. Support and communications for parents wishing their children to access Gaelic Medium Education has been identified as an aim of the East Lothian Gaelic Language Plan and is included in the actions listed below.

In 2018/19 a total of 17 primary school learners from East Lothian attended City of Edinburgh GME provision at Parkside Primary / Bun-sgoil Taobh na Pàirce), and three secondary learners attended James Gillespie's High School.

Parents also have access to Gaelic Medium Playgroups in City of Edinburgh through partner providers and at a range of locations across the city. More information is available via Cròileagan Dhùn Èideann's website: <http://www.gaelicplaygroup.com/>

East Lothian Council lead officers support the ongoing development of effective partnership working across the South-East Improvement Collaborative (SEIC) and lead support for schools in developing Gaelic learning.

Gaelic Learners Education (GLE)

Gaelic Learners Education (GLE) refers to Gaelic learning as an additional language in an English Medium Education context.

According to the Education Scotland advice and guidance on GLE: "In English medium education, Gaelic language learning is part of children's and young people's entitlement to learning a language. Gaelic Learner Education is an overarching term which spans across 3-18 provision." ([Gaelic Education 3-18 in Language Learning in Scotland: A 1+2 Approach](#))

Gaelic Learner Education (GLE) provides young people with progressive opportunities to learn Gaelic language and experience Gaelic culture as part of the wider offer of languages across East Lothian Council schools. GLE is an area which is currently undeveloped in East Lothian schools, but is planned through the Gaelic Language Planning process. This will include seeking opportunities to promote the use of the Stòrlann 1+2 Languages website and resources, Go Gaelic (<https://go-gaelic.scot/>). This area is being developed in collaboration with key local and national partners including Bòrd na Gàidhlig, regional local authorities, higher and further education establishments, schools and parents.

An East Lothian and Midlothian Councils' Gaelic Education Steering group has been established to support the strategic development of Gaelic language in schools and includes key local authority officers, primary and secondary teachers, parents and local partners. Key local partners include Newbattle Abbey College which offers professional development and engagement opportunities for schools, parents and learners. Teachers who have experience or an interest in Gaelic learning have been identified through email requests and local training opportunities are being developed and offered.

East Lothian Council is working with schools in neighbouring areas where GLE is currently being delivered (James Gillespie's High School, City of Edinburgh) and offering opportunities through digital solutions to open up Gaelic learning to learners across the region.

Gaelic in a non-education setting

East Lothian Council Library services provide Bookbug bags in Gaelic at each of the following stages:

- Baby (gifted by the health visitor at around 6 weeks)

- Toddler (gifted by the health visitor at around 18 months)
- Explorer (gifted by nurseries at 3)
- Family Bag (gifted through schools in P1)

A stock of Gaelic language books is available at Library Headquarters and 28 items are available in children's collections across East Lothian libraries. Requests for Gaelic items are infrequent; however this may be due to a lack of awareness and so has been identified as an area for development in the Gaelic Language Plan.

Library services have explored Gaelic Bookbug sessions supported by a volunteer in the past and a number of families were interested in participating. Again, this is an area which has been identified for future development in the Gaelic Language Plan and can be supported by Bòrd na Gàidhlig Early Years Bookbug training, although this may require someone who is a Gaelic speaker who would volunteer to support the development of this service.

In terms of community learning, there are no current classes for adults though the East Lothian Community Learning programmes. However, courses and events are currently offered by Newbattle Abbey College and through the Gaelic Language Planning process, and officers have started promoting these activities through their communication channels and networks. Community Learning & Development (CLD) have been involved in the development of local Gaelic Language Planning with a view to identifying opportunities to offer Gaelic language in their learning programmes.

Other partners and areas of interest with links to Gaelic language are being identified including local place name mapping work and identification of local tourist attractions with a link to Gaelic language e.g. around the Battle of Prestonpans which has promoted the use of Gaelic through bi-lingual signage around the battle site in recognition of the involvement of Gaelic speakers from the Highlands in the Jacobite army that fought in the battle.

Implementing the National Gaelic Language Plan

East Lothian Council is committed to ensuring that the National Gaelic Language Plan is implemented, and is committed to making an active offer of all Gaelic or bilingual services and resources. In this section, we set out how we will achieve that aim.

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

East Lothian Council recognises that a sustainable future for Gaelic requires more people to learn the language and that attention requires to be focused on the home, education and adult learning as the key means of achieving this. Actions to help create a supportive

environment for growing the number of Gaelic speakers in East Lothian are detailed in Gaelic Language Acquisition and Usage section of our commitments (section 2.5).

The council's Integrated Impact Assessment process will be amended to include screening questions relating to Gaelic and signposting those who are developing relevant new policies to this policy and the National Gaelic Language Plan to ensure that policies are developed in line with the Plan.

2. COMMITMENTS

In its statutory *Guidance on the Development of Gaelic Language Plans*, Bòrd na Gàidhlig notes that creating the right environment for the use of Gaelic in public life is one of the key components of language regeneration. The Bòrd has identified four core areas of service delivery that it wishes public bodies to address when preparing Gaelic Language Plans:

East Lothian Council is committed to ensuring that the National Gaelic Language Plan is implemented, and in this section we set out how we will achieve that aim. The actions East Lothian Council will take to meet its commitment to the objectives of the National Gaelic Language Plan for Gaelic are set out under five headings:

Identity and Status including, corporate identity and signage and expanding visibility, audibility, recognition and respect for Gaelic

Communications, including, reception, telephone, mail and e-mail, forms and complaints procedures

Publications, including, public relations and media, printed material and websites

Staff, including, recruitment and training.

Gaelic Language Acquisition and Usage: enabling people to develop speaking, reading and writing skills in Gaelic and enabling the use of Gaelic in a range of social, formal and work settings.

East Lothian Council recognises that action in each of these areas can help raise the visibility and profile of Gaelic and bring greater opportunity for Gaelic speakers to use the language,

The council will ensure that Arms-Length External Organisations and third party service providers are aware of the council's plan and expectation that they will adhere to the principles and / or commitments in the plan.

Any developments or initiatives to promote Gaelic will be undertaken within existing resource capacity. For example, the provision of bi-lingual road signs would be done on a renewal/ replacement basis.

The Council will adhere to the most recent Gaelic Orthographic conventions and place-names advised by The Gaelic Place-names Scotland.

2.1 Identity and Status

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

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
Corporate Identity	East Lothian Council's corporate identity does not include any Gaelic language elements	We will review the council's corporate identity and brand guidelines to ensure the inclusion of Gaelic in the council logo, signage in, and on council buildings and into email sign offs on a new or renewal basis, ensuring equal respect for Gaelic and English	The Council's 'Brand' guidelines will incorporate guidelines for the use of Gaelic language in the Council's corporate identity	Communications Manager	September 2021
Signage	Very little bilingual signage exists in East Lothian	Current provision of signage will be audited to identify 'Welcome to East Lothian' road signs which will include Gaelic when they are renewed	Welcome signs at the main entry points into East Lothian will include Gaelic, demonstrating equal respect for Gaelic and English	Communications Manager and Road Services Manager	April 2024

2.2 Communications

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

East Lothian Council recognises the importance of creating opportunities for the practical use of Gaelic in communications with its citizens and will increase its level of provision on an incremental basis.

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
Reception	Although the Council currently does not have any specific Gaelic provision in reception areas. The council's Translation and Interpretation services includes provision of Gaelic	<p>A review of the council's Translation and Interpretation services will ensure the provision of Gaelic when requested</p> <p>Training for reception staff in how to meet customer needs and ensuring that the needs of people who speak languages other than English, including Gaelic</p> <p>The provision of Gaelic within the Translation and Interpretation service will be promoted to ensure equal respect for Gaelic. Customers who speak Gaelic will be able to request translation in the Gaelic language</p>	<p>Customers coming into reception areas in Council offices will be engaged with appropriately no matter what language they speak</p> <p>All customer services / contact centre staff will be aware of how to access support for communicating in Gaelic</p>	<p>Equalities Officer and Customer Feedback Manager</p> <p>Service Manager Customer Services</p>	April 2021

Telephone	The council currently does not have any provision for telephone call handling in Gaelic	<p>A review of the council's Translation and Interpretation services will ensure the provision of Gaelic</p> <p>Training for customer services/ contact centre staff in how to meet customer needs and ensuring that the needs of people who speak languages other than English, including Gaelic</p> <p>The provision of Gaelic within the Translation and Interpretation service will be promoted to ensure equal respect for Gaelic. Customers who speak Gaelic will be able to request translation in the Gaelic language</p>	<p>Customers contacting the council by telephone will be engaged with appropriately no matter what language they speak</p> <p>All customer services / contact centre staff will be aware of how to access support for communicating in Gaelic</p>	<p>Equalities Officer and Customer Feedback Manager</p> <p>Service Manager Customer Services</p>	April 2021
Mail and Email	The council currently does not have an agreed policy on how to respond to Gaelic mail and e:mail	A review of the council's Translation and Interpretation services will ensure the provision of Gaelic. Mail or e:mail received in Gaelic will be translated and responses will be provided in Gaelic within an agreed timescale, demonstrating equal respect	All staff will be made aware of the provision to translate mail and email from and into Gaelic	Communications Manager and Customer Feedback Manager	April 2021
Forms (including	The council currently	A review of the Council's	All staff will be made	Service Manager	April 2021

complaints procedure and handling of complaints)	does not have any forms in Gaelic	<p>Translation and Interpretation services will ensure the provision of Gaelic</p> <p>The council's website includes an accessibility and translation facility that includes Gaelic</p> <p>All forms and document, such as the council's complaints procedure, that are put on the website can be translated into languages including Gaelic</p> <p>Forms or complaints submitted in languages other than English, including Gaelic, will be dealt with appropriately and if requested in the relevant language</p>	aware of the website facility that allows all on-line forms to be translated into Gaelic	Customer Services and Customer Feedback Manager	
Public Meetings	The council does not currently offer services for the use of Gaelic in public meetings	The provision of Gaelic within public meetings will be reviewed should this service be asked for	A review of the provision of Gaelic at public meetings if there is a demand for this service.	Service Manager Improvement, Policy and Communications	Within the lifetime of this plan

2.3 Publications

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

East Lothian Council is committed to increasing the use of Gaelic in areas where the subject matter is of most interest to the general public or relates specifically to Gaelic issues.

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
Website	The council website has an accessibility and translation facility that enables the site and all documents on the site to be translated into Gaelic	Review the use of the translation facility Ensure that any documents and forms that should be available in Gaelic are on the website thereby allowing them to be translated	All documents and forms that should be available in Gaelic are on the website thereby allowing them to be translated	Communications Manager	April 2020
Public Relations and Social Media	The council does not have guidelines relating to the use of Gaelic in press and social media	Review the use of languages other than English, including Gaelic in press and social media	All press releases on the council website will be translatable into Gaelic	Communications Manager	April 2020
Printed material – council documents and papers	The council does not have a policy relating to the use of Gaelic in printed material	Review the use of languages other than English, including Gaelic in printed material	Printed material that should be available in Gaelic are on the website thereby	Communications Manager	April 2020

			<p>allowing them to be translated</p> <p>However, under the principle of equal respect, service users will be able to request a hard copy of documents in Gaelic</p>		
Printed material in libraries	There are few books or other printed resources in Gaelic in council libraries	The Library service will promote the availability of bilingual material and consider the purchase of new books in Gaelic through direct request.	The Library service will hold a stock of printed and digital resources in Gaelic	Service Manager Customer Services and Senior Librarians	September 2021
Public Exhibitions and Heritage	The council has not made any provision for Gaelic in any exhibitions it holds	The Museum and Library services will review their exhibitions policies and will make provision for Gaelic in exhibitions	Museums and Library services exhibitions policies make provision for Gaelic in exhibitions as appropriate	Service Manager Customer Services and Team Manager Museums	September 2021

2.4 Staff

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

The use of Gaelic in advertising also helps recognise that Gaelic should be used in public life and that Gaelic users have an important role to play within a public authority. Whatever the level of Gaelic skills required it is important that authorities ensure that Gaelic is a genuine occupational requirement.

East Lothian Council recognises the importance of seeing Gaelic as an important job skill and of identifying situations in which its use is essential or desirable and we recognise the importance of enabling staff to develop their Gaelic skills if they can and want to deploy them in support of the Council's Gaelic Language Plan.

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
Recruitment	All council jobs are advertised on the myjobscotland website which does not have a language translation function	If a job has Gaelic as a requirement, the job advertisement will be both in Gaelic as well as English COSLA (responsible for the myjobscotland website) will be approached to consider adding a language translation facility to the website and application forms	Bilingual adverts for posts requiring Gaelic will appear on myjobscotland	HR Business Partner	April 2021
Training and Language Learning	No staff training is available in Gaelic as there has been no demand for this to date. Training is being developed for teachers to support learning &	Explore & assess demand for Gaelic learning for staff Identify possible training models & approaches (e.g. Gaelic awareness, members' briefings, language learning etc.) Work with local partners to	Improved staff engagement in and awareness of Gaelic language	Organisational Development officers ELC lead officers Gaelic Strategic group	April 2023

	teaching in Gaelic in schools	promote Gaelic learning opportunities locally (e.g. Newbattle Abbey College)			
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2.5 Gaelic Language Acquisition and Usage

East Lothian Council recognises that a sustainable future for Gaelic requires more people to learn the language and that attention requires to be focused on the home, education and adult learning as the key means of achieving this. We will take the following steps to help create a supportive environment for growing the number of Gaelic speakers in East Lothian.

In addition, recognising the council's role as a Corporate Parent the council's Corporate Parenting Plan will set out how children and young people in care will receive equal opportunities in learning Gaelic and how the council will meet the needs of children and young people in care with Gaelic language skills.

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
Gaelic Medium Education (GME)	Currently delivered through partnership agreement with City of Edinburgh Council Local strategic steering group has been convened to support ongoing planning and development	Track and monitor uptake of GME and evaluate council information regarding GME provision Promote GME through communications channels & networks Work in partnership with City of Edinburgh to support and sustain	Data on numbers of pupils attending GME To support and sustain current provision arrangements To ensure clear information is available regarding ELC GME provision In line with the	ELC lead officers Gaelic Strategic group	April 2024

	<p>GME learner data is being gathered</p> <p>Contact with parents is underway to support collaborative planning</p>	<p>current arrangements and to align planning around GME.</p> <p>Promote / support pre-school and school age GME – mainly through existing partnership provision</p> <p>Families – support pack for families; review website information; engage with parents</p>	<p>Statutory Guidance on Gaelic Education and the Education (Scotland) Act 2016</p> <p>To increase uptake of GME in line with local and national plans</p>		
Gaelic Learners Education (GLE)	<p>There is currently no GLE in East Lothian</p> <p>Interested teachers have been identified</p> <p>Teacher introduction to Gaelic courses taking place in May 2019</p> <p>A group of teachers has been identified to attend Sabhal Mòr Ostaig courses in 2019/2020</p> <p>Partnership development of</p>	<p>Support schools with planning and development of GLE through provision of learning and teaching resources and professional development for teachers</p> <p>Promote uptake of regional SQA accredited courses</p> <p>Develop Gaelic learner opportunities as part of 1+2 and via partners (for us that would be Newbattle, the E-Sgoil or schools in Edinburgh). Identify opportunities to promote use of the Stòrlann Go Gaelic website to support teacher development in basic Gaelic language skills</p>	<p>Increased numbers of schools and pupils engaging with GLE</p> <p>Increased numbers of teachers taking up opportunities for development in Gaelic language</p> <p>Locally developed Gaelic teaching resources available for teachers and schools</p>	ELC lead officers Gaelic Steering Group	April 2024

	language resources in Gaelic has been planned with Newbattle Abbey College	Develop Gaelic learner opportunities as part of 1+2 and via partners (for us that would be Newbattle, the E-Sgoil or schools in Edinburgh)			
Adult Learning	No Gaelic currently is being offered by CLD Partnership opportunities are available and are starting to be promoted locally	Identify and assess opportunities for adult learning Work with local partners to provide and promote adult / community learning of Gaelic Identify Gaelic speaking members of the community interested in the promotion and development of Gaelic language	Increased offer of local community Gaelic language learning opportunities Engagement with the Gaelic speaking local community	Gaelic language strategic implementation group	April 2024
Gaelic in Communities, Partnerships and networks	Engagement and partnership working underway with local Gaelic language partners Partnership representation on the ELC Gaelic steering group ELC is represented by	Continue to engage with local and national partners to support the development of local Gaelic learning opportunities and GME provision Engage with the GLE consortia to evaluate opportunities for Gaelic language staff development. Identify key local partners (business, tourism etc.)	Enhanced provision of Gaelic learning and development Increased engagement with and awareness of Gaelic language	ELC lead officers Gaelic language strategic implementation group	April 2024

	lead officers on national Gaelic networks e.g. Gaelic Language Network (GLAN)	Continue to attend national network events, communicate opportunities and information relating to Gaelic language and promote staff development			
Gaelic in the Arts	The Council has not made any provision for Gaelic in arts, heritage and recreation	The council's arts service will review its policies and make provision for Gaelic arts activities	The arts service's policies will make provision for Gaelic arts activities	Service Manager Connected Communities and Arts Manager	September 2021

3. IMPLEMENTATION AND MONITORING

East Lothian Council's Gaelic Language Plan will be published bilingually on our website and copies will be made available on request. In addition, we shall make the plan known to the public via a press release and social media and to employees via our Intranet.

This plan is the policy of East Lothian Council and has been endorsed both by our Council Management Team and Council members.

The Council's Integrated Impact Assessment process will be amended to include screening questions relating to Gaelic and signposting those who are developing relevant new policies to this policy and the National Gaelic Language Plan to ensure that policies are developed in line with the Plan.

The Chief Executive will be responsible ultimately for ensuring that the council delivers on the commitments set out in this Plan.

Individual responsibility for various actions set out in Chapter 2 of the Plan has been assigned to relevant staff members and we have set out the individual target dates for when we expect to implement specific commitments.

The council will monitor the implementation of the Gaelic Language Plan through a bi-annual update on progress in implementing the actions set out on Chapter 2. These monitoring reports will be submitted to Bòrd na Gàidhlig.

Contact details

The senior officer with operational responsibility for overseeing preparation, delivery and monitoring of East Lothian Council's Gaelic Language Plan is:

Sharon Saunders
Head of Communities and Partnerships
ssaunders1@eastlothian.gov.uk

Queries about the day-to-day operation of the plan should be addressed to:

Paolo Vestri
Service Manager Improvement, Policy and Communications
pvestri@eastlothian.gov.uk



South Ayrshire Council

Draft Gaelic Language Plan

2019 - 2024

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on xx October 2020

FOREWORD

South Ayrshire Council has developed its second Gaelic Language Plan in line with the requirements of the Gaelic Language (Scotland) Act 2005 and outlines how we will take forward the work to promote and use Gaelic throughout the area that commenced in 2014. The Council is committed to continuing to working with Bòrd na Gàidhlig and our community to implement its Gaelic Language Plan in line with the 2005 Act.

The Council recognises the importance of Gaelic to our national culture and heritage and welcomes the opportunity to raise awareness and help secure, promote and develop the Gaelic language, heritage and culture for our current and future generations.

The South Ayrshire Gaelic Language Plan 2019-2024 sets out how we will take forward the progress made over the last five years, as shown in our Gaelic Language Plan 2014-17 Annual Progress Reports work, in a way that is both proportionate and relevant to South Ayrshire. The Plan details how the Council will work to support the objectives of the National Plan for Gaelic over the next five years and meet our obligations in an outcome focussed way that ensures our communities, stakeholders and partners can recognise our ongoing progress to promote and use Gaelic.

The Council's Gaelic Language Plan will contribute to raising the profile and visibility of Gaelic nationally and locally by sharing good practice, Gaelic medium resources and Gaelic voluntary organisation contacts and networks. The Plan and its associated actions will contribute to the Council's Equality and Diversity Strategy, which details our commitment to the general principles of fairness, equality and human rights and seeking to apply these principles in all that we do as a community leader, service provider, education authority and employer.

By including our Gaelic Language Plan within the equality and diversity work of the Council, we recognise and take into account the principle of equal respect of Gaelic, and ensure that this important work is mainstreamed within the Council.

As we continue our journey over the next five years, the Council aims to demonstrate through the Plan, that it values the Gaelic Language and the contribution of Gaelic speakers within our communities and makes a commitment to make an active offer for all bilingual (Gaelic/English) services and resources.

Councillor Brian McGinley
Portfolio Holder Economy and Culture
South Ayrshire Council

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1. Summary

South Ayrshire Council recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. South Ayrshire Council is committed to the objectives set out in the *National Gaelic Language Plan* and has put in place the necessary structures and initiatives to ensure that Gaelic has a sustainable future in Scotland.

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

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

The South Ayrshire Council Gaelic Language 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 facilitate the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic through taking a proportionate approach which recognises the area's tradition and current use of the language.

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

2. Structure of the Gaelic Language Plan

The key components of our Gaelic Language Plan are:

Chapter 1 – Introduction

This chapter provides the background and context relating to the preparation of Gaelic Language Plans under the 2005 Act and the structure of South Ayrshire Council's main areas of operation. It also provides a summary of the demography of the Gaelic language.

Chapter 2 – Core Commitments

This chapter sets out how the Council will use, and facilitate the use of Gaelic in relation to our main business functions. It covers key areas of operation such as corporate identity, signage, communication with the public and the use of Gaelic on our website. This chapter sets out *the basic minimum level* of Gaelic language provision to which we are committed to providing in the lifetime of the Plan.

Chapter 3 – Policy Implications for Gaelic: implementing the National Gaelic Language Plan

This chapter sets out how South Ayrshire Council will help implement the *National Gaelic Language Plan*. It also shows how we intend promoting the use of Gaelic in service planning and delivery of our services as appropriate.

Chapter 4 – Implementation and Monitoring

This chapter sets out how the implementation of our Gaelic Language Plan will be taken forward, and how implementation and outcomes will be monitored.

CHAPTER 1

3. Introduction

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

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

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. South Ayrshire Council carried out consultation on this Plan and feedback received informed and influenced the current GLP.

4. Approval of South Ayrshire Council's Gaelic Language Plan:

South Ayrshire Council's Gaelic Plan will be submitted for approval to Bòrd na Gàidhlig by the 3rd December 2019.

5. Overview of South Ayrshire Council

South Ayrshire Area

South Ayrshire is set in the south west of Scotland and covers a large area of 422 square miles (1,222 square kilometres). The area extends from Troon and Symington in the north to Ballantrae and Loch Ryan in the south. The largest towns are Ayr, Prestwick, Troon, Maybole and Girvan.

With a population of 112,470¹, South Ayrshire is in the mid-range of Scottish local authorities in terms of population and area size. However, South Ayrshire's population density of 92 persons per square kilometre¹ is lower than neighbouring North and East Ayrshire areas reflecting the rural nature of the area.

By 2039, the population of South Ayrshire is projected to decrease by 2% compared to the population in 2014. This change is not evenly spread across the different age groups. South Ayrshire's younger population (0-15 years) is projected to decrease by 7% and its working age population by 11%. The pensionable age population is, however, projected to increase by 21% by 2039. More dramatically, the number of people aged 75 and over is projected to increase by 82%. Consequently, the dependency ratio is expected to increase from 60% in 2014 to 96% in 2039².

This may suggest that in terms of an increasingly elderly population and decreasing younger population, there may be issues with increasing Gaelic medium learning. However, the Council is committed to being part of the Bòrd's long-term vision for public authorities in Scotland to be part of a national language-planning framework that support the development of Gaelic, to increase incrementally over time the level of Gaelic provision within public authorities - challenging though that might be.

¹ National Records of Scotland, 2016 Mid-Year Population Estimates

² National Records of Scotland, Population Projections (2014-Based)

South Ayrshire's residents are predominately White Scottish at 89.5% and White British at 7.0%³.

Compared to many other parts of Scotland, those who live in South Ayrshire generally enjoy longer life expectancy (ranked 16th out of the 32 Councils)⁴ and lower levels of unemployment⁵. School educational attainment in South Ayrshire is above the Scottish average⁶. The latest update to the Scottish Index of Multiple Deprivation in 2016 indicates that there are sharp contrasts in the prosperity of communities across South Ayrshire, with some experiencing significant deprivation while others are relatively affluent. A priority for the Council together with Community Planning Partners is to give everyone the same opportunity and enjoy the best quality of life possible.

For information on Gaelic place-names in the area and the history of Gaelic please use the following link which includes a resource by Iain mac an Tàilleir for place-names. For example: ÀÀÀ

- | | |
|--------------------------|--------------------------------|
| • South Ayrshire Council | Comhairle Siorrachd Àir a Deas |
| • Troon | An Truthail |
| • Prestwick Town | Baile Phreastabhaig |
| • Ayr | Inbhir Àir |
| • Girvan | Inbhir Gharbhain |

<http://www.scottish.parliament.uk/gd/visitandlearn/40900.aspx>

Operation of South Ayrshire Council

South Ayrshire Council is one of 32 unitary local authorities in Scotland. It is responsible for a range of services, including education, social work, waste management, planning and building standards, strategic housing, revenue and benefits, environmental health, sport, leisure, arts and culture, and emergency planning.

The Council is made up of 28 locally elected Councillors covering eight wards. The Council is the governing body for South Ayrshire's decision making and is the source of all delegated powers to strategic Committees, Sub-Committees, Joint Committees with other Councils, Boards (with the exception of the Licensing and Planning Boards). The Council's Committees are named panels. These are:

- Leadership Panel
- Audit and Governance Panel
- Partnerships Panel
- Public Processes Panel
- Service and Performance Panel
- Chief Officers Appointments/Appraisal Panel
- Appeals Panels (various)
- Regulatory Panel
- General Purposes Panel
- Local Review Body
- Licensing Board
- Ayrshire Joint Services Committee
- Health and Social Care Integration Joint Board

³ Census Scotland 2011

⁴ National Records of Scotland, Life Expectancy at Birth, 2013-2015

⁵ Annual Population Survey via NOMIS, April 2016 – March 2017

⁶ Scottish Qualifications Authority via Scottish Government 2015-16

Further details regarding Council structure and governance are available on the Council's website via the following link:

<http://www.south-ayrshire.gov.uk/councillors/panels/>

The work that the Council does to support the LOIP and meet the needs of our residents and visitors is set out in the Council Plan, with Directorate Plans detailing the specific responsibilities and action plans of services, and flows from its vision and values.

The Council's overarching ambition and vision is 'Working with our partners and communities to make life better in South Ayrshire'.

In order to achieve the vision, the Council has identified six strategic priorities:

- Effective leadership that promotes fairness
- Increase the profile and reputation of South Ayrshire and the Council
- Reduce poverty and disadvantage
- Make the most of the local economy
- Health and care systems that meet people's needs
- Enhanced environment through social, cultural and economic activities

The Council wishes to highlight the potential economic value of Gaelic to the local area and to the national Scottish economy and further information from research carried out, can be found at: <https://www.hie.co.uk/research-and-reports/our-reports/2014/november/12/gaelic-research-ar-stòras-gàidhlig/>

The Council views the Gaelic Language Plan as contributing to the Mainstreaming equality and diversity work of the Council, to make South Ayrshire a fairer, more inclusive and tolerant community.

6. Gaelic within South Ayrshire

Gaelic language skills in South Ayrshire

The proportion of the South Ayrshire population aged 3 and over able to speak Gaelic is 0.4% (387 people), and 0.7% (733 people) has skills in Gaelic³. This indicates that in South Ayrshire, the number of Gaelic speakers, expressed as a percentage of the total population, is the 4th lowest in Scotland. The following table provides more detailed information:

Table 1: Number of People aged 3 and over with Gaelic Language Skills³

Indicator	South Ayrshire (No.)	South Ayrshire (%)	Scotland (No.)	Scotland (%)
Speaks, reads and writes Gaelic	213	0.2%	32,191	0.6%
Speaks but does not read or write Gaelic	134	0.1%	18,966	0.4%
Speaks and reads but does not write Gaelic	40	0.0%	6,218	0.1%

Total Number of People Aged 3+ Who Speak Gaelic	387	0.4%	57,375	1.1%
Reads but does not speak or write Gaelic	58	0.1%	4,646	0.1%
Understands but does not speak, read or write Gaelic	261	0.2%	23,357	0.5%
Other combination of skills in Gaelic	27	0.0%	1,678	0.0%
Total Number of People Aged 3+ with Gaelic Skills (including understanding)	733	0.7%	87,056	1.7%
No Skills in Gaelic	108,805	99.3%	5,031,167	98.3%
All People Aged 3+	109,538	100.0%	5,118,223	100.0%

In looking at the Gaelic language skills in South Ayrshire over the last 10 years (Table 2 below) there has been a reduction across all categories with the exception of the number of people with an understanding of Gaelic at some level. This would suggest that there has been a rise in awareness of Gaelic, however fewer people are actually able to communicate (speak, read or write) in Gaelic in South Ayrshire.

The reason for this difference between knowledge and understanding categories is because, the Gaelic question in the 2011 Census questionnaire is slightly different to the Gaelic question in the 2001 Census questionnaire. In 2001, respondents were asked to state whether they understood ‘**spoken**’ Gaelic, whereas in 2011, respondents were asked if they understood Gaelic.

Therefore, to allow us to compare the change between 2001 and 2011 of those who can communicate in Gaelic, we have excluded those people who have only an “understanding” of Gaelic.

Table 2 highlights the reduction in those people with Gaelic speaking, reading and writing skills from 514 in 2001 to 472 in 2011.

The settlement locations of the 472 South Ayrshire residents who communicate in Gaelic (speak, read or write Gaelic) are detailed in the map provided below:

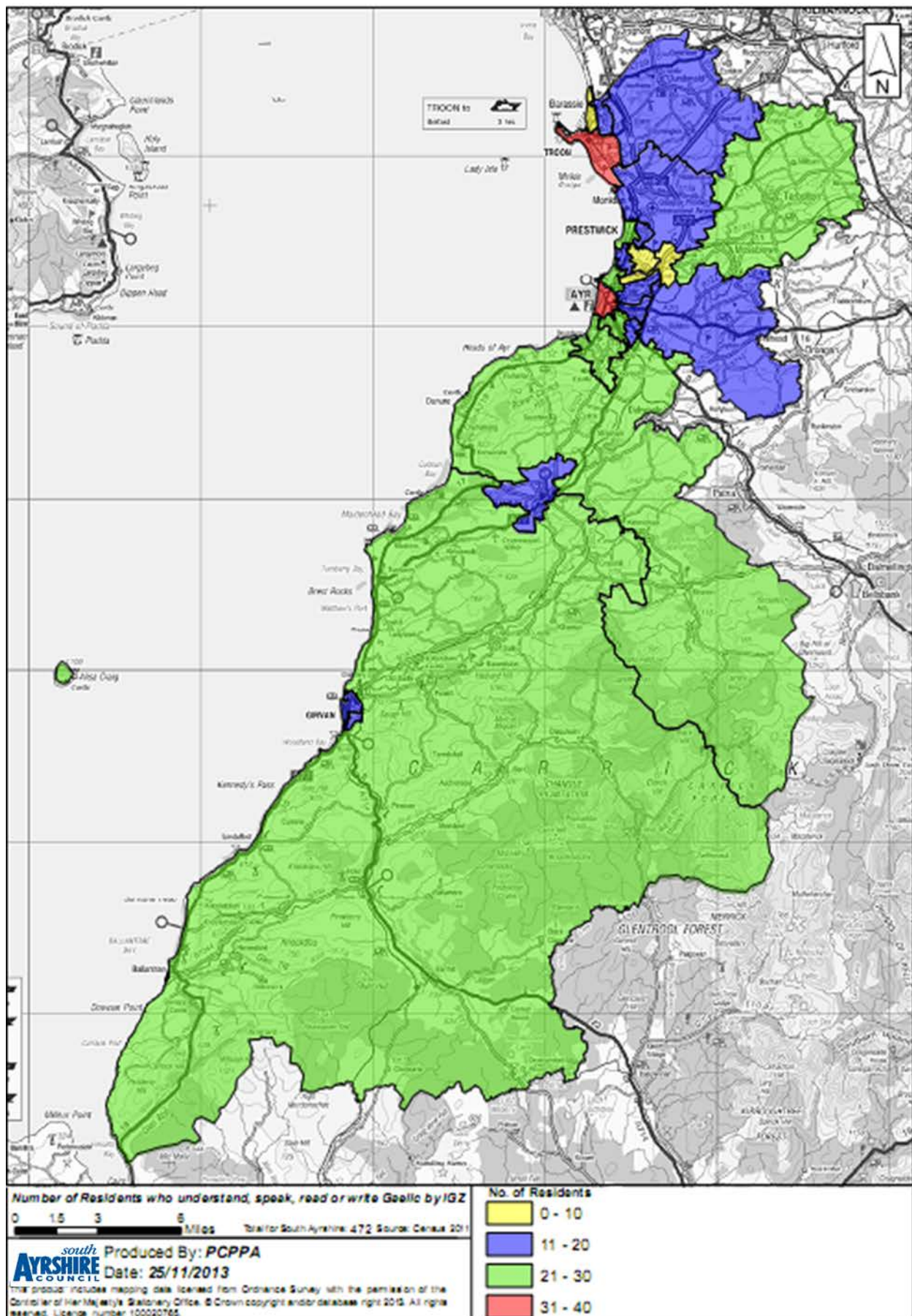
Table 2: Comparison of 2001 Census and 2011 Census data

Indicator	2001 Census	2011 Census	Percentage Change
Gaelic Speakers*	423	387	- 8.5
Gaelic Readers*	339	311	- 8.2

People who can write Gaelic*	221	213	- 3.6
People with knowledge of Gaelic at some level (includes speaks, reads, writes)	514	472	- 8.2
People with knowledge of Gaelic at some level (includes speaks, reads, writes & understands)	661	733	+ 10.9

**individuals can be counted more than once as shown in Table 1 above (speaks, reads and writes Gaelic)*

Settlement locations of South Ayrshire residents who communicate in Gaelic (speak, read or write Gaelic).



6.2 Gaelic language skills within the public authority:

At present there are no Council posts where the use of Gaelic is a designated responsibility, essential or desired requirement.

The Council, as part of its requirement to meet the Bòrd na Gàidhlig's guidance on the development of Gaelic Language Plans, agreed to conduct an audit of staff language skills (including Gaelic) in 2016. The staff language skills audit was promoted within the internal communications bulletin and Equality Champions promoted participation within their Directorates. The audit was carried out over four weeks and a total of 102 employees completed the survey. Employees were asked to complete a range of questions to discover any additional language skills that the staff currently have (including Gaelic) and to identify staff who would like to learn additional language skills. To ensure the inclusion of all staff, arrangements are in hand for the additional languages to be identified within the Council's Oracle self-service facility (which holds individual employee information including personal development details) when it comes on stream.

The staff language skills audit highlighted that a very small number of participants had a basic understanding of Gaelic and would be interested in learning a 'few simple phrases.' The employees identified as having an interest in learning Gaelic will be signposted to the 'Gaelic Awareness Course' on COAST and the Gaelic Conversation Group held within the library.

Staff Language Skills Survey 2016

The aim of the survey was to identify the current language skills of employees; to highlight any need or interest to develop language skills further and identify the preferred learning methods by those who want to pursue further language skills. 102 employees responded overall to the survey.

Gaelic

Q7. Please identify if you can speak, read, write or understand Gaelic.

Of the 86 participants who answered this question, 1 identified as having basic Gaelic reading skills, 1 has basic Gaelic speaking skills and 2 respondents can understand basic Gaelic at some level.

Q8. To what extent do you feel that the use of Gaelic should be increased within South Ayrshire?

Overall, nearly half (40%) of all respondents felt that the use of Gaelic should not be increased within South Ayrshire. However, more than a third (36%) felt that the use of Gaelic should be increased in South Ayrshire by a slight extent. More than 20% (21%) felt the use of Gaelic should be increased to some extent, and 3% felt it should be increased to a large extent within South Ayrshire.

Some respondents gave reasons why they chose their answer (see Word Cloud below) which were sorted in categories. The categories with the most responses were the 'Relevance of Gaelic to South Ayrshire' and 'Culture and Heritage'.



The public consultation process for the Draft Gaelic Language Plan 2017-2022 took place over a 7 week period beginning 4th October and closing on 22nd November 2017. There were 448 responses to the consultation via the online survey. A high percentage of these numbers were not connected to the Draft Gaelic Language Plan (DGLP). A significant number of respondents were concerned about the use of existing resources to implement the DGLP given the relatively low numbers of Gaelic speakers, writers and readers in South Ayrshire. Some positive responses related to increasing learning opportunities for older people due to the additional health benefits of learning a language.

6.3 Gaelic Medium Education within South Ayrshire

Since the publication of the Gaelic Language Plan 2014-17, there have been no requests for Gaelic Medium Education and so there are no children in Gaelic-medium education within South Ayrshire at present. However, the Education (Scotland) Act 2016 includes provisions that give parents the right to request an assessment of the need for Gaelic Medium Primary Education from their Education Authority and the Scottish Government has established a process for parents, which is supported by Statutory Guidance on Gaelic Education published by Bòrd na Gàidhlig. Where parents within South Ayrshire make such a request Educational Services will follow the Statutory Guidance.

As detailed in the Annual Progress Reports of the last GLP, there is no formal teaching of Gaelic Medium Education within South Ayrshire Educational Services. However, in addition to the school based learning shown below, the Libraries Service facilitates a voluntary Gaelic Learners group which meets each week at the Carnegie Library in Ayr.

There is also the provision of Gaelic Medium Education with East Ayrshire Council and South Ayrshire Council link in to this service when there is a demand for this. Students are transported to the McIlvanney Campus, Kilmarnock, to enable them to have the formal Gaelic Medium teaching. There are also links being made with North Ayrshire Council to engage with their new Gaelic Medium Education service.

6.4 School Based Learning

The considerable progress made over the last three years to promote Gaelic Language learning as part of the additional languages work within South Ayrshire schools (as set out

in the GLP Annual Progress Reports) and was recently recognised within a Primary HMIE Inspection:

“Other language work

- *Children at all stages are enthusiastically learning French. In P7 children identified aspects of the weather and could read the words aloud confidently with an appropriate accent. All children in the school have opportunities to learn Mandarin two terms each year. The foreign language students who deliver these lessons also develop children’s understanding of Chinese culture. Children in P1/2 have started to learn Gaelic. There are plans to extend the teaching of Gaelic to all stages in the school”*

Following on from the initial training and development of teacher capability and confidence in teaching, Gaelic Educational Services will focus on progressing the following areas within the next five years:

- Maintaining the delivery of Gaelic Language within the Queen Margaret Academy cluster, which is currently provided by four practitioners.
- Establish Gaelic Language learning within the Girvan cluster within the 1+2 Policy for children learning languages.
- Provide training to staff in Early Years Centres and further training to Primary school staff.
- Supporting the delivery of Gaelic Language for children aged 2-5 years initially in areas of deprivation within South Ayrshire that links with the ongoing work within Early Years Centres attached to the Scottish Attainment Challenge (currently involving 850 children aged 2-5 years). This is providing Gaelic input into the already established provision in the Early Years Centres.
- Early Years Centres across the authority will also be offered the opportunity to participate and engage in Gaelic Language learning.

The promotion of Gaelic in Early Years will include:

- Children in our Early Years settings having the opportunity to explore Gaelic language through their play, stories, music and arts.
- A focus on parental/carer engagement and participation in activities to help them develop their own knowledge and understanding of Gaelic language through their children and celebrate this at home
- Development of resources to support home link activities
- Use of social media to promote and raise awareness of Gaelic language activities and events.
- Building capacity amongst early years practitioners across the authority to support them to become more confident in using Gaelic language in day to day practice supported by the peripatetic early years practitioner.

A number of resources have been developed to allow this delivery, including;

South Ayrshire Music Services have compiled a song book and recorded a CD of songs and backing tracks for use in schools and our Early Years Centres.

Non-music based teaching materials have been developed along with flipcharts created by Jan Kersel (GLPS tutor) as available on the Promethean website.

On-line resources used in schools are from the Go-Gaelic website (www.go-gaelic.scot), Learn Gaelic (www.learnghaelic.scot), Gaelic 4 Parents (www.gaelic4parents.co.uk) and Twinkl (www.twinkl.co.uk).

These are the websites used to direct other teachers, parents and pupils to.

Non-web based resources, produced by Storlann, include flash cards, table mats and Gaelic translations of Dear Zoo (A' Shutha Chòir) and other simple books as well as CD's, including Baby Boom, Boom' Nursery rhymes in English and Gaelic supplied by Little Linguist.

Within many of our schools there will also be in-house produced bi-lingual (Gaelic/English) signage/labels in the classrooms and around the school.

To enable this work to be delivered Educational Services applied for funding to the Scottish Government and a grant was awarded of £12,000 for 2017/18 and to make best use of resources the service will collaborate with other Council services e.g. Culture and Sports on awareness raising events. One of the key Educational Services events currently being developed is a local Mod for children.

6.5 Community Based Learning

The Council does not have any formal community based learning of Gaelic at present. The Community Learning and Development Service does not have the capacity to introduce any new Gaelic initiative. However, where appropriate the service will take the opportunity to work in partnership with the Culture and Sport Service and Educational Services as mentioned above.

The Council has well established links with the University of the West of Scotland and with Ayr Academy and Queen Margaret Academy with its Gaelic learning facility being on the same Campus, the opportunity will be taken to explore options for partnership working to promote Gaelic.

6.6 Gaelic in the Community

The main locus of Gaelic community organisations and activity remains Glasgow, however as well as in South Ayrshire, there is a lot of community activity in North and East Ayrshire Council areas too, in which our communities can participate.

Currently there is the provision of the Gaelic Medium Education (GME) in East Ayrshire Council area plus the new GME provision due to open in North Ayrshire Council area.

Over the life of the Plan we will continue to liaise with Bòrd na Gàidhlig and community organisation contacts, to develop links and possible participation in existing and new projects. This will include establishing partnership working with the South Ayrshire Arts Partnership and Bòrd na Gàidhlig.

The Council's Culture and Sport Service will be considering the promotion of Gaelic and the progress of the Gaelic Language Plan at its regular Culture and Sport team meetings and proposed actions to date include:

- Working with young people to design and build a corporate resource to promote Gaelic to young people in schools, the whole community and in libraries.
- Raise awareness of the Gaelic Language Plan at cultural and leisure Ayrshire wide events.

In addition to the above, the service will explore holding awareness raising events and projects with local voluntary organisations.

The Council acknowledges that Gaelic is a special language that is respected as one of its community languages. For members of our community who request Gaelic interpretation and translation services, we use a range of translation and interpretation firms including the use of telephone interpreting services, in line with our well established arrangements for alternative languages.

6.7 Gaelic in the Council

Culture and Sport

The Council Library Services continues to provide free Internet access to library patrons and offer access to a variety of informal learning options e.g. <http://learngaelic.net/> The Cybercentre (located in the Carnegie library), as the flagship Learning Centre, offers a more extensive range of informal and formal learning options than the local library branches.

During the life of the Plan Library Services will continue to develop existing provision and resources to support Gaelic education and learning, arts, culture and heritage. Examples include:

- We will increase our stock of Gaelic Medium materials in South Ayrshire Libraries including Gaelic language learning materials e.g. Gaelic Dictionaries, to meet the demand for Gaelic Medium materials in the area.
- We will continue to pursue Gaelic E-book provision with our Ebook provider.
- We will continue to make available Book Bug Packs and promote their availability to partners.
- We will continue to build and refresh Bòrd na Gàidhlig information resources made publicly available in accessible formats via the Cyber Centre and the 11 libraries with public access PCs.
- Additional Gaelic resources will be made available to Secondary Schools via the Library Management System.
- We will look to make funding applications to support provision of Gaelic Speakers to attend the Gaelic Conversation Club.
- We will look to provide Gaelic musical evenings in Carnegie Library or Rozelle House Galleries.
- The Libraries Manager will liaise with Culture and Sport and Educational Services colleagues to support joint initiatives and events to promote Gaelic e.g. introduce contacts from the Glasgow School of Piping and National Mod Adjudicators who may be able to lead workshops in piping and singing (both choirs and individual singers).
- Libraries will ensure that information currently provided in alternative languages is also made available in Gaelic.
- Museum services will continue to progress the introduction of Gaelic into the Council's permanent and semi-permanent exhibitions and collection labels and information including the curating of the Tam o' Shanter exhibition with the Gaelic translation at Rozelle House and Maclaurin Galleries in Alloway.
- We will consider how to promote Gaelic at Rozelle House Galleries in Alloway and the McKecknie Institute in Girvan, in liaison with the Bòrd na Gàidhlig's Gaelic Arts and Culture Officer.
- We will continue to promote Gaelic music and artistic performance within our preview events where music is appropriate and publicise national cultural events and traditional music festivals.

Employees

The Council will enhance its reputation as an Employer of Choice by establishing systems and methods which demonstrate equal respect for Gaelic and English language applicants.

A total of 102 employees completed the staff language skills audit relating to a variety of community languages, including Gaelic and British Sign Language. Employees were asked to complete a range of questions to discover any additional language skills that the staff currently have (including Gaelic) and to identify staff who would like to learn additional language skills. The results of the survey will be added to the employee's individual profile on the Oracle self-service facility (para 6.2.2 refers).

The employees that are identified as having an interest in learning Gaelic will be signposted to the BBC 'Gaelic Awareness Course' on the Council's e-learning platform - COAST and to the Gaelic Conversation Group held within the Carnegie library via the staff communications bulletin.

The Council's Equality and Diversity Forum includes elected member representation from all political groups and meetings are held twice yearly with the Equality Champions network. Equalities Champions offer local support and information to their Directorate colleagues on all equality and diversity matters. Both of these groups have been actively involved in the development, promotion and implementation of this Plan and ensure that both leadership and staff are actively engaged and involved in its delivery.

Customer Service - Legal and Democratic Services

South Ayrshire Council is committed to providing high-quality customer services. We value all comments and complaints and use information from them to help us improve our services. Complaints can be made in any one of the following ways:

- Using the Online Complaints Form
- Email to the "Listening to You" mailbox
- Going into one of our Customer Service Centres, or any local office.
- Phone our Customer Services Team
- In writing

Each of these methods currently provide the opportunity to contact the Council and receive a response in Gaelic upon request as with all community languages. There have been no complaints made to the Council in Gaelic or requiring a response in Gaelic.

In addition, within the Council's Customer Service Centres - which provide a single point from which to access Council services, there are Council TV screens and we will continue to use this medium to raise awareness as part of our communications plan. The high number of people attending these centres will support us to reach our communities and raise awareness of Gaelic as promotional leaflets and resources will continue to be placed there.

6.8 Gaelic and Key Partners

To ensure that we maximise the potential of existing resources including knowledge and experience to promote Gaelic, we will work with our key partners and stakeholders. We are aware that the number of Gaelic speakers in this area has fallen over the years and there is merit in ensuring that as far as possible, awareness of Gaelic is raised over the duration of this plan by the Council and within existing budgets.

This would include agreeing a formal agreement with North and East Ayrshire Council in respect of accessing Gaelic Medium Primary Education. This partnership would enable our pupils in South Ayrshire to access GMPE until there was sufficient demand or a parental request for this.

Ayr University Hospital, NHS Ayrshire & Arran has attracted Gaelic speakers over the years to train and work and offers the opportunity to forge further links in partnership working over the duration of this plan.

Our key partners include:

- North Ayrshire Council
- East Ayrshire Council
- NHS Ayrshire and Arran
- South Ayrshire Integration Joint Board
- Police Scotland
- Scottish Fire and Rescue Service
- Crown and Procurator Fiscal's Office
- Ayrshire Valuation Joint Board
- Voluntary Action South Ayrshire
- The University of the West of Scotland
- Ayrshire College
- The South Ayrshire Equality and Diversity Forum

CHAPTER 2

7. Core Commitments

In its statutory *Guidance on the Development of Gaelic Language Plans*, Bòrd na Gàidhlig notes that creating the right environment for the use of Gaelic in public life is one of the key components of language regeneration. The Bòrd has identified four core areas of service delivery that it wishes public authorities to address when preparing Gaelic Language Plans:-

Identity	Communications	Publications	Employees
<ul style="list-style-type: none"> • Corporate Identity • Signage 	<ul style="list-style-type: none"> • Reception • Telephone • Mail and email • Forms • Public Meetings • Complaints procedures 	<ul style="list-style-type: none"> • Public relations and media • Printed material • Websites • Exhibitions 	<ul style="list-style-type: none"> • Training • Language Learning • Recruitment • Advertising

This section of the plan details South Ayrshire Council's core commitments in relation to the Bòrd's "Guidance on the Development of Gaelic Language Plans".

Each commitment is detailed as follows:

- Information on current practice
- Key areas of development/action
- Targets
- Timescale
- Lead Service/Officer

In addition, the Bòrd na Gàidhlig is committed to achieving the Scottish Government's Strategic Objectives and this section also sets out how South Ayrshire Council will assist in the implementation by identifying which Strategic Objective will be assisted by the actions in its Plan. The Scottish Government Strategic Objectives are:

- Wealthier & Fairer
- Smarter
- Healthier
- Safer & Stronger
- Greener

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

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

Development Function	Actions	Targets	Performance Indicators	Lead Service/ Officer	Timescale
Corporate Identity:					
Current practice	South Ayrshire Council does not have an agreed policy for the use of Gaelic in its corporate identity				
Key areas of development	We will develop a policy on the use of Gaelic in the corporate identity.	Policy Document approved by Council	Approved Policy Document published on Council website	Policy and Performance	September 2020
	Introduce Gaelic in email straplines.	Email templates to be developed with Gaelic strapline	Gaelic strapline in use	Policy and Performance	Ongoing
Signage (internal and external):					
Current practice	South Ayrshire Council does not have a policy on using Gaelic within its signage				
Key areas of development	South Ayrshire Council Roads Service is provided by Ayrshire Roads Alliance, led by East Ayrshire Council. Gaelic will be included within road signage on a replacement basis, demonstrating equal respect.	As required	Gaelic included in road signage	Ayrshire Roads Alliance	Ongoing
	We will introduce the use of bilingual titles for Gaelic campaigns and festivals that are Council led or funded, demonstrating equal respect for the languages.			Culture and Sport, Directorates	2019 onwards
Relevant Strategic Objectives assisted		Wealthier & Fairer Smarter Healthier Safer & Stronger Greener			

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

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

South Ayrshire Council recognises the importance of creating opportunities for the practical use of Gaelic in a wide range of everyday situations and is committed to increasing its level of provision in this area.

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Reception:					
Current practice	South Ayrshire Council does not make any Gaelic provision in reception areas				
Key areas of development	Welcome signs within new Educational establishments will include Gaelic, demonstrating equal respect for Gaelic and English.	All new educational establishments have Gaelic included in welcoming signage	All Educational establishments have Gaelic welcoming signage in place	Educational Services	2019 onwards
	Welcome signs within Council Buildings, when being refurbished, will be amended to include Gaelic	Gaelic welcome signs within key Council Buildings	Gaelic welcome signs within Council Buildings	Place Directorate	2019 - 2024
	Introduce Gaelic awareness information within Customer Services Centre TV facility and waiting area resources	Gaelic information is available in all Customer Services Centres	Gaelic information is available in Customer Services Centres	Employee and Customer Services	2020 onwards
Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Mail and E-mail:					

Current practice	South Ayrshire Council includes Gaelic within its alternative language arrangements, where correspondence will be translated upon request including responding to Gaelic mail and email.				
Key areas of development	We will continue to promote the use of bilingual job titles and email signatures for staff with Gaelic in their remit and staff in front line services supporting Gaelic education	The use of bilingual job titles and email signatures for staff with Gaelic in their remit and staff in front line services supporting Gaelic education	No of staff using bilingual job titles and email signatures.	Educational Services	2019 - 2024
	Following approval by Council all staff will use bilingual job titles and email signatures	The use of bilingual job titles and email signatures for all staff	No of staff using bilingual job titles and email signatures	Directorates & Educational Services	2019 - 2024

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Forms:					
Current practice	South Ayrshire Council includes Gaelic within its alternative language arrangements, where Forms will be translated upon request.				
Key areas of development	Schools translate forms and completion guidance upon request **	As required.	All translation requests are met	Educational Services	ongoing
	Services translate forms and completion guidance upon request and ensure promotion of this provision	Requested forms data will be collated to support service planning	All translation requests are met	Directorates & Educational Services	ongoing

** Information on the availability of schools information in alternative formats is published within school handbooks.

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
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Public Meetings:					
Current practice	South Ayrshire Council does not routinely make provision for all community languages at public meetings, but where interpretations services are requested, they are provided e.g. British Sign Language Interpretation.				
Key areas of development	Public meetings where the subject matter relates principally to Gaelic and participants include Gaelic speakers who require Gaelic interpretation will be provided with a Gaelic interpreter.	All public meetings relating principally to Gaelic would provide Gaelic translation if required by participants.	Meeting evaluations	Directorates & Educational Services	Ongoing
	Gaelic events will be notified to Gaelic community groups.	Gaelic community groups invited to all Gaelic events.	All Gaelic community Groups included in event notification distribution list.	Educational Services and Culture and Sports Service	Ongoing

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Complaints Procedure					
Current practice	As with all community languages the Council currently provides the opportunity to contact and receive a response in Gaelic upon request.				
Key areas of development	The Council will record the number of complaints received in Gaelic to inform our Specific Equality Duty to gather information and use it to inform better service delivery.	All complaints received in Gaelic will be responded to in Gaelic	Number of Complaints received in Gaelic	Legal and Democratic Services	2019 and ongoing

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

South Ayrshire Council is committed to increasing the use of Gaelic in these areas where the subject matter is of most interest to the general public or relates specifically to Gaelic issues.

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Public Relations and Media:					
Current practice	South Ayrshire Council does not have a policy on providing press releases in Gaelic				
Key areas of development	Publicise Council successes and events including Education, Arts and Culture and community life, not only exclusively related to Gaelic	Publicity materials made available on the Council Website and intranet, bilingually as frequently as possible	Number of articles on Gaelic promotion and achievement	Policy and Performance	2019 and ongoing
	A Gaelic spokesperson be available from the Council to speak to the media.	Education has identified a Gaelic Language Teacher to speak to the media	Number of opportunities for Gaelic spokesperson liaising with the media	Policy and Performance and Educational Services	2019 and ongoing

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Printed Material:					
Current practice	South Ayrshire Council does not have a policy on publishing printed material in Gaelic				
Key areas of development	Continue to provide translation of documents upon request by South Ayrshire residents (as promoted on all key Council documents).	All requests for translated materials are met	Number of Gaelic translation requests	Policy and Performance	2019 and ongoing

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Websites:					
Current practice	South Ayrshire Council does not have a policy on publishing information in Gaelic on its website				
Key areas of development	The Council's Equality and Diversity section of the Council website will provide Gaelic information bilingually.	Bilingual information within the Equality & Diversity Webpage	Bilingual Equality & Diversity Webpage is known and accessed	Policy and Performance	2019 and ongoing
	The Gaelic Resource within the Council's Equality and Diversity section of its website and intranet "Re-Wired"/"The Core" will be refreshed and maintained.	Gaelic website resource available internally and externally.	Website Resource populated with up to date Gaelic information	Policy and Performance	2020 -2024

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Exhibitions:					
Current practice	South Ayrshire Council does not have a policy on provision of Gaelic in Arts and Culture				
Key areas of development	Progress the introduction of Gaelic into our permanent and semi-permanent exhibition and collection labels and information	The Tam o' Shanter Exhibition paintings labels are translated into Gaelic	The Tam o' Shanter Exhibition paintings - OS Exhibition Painting labels and the collection guides and information are available bilingually.	Culture and Sport Service	2020 and ongoing

Rationale:

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

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

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

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Training (including developing and strengthening Gaelic language skills and Gaelic awareness):					
Current practice	South Ayrshire Council does not make any provision for staff Gaelic learning and does not have a language skills profile of staff.				
Key areas of development	We will conduct a second staff language skills audit to identify the current language skills of employees across the Council including Gaelic, and gather information on the progress of the development of staff language skills.	All staff complete the language skills survey providing an accurate staff language skills profile.	Number of employees completing language skills survey.	Employee and Customer Services	2022
	We will provide information on Gaelic awareness/Gaelic language classes to all employees via the Intranet /COAST/GLOW.	A Gaelic awareness and language information resource is developed.	Information on Gaelic awareness & language classes are available on appropriate platforms.	Directorates and Educational Services	2019 onwards
	We will support employees involved in delivering Gaelic Medium education to develop their language skills.	Those delivering Gaelic Medium Education develop their Gaelic language skills.	Personal Development of staff is progressed.	Educational Services	Lifetime of the Plan

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Recruitment:					
Current practice	South Ayrshire Council does not assess posts with regard to Gaelic language skills				
Key areas of development	Roles/jobs will be assessed as Gaelic essential/desirable posts	Roles / jobs assessed as Gaelic essential/desirable posts	Job profiles indicate whether they are Gaelic essential/desirable posts	Employee and Customer Services	2019 onwards

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Advertising:					
Current practice	South Ayrshire Council has not had any posts that require Gaelic language skills				
Key areas of development	Job advertisements for Gaelic specific jobs/roles will appear bilingually and provide information on the need for knowledge and fluency of the Gaelic language	All advertisements for Gaelic specific jobs/roles provide information on the need for knowledge and fluency of the Gaelic language	Number of advertisements for Gaelic specific jobs/roles providing information on the need for knowledge and fluency of the Gaelic language	Employee and Customer Services	2019 onwards

Chapter 3

12. Policy Implications for Gaelic: Implementation of the National Gaelic Language Plan

Policy implications for Gaelic

South Ayrshire Council recognises that the various priority areas identified in the National Gaelic Language Plan will be primarily implemented through our Gaelic Language Plan but that opportunities will arise to promote and develop the language through existing policy measures.

South Ayrshire Council will examine current policy commitments to identify areas where Gaelic can be pro-actively incorporated and the priorities of the National Gaelic Language Plan initiated through additional methods. We see this development as corresponding to the normalisation principle which aims to include Gaelic as an everyday part of life in Scotland.

In the formation, renewal and monitoring of policies, South Ayrshire Council will ensure that the impacts on Gaelic will be in line with the National Gaelic Language Plan.

Overview of the National Gaelic Language Plan

The National Gaelic Language Plan identifies four interlinking aspects of language development which need to be addressed, and within them sets out a number of priority action areas:

1. *Language Acquisition*

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

- increasing the use and transmission of Gaelic in the home
- increasing the number of children acquiring Gaelic in the school
- increasing the uptake and availability of Gaelic-medium education
- increasing the number of adult Gaelic learners progressing to fluency

2. *Language Usage*

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

- increasing the use of Gaelic in communities
- increasing the use of Gaelic in tertiary education and places of work
- increasing the presence of Gaelic in the media
- increasing the promotion of Gaelic in the arts
- increasing the profile of Gaelic in the tourism, heritage and recreation sectors

3. *Language Status*

Increasing the visibility and audibility of Gaelic, enhancing its recognition and creating a positive image for Gaelic in Scottish public life, through:

- increasing the number of bodies preparing Gaelic Language Plans
- increasing the profile and prestige of Gaelic
- increasing the visibility and recognition of Gaelic

4. *Language Corpus*

Strengthening the relevance and consistency of Gaelic and promoting research into the language, through:

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

Commitment to the Objectives of the National Gaelic Language Plan

South Ayrshire Council will work over the next five years to support the following National Plan aims and this section sets out the specific actions against each aim:

13. Language Acquisition

Rationale:

South Ayrshire Council recognises that a sustainable future for Gaelic requires more people to learn the language and that attention requires to be focused on the home, education and adult learning as the key means of achieving this. We will take the following steps to help create a supportive environment for growing the number of Gaelic speakers in Scotland.

Gaelic in the Home and Early Years

To achieve an increase in the numbers of Gaelic speakers requires support in the home and ideally from family members who are Gaelic speakers themselves. However, most pupils in South Ayrshire do not have this support available and so we will continue to engage with Bòrd na Gàidhlig to learn best practice in addressing this issue.

Action	Timescale	Lead Directorate(s)
1. We will have a focus on parental/carers engagement and participation in activities to help them develop their own knowledge and understanding of Gaelic Medium through their children and celebrate this at home	2019-2024	Educational Services
2. We will develop resources to support home link activities and make use of social media to promote and raise awareness of Gaelic language activities and events	2019 onwards	Educational Services
3. We will build capacity amongst early years practitioners across the authority to support them to become more confident in using Gaelic Medium in day to day practice, supported by the peripatetic early years practitioner.	2019 -2024	Educational Services

Gaelic in Education

- 13.3 At present there is no Gaelic Medium service provision by the Council in primary, secondary or adult education and there have been no such requests for a number of years. The current arrangements are that, if there were to be a request for Gaelic Medium Education, the Council would provide transport for the pupil(s) to an East Ayrshire Council school.
- 13.4 Building on the Gaelic Language learning work by Educational Services in the last Plan, the focus over the next five years will be to maintain and expand learning within two Academy clusters and promote Gaelic in Early Years.

Action	Timescale	Lead Directorate(s)
1. We will maintain the delivery of Gaelic Language within the Queen Margaret Academy cluster and establish Gaelic Language learning within the Girvan cluster	2019-2024	Educational Services
2. We will support the delivery of Gaelic medium for children aged 2-5 years, initially in areas of deprivation within South Ayrshire that links with the ongoing work within Early Years centres, attached to the Scottish Attainment Challenge.	2019 onwards	Educational Services
3. We will offer Early Years Centres across the authority the opportunity to participate and engage in Gaelic Language learning.	2019 -2024	Educational Services
4. We will consult with parents/guardians if there is an interest in establishing GME in South Ayrshire	October 2020	Educational Services

14. Language Usage

Rationale:

South Ayrshire Council recognises that creating a sustainable future for Gaelic requires not only increasing the number of people able to speak the language, but increasing actual usage. We recognise the importance of enabling more people to use Gaelic as their preferred and normal mode of communication in an increasingly wide range of daily activities.

Area	Action	Timescale	Lead Directorate(s)
Increasing the use of Gaelic in communities	We will update and increase the Gaelic Language resources immediately available to Secondary Schools via the Library Management System.	2019-2024	Educational Services
	We will promote the breadth of career options and opportunities that speaking Gaelic provides.	Aug 2020-onwards	
	We will work with young people to design and build a corporate resource to promote Gaelic to young people in schools, the whole community and in libraries.	2019 -2020	Economy, Neighbourhood and Environment

Increasing the presence of Gaelic in the media	The Council will continue to publicise successes and events related to Gaelic and make publicity materials available on the Council Website and intranet.	2019 – 2021 and onwards	Policy and Performance
Increasing the promotion of Gaelic in the arts, culture, heritage and tourism	<p>We will undertake initiatives within our Culture and Sport Service throughout the life of the Plan such as:</p> <ul style="list-style-type: none"> • We will increase our stock of Gaelic Medium materials in South Ayrshire Libraries including Gaelic language learning materials. • We will continue to pursue Gaelic E-book provision with our Ebook provider. • We will continue to make available Book Bug Packs and promote their availability to partners. • We will continue to build and refresh Bòrd na Gàidhlig information resources made publicly available in accessible formats via the Cyber Centre and the 11 libraries with public access PCs. • Additional Gaelic resources will be made available to Secondary Schools via the Library Management System. • We will look to make funding applications to support provision of Gaelic Speakers to attend the Gaelic Conversation Club. • We will look to provide Gaelic musical evenings in Carnegie Library and Rozelle House Galleries. • The Libraries Manager will liaise with Culture and Sport and Educational Services colleagues to support joint initiatives and events to promote Gaelic. • Libraries will ensure that information currently provided in alternative languages is also made available in Gaelic. • Museum services will continue to progress the introduction of Gaelic into the Council's permanent and semi-permanent exhibitions and collection labels and information. • We will consider how to promote Gaelic at Rozelle House Galleries in Alloway and the McKecknie Institute in Girvan, in liaison with Bòrd na Gàidhlig. • We will continue to promote Gaelic music and artistic performance within our 	2019 onwards	Economy, Neighbourhood and Environment

	preview events where music is appropriate and publicise national cultural events and traditional music festivals.		
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15. Language Status

Rationale:

South Ayrshire Council recognises that the status of a language is affected by its presence in the daily environment and the extent to which it is used, valued and perceived to be valued by those institutions which play an important role in our daily lives.

Area	Action	Timescale	Lead Directorate(s)
Preparation of a Gaelic Language Plan	Plan developed, agreed by Council and Bòrd na Gàidhlig.	Dec 2019 – Feb 2020	Policy and Performance
Creating a Positive Image for Gaelic	Ensure Gaelic Language Activity and successes are developed for the media and published within the Council newsletters, communication bulletins and on Council website. The Equality and Diversity Forum and Equalities Champions will support promotion of the Gaelic Language Plan throughout the Council.	2019 and ongoing	Policy and Performance
Increase visibility of Gaelic	In addition to the above, we will refresh and maintain the Council's Equality and Diversity webpages Gaelic information and intranet Gaelic resource, which will include Gaelic research, information and activity.	2019-2021	Policy and Performance
Gaelic in the Arts	We will establish links and work with Gaelic voluntary organisations to formally promote Gaelic in our Museums and Galleries Service including Gaelic music and artistic performance within our preview events where music is appropriate. We will progress the introduction of Gaelic into our permanent and semi-permanent paintings descriptor labels and information.	2019 and ongoing	Economy, Neighbourhood and Environment

16. Language Corpus

Rationale:

South Ayrshire Council recognises the need to strengthen the relevance and consistency of Gaelic, the importance of facilitating translation services and to promote research into the language.

Area	Action	Timescale	Lead Directorate(s)
Surveys and Research	Ensure Gaelic Language information research and evidence signposted by Bòrd na Gàidhlig is made available to services.	2019-2024	Policy and Performance
Relevance and Consistency of the Gaelic Language	Ensure that interpretation and translation contractors comply with the latest Gaelic Orthographic Conventions and place	2019 and onwards	Policy and Performance

	names recommended by Ainmean-àite na h-Alba.		
Gaelic Translation and Interpretation	We will continue to provide translation and interpretation services via external providers as requested.	2019 and ongoing	Directorates and Educational Services

CHAPTER 4

17. IMPLEMENTATION AND MONITORING

Timetable

This Gaelic Language Plan will formally remain in force for a period of five years from 3rd December 2019 or until a new plan has been put in place. In Chapter 2 – *Core Commitments* and Chapter 3 – *Policy Implications for Gaelic*, individual target dates have been set out for the intended implementation of specific commitments.

Publicising the Plan

South Ayrshire Council's Gaelic Language Plan will be published bilingually on South Ayrshire Council's website. In addition, we shall:

- issue a press release announcing the plan;
- make copies of the plan available in our public offices and reception areas,
- make the plan known to employees via South Ayrshire Council's Intranet;
- distribute copies of the plan to Non-departmental Public Bodies and agencies, agents and contractors;
- distribute copies of the Plan to Gaelic organisations;
- distribute copies of the plan to other interested bodies; and
- make copies available on request, including alternative formats such as Large Print, Audio etc.

Administrative Arrangements for Implementing the Gaelic Language Plan

This plan is the policy of South Ayrshire Council and has been endorsed both by the senior management team and Council members.

Overall Responsibility

The Elected Members and Chief Executive will be responsible ultimately for ensuring that the Council delivers on the commitments set out in this Plan.

Individual Staff members

We will look to include information on the Gaelic Language Plan in the:

- Staff wide Communications Bulletin,
- Employee Terms and Conditions where appropriate and
- Equality and Diversity section of the Website and intranet "The Core" with appropriate links to its employee section.

Services delivered by third parties

South Ayrshire Council requires all third party service providers to comply with its Procurement Strategy, which places a responsibility on providers to comply with current legislation including human rights legislation and the Equality Act 2010.

Informing other organisations of the Plan

Information on the content of this plan will be provided to all Community Planning Partners across South Ayrshire Council. It will also be provided to all Community Councils, the Equality and Diversity Forum, Equality Champions and other fora as appropriate. For example, Locality Planning Groups were advised of the Council's Gaelic Language Plan, progress to date and their involvement in future Plans within the Equality and Diversity

presentation delivered to each Group, as part of a programme of introductory meetings in 2016–2017.

Resourcing the Plan

All commitments, actions and activities within this plan will be resourced through existing service budgets. Additional funding for specific projects will be accessed through external funding bodies as appropriate e.g. Bòrd na Gàidhlig and Awards for All.

Monitoring the progress of the Plan

The Plan will be monitored on a quarterly basis through the Council's performance management system Pentana. This will ensure that actions are allocated to appropriate officers and allows for continuity of progress independent of staff and organisational structure changes. Formal annual progress reports will then be prepared and submitted for approval to the Leadership Panel and thereafter the report will be sent to Bòrd na Gàidhlig for information and be published on the Council website.

18. Contact details

The senior officer with operational responsibility for overseeing preparation, delivery and monitoring of South Ayrshire Council's Gaelic Language Plan is:

Kevin Anderson
Service Lead (Performance, Policy & Community Planning)



South Ayrshire Council
Freemans Hall,
2-6 The Cross,
Prestwick,
KA9 1AN



Telephone 01292 612982



Email kevin.anderson@south-ayrshire.gov.uk

Queries about the day-to-day operation of the plan should be addressed to:

South Ayrshire Equalities



South Ayrshire Council
Freemans Hall,
2-6 The Cross,
Prestwick,
KA9 1AN



Email: equalities@south-ayrshire.gov.uk

This information can be made available, on request, in braille, large print or audio formats and can be translated into a range of languages. Contact details are provided below.

درخواست کرنے پر یہ معلومات نابینا افراد کے لئے ابھرے حروف، بڑے حروف یا آڈیو میں مہیا کی جاسکتی ہے اور اس کا مختلف زبانوں میں ترجمہ بھی کیا جاسکتا ہے۔ رابطہ کی تفصیلات نیچے فراہم کی گئی ہیں۔

本信息可应要求提供盲文，大字印刷或音频格式，以及可翻译成多种语言。以下是详细联系方式。

本信息可慮應要求提供盲文，大字印刷或音頻格式，以及可翻譯成多种語言。以下是詳細聯系方式。

ਇਹ ਜਾਣਕਾਰੀ ਮੰਗ ਕੇ ਬੋਲ, ਵੱਡੇ ਅੱਖਰਾਂ ਅਤੇ ਸੁਣਨ ਵਾਲੇ ਰਪ ਵਿਚ ਵੀ ਲਈ ਜਾ ਸਕਦੀ ਹੈ, ਅਤੇ ਇਹਦਾ ਤਰਜਮਾ ਹੋਰ ਬੋਲੀਆਂ ਵਿਚ ਵੀ ਕਰਵਾਇਆ ਜਾ ਸਕਦਾ ਹੈ। ਸੰਪਰਕ ਕਰਨ ਲਈ ਜਾਣਕਾਰੀ ਹੇਠਾਂ ਦਿੱਤੀ ਗਈ ਹੈ।

Niniejsze informacje mogą zostać udostępnione na życzenie, w alfabecie Braille'a, w druku powiększonym lub w formacie audio oraz mogą zostać przetłumaczone na wiele języków obcych. Dane kontaktowe znajdują się poniżej.

Faodar am fiosrachadh seo fhaighinn, le iarrtas, ann am braille, clò mòr no clàr fuaime agus tha e comasach eadar-theangachadh gu grunn chànanan. Tha fiosrachadh gu h-ìosal mu bhith a' cur fios a-steach.

South Ayrshire Council
Customer Contact Centre

0300 123 0900

Appendix 2



South Ayrshire Council

Equality Impact Assessment Scoping

1. Proposal details

Proposal Title Gaelic Language Plan 2019-2024	Lead Officer Kevin Anderson
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2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this proposal? Please indicate whether these would be positive or negative impacts

Community, Groups of People or Themes	Negative Impacts	Positive impacts
The whole community of South Ayrshire		
People from different racial groups, ethnic or national origin.		X
Women and/or men (boys and girls)		
People with disabilities		
People from particular age groups for example Older people, children and young people		
Lesbian, gay, bisexual and heterosexual people		
People who are proposing to undergo, are undergoing or have undergone a process to change sex		
Pregnant women and new mothers		
People who are married or in a civil partnership		
People who share a particular religion or belief		
Thematic Groups: Health, Human Rights, Rurality and Deprivation.		

3. Do you have evidence or reason to believe that the proposal will support the Council to:

General Duty and other Equality Themes	Level of Negative and/or Positive Impact (high, medium or low)
Eliminate discrimination and harassment faced by particular communities or groups	
Promote equality of opportunity between particular communities or groups	Low Positive
Foster good relations between particular communities or groups	Low Positive
Promote positive attitudes towards different communities or groups	
Increase participation of particular communities or groups in public life	Low Positive
Improve the health and wellbeing of particular communities or groups	Low Positive
Promote the human rights of particular communities or groups	
Tackle deprivation faced by particular communities or groups	

4. Summary Assessment

Is a full Equality Impact Assessment required? (A full EIA must be carried out on all high and medium impact proposals)		YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
Rationale for decision:			
Signed :Head of Service			
Date:		Copy to equalities@south-ayrshire.gov.uk	



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	27/10/2020
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	4.2

Tìotal a' Phàipeir	Amasan Àrd-ìre	
Moladh do Bhuill	Ri Aontachadh	
Neach labhairt:	Daibhidh Boag, Stiùiriche Planadh Cànaidh is Leasachaidhean Coimhearsnachd	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba-stiùiridh	13/10/2020	Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 - PGR055 CO3 Riaghaltas na h-Alba	
1.0	Adhbhar	
1.1	A' sireadh aonta na Comataidh airson dreachd de na h-amasan àrd-ìre airson Riaghaltas na h-Alba.	
2.0	Cùl-fhiosrachadh	
2.1	Chaidh an dreachd de na h-amasan àrd-ìre ann am PT1 ullachadh ann an com-pàirteachas leis na h-oifigearan aig Riaghaltas na h-Alba.	
2.2	Tha na h-amasan àrd-ìre ann an dà phàirt – 1) Amasan Àrd-ìre agus 2) Amasan airson Seirbheisean Corporra	
2.3	Tha na h-Amasan Àrd-ìre gu mòr stèidhichte air na prìomhachasan anns a' Phlana Cànaidh Nàiseanta Gàidhlig 2018-23.	
2.4	Tha na h-Amasan airson Seirbheisean Corporra stèidhichte air an t-seòrsa amasan a tha air nochdadh gu tric ann am planaichean gu ruige seo. Thathas ag amas gum bi gach ùghdarras poblach ann an Alba aig a bheil plana Gàidhlig ag obair a dh'ionnsaigh na h-amasan airson seirbheisean corporra a chur an gnìomh. Bidh gach ùghdarras aig diofar ìrean tron t-slighe seo a rèir an t-suidheachaidh aca fhèin ach aig a' cheann thall, tha sinn ag amas gum bi am poball ann an Alba a' faighinn seirbheis nas cunbhalaiche.	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	PGR055 Riaghaltas na h-Alba. Gheibhear fiosrachadh mun obair aig Riaghaltas na h-Alba tron cheangal seo . Gheibhear ceangal gu Plana Gàidhlig Riaghaltas na h-Alba 2016-21 an seo .	
4.0	Moladh	
4.1	Aire a thoirt don fhiosrachadh ann am PT1	
4.2	Aonta a chur ris na h-amasan àrd-ìre ann am PT1.	

5.0	Prìomh Bhuidhean Ro-innleachdach																																				
5.1	Buidhean air Ionmhas																																				
	Chan eil buaidh ionmhais ann.																																				
5.2	Buidhean air Luchd-obrach																																				
	Cha bhi buaidh mhì-àbhaisteach ann air an luchd-obrach.																																				
5.3	Buidhean air Trèanadh																																				
	Chan eil buaidh ann air trèanadh.																																				
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra																																				
	<p>Tha planaichean Gàidhlig reachdail air aon dè na prìomh dhòighean anns am bi am Bòrd a' cur a' Phlana Cànaidh Nàiseanta Ghàidhlig agus Plana Corporra na buidhne an gnìomh.</p> <p>Bidh na planaichean seo a' cur air adhart nam prìomh amasan anns a' phlana chorporra aig Bòrd na Gàidhlig gu sònraichte mar a leanas:-</p> <p><i>"A' dèanamh cinnteach gum bi buaidh nas motha aig Planaichean Gàidhlig air cùisean agus a' toirt taic do dh'Ùghdarrasan Poblach gus sanasachd a dhèanamh air an obair a nì iad don Ghàidhlig"</i></p>																																				
5.5	Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta																																				
	<table border="1"> <thead> <tr> <th colspan="2">AR N-ADHBHAR</th> <th colspan="2">AR LUACHAN</th> </tr> </thead> <tbody> <tr> <td colspan="2">Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach</td> <td colspan="2">'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach</td> </tr> <tr> <th colspan="4">AR LUACHAN BUILEAN NÀISEANTA</th> </tr> <tr> <td>Còraichean daonna</td> <td><input checked="" type="checkbox"/></td> <td>Clann</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Cultar</td> <td><input checked="" type="checkbox"/></td> <td>Coimhearsnachdan</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Àrainneachd</td> <td><input type="checkbox"/></td> <td>Bochdainn</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Slàinte</td> <td><input type="checkbox"/></td> <td>Eadar-nàiseanta</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Foghlam</td> <td><input checked="" type="checkbox"/></td> <td>Eaconamaidh</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Gnothachasan soirbheachail is ùr-ghnàthach</td> <td><input checked="" type="checkbox"/></td> <td></td> <td></td> </tr> </tbody> </table>	AR N-ADHBHAR		AR LUACHAN		Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach		AR LUACHAN BUILEAN NÀISEANTA				Còraichean daonna	<input checked="" type="checkbox"/>	Clann	<input checked="" type="checkbox"/>	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>	Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>		
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	Le bhith a' co-obrachadh leis na h-ùghdarrasan poblach seo gus na h-amasan àrd-ìre a chur ri chèile, bidh seo a' neartachadh a' cheangail eadar Bòrd na Gàidhlig agus na h-ùghdarrasan.																																				
5.6	Buidhean air Slàinte is Sàbhailteachd																																				
	Chan eil buaidh air slàinte is sàbhailteachd																																				
5.7	Buidhean Laghail																																				
	Tha am pròiseas seo stèidhichte air na dleastanasan reachdail aig Bòrd na Gàidhlig gus Achd na Gàidhlig (Alba) 2005 a chur an gnìomh.																																				
5.8	Buidhean 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 dhearcnachaidh ann an co-bhonn le Riaghaltas na h-Alba.																																				

Leas-phàipear A | [Appendix A](#)

Amasan Àrd-Ìre	High-level Aims
Amasan àrd-ìre airson na treasaimh cuairt de Phlana Gàidhlig Riaghaltas na h-Alba (RnA).	High-level aims for the third edition of the Scottish Government's (SG) Gaelic Language Plan.
Amas tar-ruigheach	Overarching aim
Gus dèanamh cinnteach gum bi co-obrachadh ann le bhith a' toirt taic dhan Ghàidhlig, bidh na roinnean iomchaidh aig RnA a' toirt taic dhan mhodail-obrach adhartais agus com-pàirteachais a chaidh a chruthachadh leis an iomairt <i>Adhartas na Luaithe</i> .	The progress and partnership working model created by the <i>Faster Rate of Progress</i> initiative will be supported by relevant SG departments to ensure cooperation in supporting the Gaelic Language.
A' cleachdadh na Gàidhlig	Using Gaelic
Stèidhichidh RnA buidheann buileachadh plana Gàidhlig le riochdachadh bho air feadh Bhuidhnean-stiùiridh RnA.	SG will establish a Gaelic language plan implementation group which will include representation from across SG Directorates.
Bidh RnA a' toirt fàs air cleachdadh na Gàidhlig tro chonaltradh leis a' mhòr-shluagh ann an co-rèir ris na coimhearsnachdan a tha e a' frithealadh agus ris a' Phlana Cànan Nàiseanta Ghàidhlig.	SG will grow the use of Gaelic when interacting with the public in response to the communities it serves and in line with the NGLP.
Ag ionnsachadh na Gàidhlig	Learning Gaelic
Bidh RnA ag amas air Gàidhlig fhisge a-steach anns a h-uile iomairt poileasaidh foghlaim ùr.	SG will seek to embed Gaelic in all new education policy initiatives.
A' cur na Gàidhlig air adhart	Promoting Gaelic

Leas-phàipear B | Appendix B

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

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

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



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	27/10/2020
Àite:	Air MS Teams
Nì a' Chlàir-ghnothaich	5.2

Tìotal a' Phàipeir	Àireamhan Foghlaim – Clann is Inbhich	
Moladh do Bhuill	Airson Fiosrachaidh*	
Neach labhairt:	Peadar Morgan, Manaidsear Rannsachaidh is Planadh Corpais	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba Stiùiridh	14/10/2020	Airson Fiosrachaidh
Pàipear-taice air a cheangal ris	PT1 – Dàta Sgoile Ghàidhlig 2019-20, Poblach 2.0 PT2 – Inbhich a Tha ag Ionnsachadh Gàidhlig 2019, Fios-dhealbh PT3 – Inbhich a Tha ag Ionnsachadh Gàidhlig 2019, Aithisg Phoblach	
1.0	Adhbhar	
1.1	Airson fios air atharrachaidhean a tha fa-near ann an sgrùdadh is foillseachadh dàta foghlaim.	
1.2	Airson an dàta as ùire airson foghlam sgoile is foghlam inbheach a thoirt gu aire.	
2.0	Cùl-fhiosrachadh	
2.1	Tha dùil ri eaganan ùr dhe dàta foghlam sgoile 2019-20 fhoillseachadh, agus cuideachd an aithisg le dàta foghlam inbheach 2019.	
2.2	Tha atharrachaidhean fa-near sna sgrùdaidhean bliadhnail air dàta ro-sgoile, dàta sgoile agus dàta luchd-ionnsachaidh inbheach.	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	A' togail air moladh bho Chaidreachas (foghlaim) a' Chinn a Tuath, tha oifigearan BnG ann an còmhraidhean tràtha mun ghnàth-shiostam riaghladh fiosrachaidh SEEMiS a chur gu feum airson deagh chuid de dhàta foghlam sgoile a thogail san àm ri teachd. Tha am bathar-bog stòir-dàta seo ga chleachdadh aig ùghdarrasan foghlaim na h-Alba airson dàta nan sgoiltean aca. Ri linn seo thathar a' sireadh co-obrachadh le SEEMiS Group, a tha a' ruith an stòir-dàta às leth nan comhairlean, agus le Aonad Iomlaid Dàta na h-Alba (ScotXed) aig Riaghaltas na h-Alba, gus modh buan a stèidheachadh air a' chiad chothrom. Tha dùil gun leanar le cùmhnant(an) poblach gus dàta deatamach nach fhaighear tro SEEMiS a thogail.	
3.2	Tha oifigearan BnG a' tòiseachadh sealltainn ri modh ùr air sùil leantainneach a chumail air treandaichean ann am foghlam inbheach tro dhàta LearnGaelic. 'S e làrach-lìn airson taic ri luchd-ionnsachaidh, air a ruith le MG ALBA agus air a shònrachadh sa Plana Nàiseanta Ghàidhlig, a th' ann an LearnGaelic. Tha dàta ga chumail air àireamhan luchd-cleachdaidh thar ùine agus air na diofar ghoireasan dham bi iad a' dol. Tha MG ALBA air deòin a nochdadh gun tèid an dàta a chur gu feum le BnG san dòigh a thathar a' moladh.	
4.0	Moladh	
4.1	Gun toirear an aire na h-atharrachaidhean a tha air faire ann an togail dàta foghlaim.	

5.0	Prìomh Bhuidhean Ro-innleachdach																																				
5.1	Buidhean air Ionmhas																																				
	Tha dùil ri lùghdachadh ann an cosgaisean tro bhith a' cur cuideam air siostaman is dàta a bhios ann co-dhiù, seach air cùmhnantan sònraichte, agus mar sin gum bi luach poblach a bharrachd ann.																																				
5.2	Buidhean air Luchd-obrach																																				
	Bidh feum air co-obrachadh a bharrachd, gu h-àraidh le ScotXed, cho math ri cùmhnantair(ean).																																				
5.3	Buidhean air Trèanadh																																				
	Cha bhi buaidh san aithghearrachd, ged a dh'fhaodadh trèanadh a bhith a dhìth co-dhiù airson raon an dàta a chumail suas san àm ri teachd.																																				
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra																																				
	Cuiridh seo ris a' ghnìomh sa Phlana Chorporra gum bi BnG "a' toirt comhairle do Mhinistearan Riaghaltas na h-Alba air cùisean Gàidhlig – bidh sinn a' toirt comhairle do Mhinistearan na h-Alba, buidhnean poblach is daoine eile air cùisean co-cheangailte ris a' Ghàidhlig, foghlam Gàidhlig agus cultar na Gàidhlig," agus gum bi am Bòrd "a' toirt stiùireadh is comhairle seachad mar thaic do dh'iomairtean Gàidhlig – bidh sinn a' cruinneachadh dàta stèidhichte air fianais." San fharsaingeachd, tha seo a' freagairt air a' phrìomhachas ro-innleachdail "gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige".																																				
5.5	Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta																																				
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	Cha bhi buaidh ann.																																				

* Fosgailte airson deasbad aig a choinneamh

Foghlam Sgoile**Ro-ràdh**

1. Tha BnG air a bhith a' togail dàta coileanta air foghlam sgoile bho 2009, a' togail air an obair air a dhèanamh le Oilthigh Srath Chluaidh bho 2001. Tha an lèir-sgrùdadh air a bhith ga dhèanamh air sreath de chùmhnanntan dha BnG leis a' chùmhnanntair an Dr John M.K. "Iain" Galloway. Tha an obair air a bhith air leth mionaideach agus an dlùth cho-bhann ri BnG, agus air biathadh gu dìreach, tro algairimean sa mhòr-chuid, dha na h-aithisgean bliadhna aig a' Bhòrd air dàta foghlaim, saor bho sholar neo-eisimeileach do dh'aois 0–3 (ach fad dà bhliadhna). Tha Dr Galloway a-nis sa bhliadhna mu dheireadh de chùmhnannt trì bliadhna.
2. Tha oifigearan sa Chaidreachas Leasachaidh Roinneil foghlaim (RIC) aig na h-ùghdarrasan ionadail mu thuath, Caidreachas a' Chinn a Tuath, air ceist a thogail mun uallach a bharrachd a tha air an luchd-obrach aca gus na ceisteachain a lìonadh. Cuideachd, faodar a bhith an dùil ri atharrachadh sna daoine a tha an sàs aig gach ceum san togail is taisbeanadh dàta, a' togail ceist mu sheasmhachd an t-siostaim a th' aig BnG.
3. Gach bliadhna bidh BnG a' cur ri chèile trì aithisgean leis an dàta fhoghlaim a bhios e a' tionail: aithisg phoblach agus, air sgàth riaghailtean dìon dàta, dà aithisg nas mionaidiche a tha dìomhair, air Foghlam tron Ghàidhlig agus air Foghlam Luchd-ionnsachaidh. Bidh na h-aithisgean dìomhair gam foillseachadh ann an dà thionndadh, Gàidhlig agus Beurla, agus gan roinn gu math na Gàidhlig air buidhnean eile tro Aonta Co-roinn Dàta ris a' Bhòrd. Chaidh eagraan 1.0 dhe na trì aithisgean fhoillseachadh as t-samhradh.

Foghlam Sgoile – 2019-20

4. San t-seachdain a' tòiseachadh 2 Samhain, thathas an dùil eagraan 2.0 dhe na trì aithisgean airson 2019-20 fhoillseachadh; thèid an aithisg phoblach fhoillseachadh air làrach-lìn BnG. Bidh an t-eagraan ùr seo, agus sna bliadhnaichean ri teachd, às aonais dàta solar 0–3. Leis a seo, canar *dàta sgoile* ris a-nis seach *dàta foghlaim*, is e a' gabhail a-staigh ìrean na sgoil-àraich, na bun-sgoile agus na h-àrd-sgoile gu lèir, ach a-mhàin.
5. Leis cho iom-fhillte 's a tha raon an t-solair 0–3, bidh BnG a-nis a' cuimseachadh air an fhianais dhearbhte a tha fo a chothrom: 's e sin, fios air buidhnean neo-eisimeileach san raon a tha a' faighinn maoin bho BnG. Ged nach bi seo a' dèanamh cunntas coileanta air an raon, agus mar sin mì-fhreagarrach airson aithisg an dàta sgoile, tha e a' toirt seachad dealbh as motha earbsachd is soilleireachd. Mar sin dheth, san t-seachdain a' tòiseachadh 2 Samhain thathas an dùil tòiseachadh air dàta cunbhalach fhoillseachadh air làrach-lìn BnG an lùib dàta nan tabhartasan aige.
6. Gheibhear aithisg phoblach 2.0 an dàta sgoile mar phàipear taice an cois a' phàipeir seo.
7. Ann an lèirmheas bliadhna, chaidh lorg fhaighinn air seachd formalachean san aithisg phoblach a bha briste. Mar thoradh air na formalachean briste seo, bha cuid dhe na ceudadan a bha dèanamh coimeas ri Foghlam Beurla ann an dà chlàr ceàrr. Cha tugadh buaidh air an dàta thùsail ach a-mhàin air iomlan nan tidsearan àrd-sgoile ann am Foghlam tron Ghàidhlig. Leis nach deach na tidsearan ann an aon sgoil a thrusadh bhon dàta le aon fhormala, bha 105 air a shealltainn ann an eagraan 1.0 seach an 114 a tha ann an eagraan 2.0. Tha eachdraidh atharrachaidhean am broinn na h-aithisg.

Foghlam Sgoile – Rathad air adhart

8. Tha BnG air còmhradh fhosgladh ri sgioba SEEMiS Group (www.seemis.gov.scot) air mar a dh'fhaodadh deagh chuid dhen dàta sgoile air a thogail le BnG a bhith air a thrusadh san àm ri teachd. 'S e th' ann an SEEMiS, an gnàth-shiostam riaghladh fiosrachaidh (MIS) ann am

foghlam Albannach, is dàta nan oileanach is an luchd-teagaisg air a ghiullachd agus air a riaghladh tron bhathar-bhog stòir-dàta aige.

9. Tha BnG a-nis gu bhith a' leudachadh a' chòmhradh seo gus Aonad Iomlaid Dàta na h-Alba (ScotXed) aig Riaghaltas na h-Alba a ghabhail a-staigh, feuch an gabh dàta air foghlam Gàidhlig – seach an dàta a bhios aig SEEMiS/ScotXed mar-thà – a thogail às leth a' Bhùird.
10. Ged a thèid leis a' chòmhradh seo, tha dùil gum fàgar dà cheist a dh'fheumas a bhith air am fuasgladh ann an dòigh coltach ris an t-siostam a th' ann an-dràsta:
 - a. a' faighinn dàta deatamach nach togar tro SEEMiS no ScotXed, mar eisimpleir air na diofar chuspairean air an teagasg tron Ghàidhlig sna h-àrd-sgoiltean agus Foghlam Luchd-ionnsachaidh sna bun-sgoiltean, agus
 - b. a' togail drochaid gus gluasad chun an t-siostaim ùir; 's e as coltaiche gum feumar co-dhiù bliadhna eile dhen mhodh tionail a th' ann an-dràsta air cùmhnannt ùr mus faighear air siostam ùr a chur an sàs uile gu lèir.

Foghlam Inbheach

Ro-ràdh

11. Tha BnG air a bhith a' togail dàta air foghlam inbheach bho 2014, tro sgrùdaidhean bliadhnail air-loidhne aig Tkm Consultants agus Sellers is Eile. Tha an obair aig an dà chùmhnanntair air a bhith aig ìre àrd agus an dlùth cho-bhann ri BnG, agus air plathadh math bliadhnail a thoirt dhuinn air saoghal an luchd-ionnsachaidh inbhich agus dhen t-solarachadh a tha gan oideachadh. Tha Sellers a-nis air tarraing às a' chùmhnannt trì bliadhna, an dèidh dà bhliadhna.
12. Gidheadh, tha cunbhalachd anns an dàta air fulang bho 1) eisimeil ri samplachadh air sgàth nàdar an fhoghlaim easaonaichte neo-eisimeileach san raon sin (eu-coltach ri foghlam sgoile), 2) nas lugha na làn chom-pàirteachadh leis na buidhnean solair uile, agus 3) atharrachadh ann am modhan rannsachaidh eadar pileat is sreath, agus le atharrachadh sgioba. Mar sin chan eil treandaichean earbsach rin sealltainn, agus thathas a' coimhead am faighear dòigh nas fheàrr air sùil a thoirt air raon an luchd-ionnsachaidh inbhich bho seo a-mach.
13. Gach bliadhna, tha tomhas air àireamh an luchd-ionnsachaidh ghnìomhaich Gàidhlig gu lèir ann an Alba air a chur air adhart leis an sgioba rannsachaidh, a rèir modh tuairmseachaidh air a dhealbh aige fhèin, airson leudachadh bhon t-sampall gu sùim iomlan.
14. Le luchd-ionnsachaidh, thathas a' ciallachadh daoine seach àrd-sgoil a tha ag ionnsachadh gin dhe na sgilean cànan Gàidhlig, eadar 's gu bheil iad ùr dhan chànan no gur i a' chiad no an dàrna cànan aca. Chan eil a' bhuidhe nach beag a tha air a bhith aig solar Gàidhlig Duolingo ri faicinn san sgrùdadh. 'S ann san t-Samhain 2019 a chaidh an sampall a thogail, agus 's ann air 30 Samhain a chaidh Duolingo Gàidhlig a chur air bhog.

Foghlam Inbheach – Samhain 2019

15. San t-seachdain a' tòiseachadh 2 Samhain, thathas an dùil an aithisg aig an sgioba rannsachaidh airson 2019 fhoillseachadh air làrach-lìn a' Bhùird. Cuideachd ri fhoillseachadh tha fios-dhealbh [*infographic*] air a dhealbh leis an sgioba sin a tha a' tarraing air an dàta san aithisg gus cunntas a thoirt dhuinn air cò na h-inbhich aig deireadh 2019 a bha ag ionnsachadh na Gàidhlig agus ciamar.

16. Gheibhear an aithisg agus am fios-dhealbh mar phàipearan taice an cois a' phàipeir seo.
17. Tha an sgioba rannsachaidh a' tomhas gun robh cha mhòr 4,000 neach-ionnsachaidh ann (3,935; aithisg §7.1). Tha seo an coimeas ri 5,460 san aon mhìos a' bhliadhna roimhe, 2018, leis an aon mhodh thuairmseachaidh.
18. Tha fàs ri fhaicinn ann an ionnsachadh oilthigh agus ionnsachadh diofrach. Tha am fàs as motha a rèir choltais ann an ionnsachadh air-loidhne, ach tha atharrachadh modh a' ciallachadh nach urrainnear coimeas dìreach a dhèanamh.
19. 'S iad na treandaichean bho 2018 a tha rim faicinn:
 - Càite? – Tha Dùn Èideann, Glaschu agus sgìre Inbhir Nis a' leantainn mar na còig àitichean as trainghe.
 - Gnìomhan? – Tha fèin-oideachadh, frithealadh cùrsa agus clas còmhraidh a' leantainn mar na gnìomhan as cumanta.
 - Bacadh? – Tha an dìth cothruim aig luchd-ionnsachaidh air a dhol an lùib fhileantaich air leantainn mar am bacadh as motha air ionnsachadh, am beachd an luchd-ionnsachaidh fhèin.
 - Aois? – Tha luchd-ionnsachaidh mar bhuidheann air fàs nas òige, mean air mhean.
 - Gnè? – A-rithist cha mhòr a dhà uimhir a bhoireannaich ri fireannaich.
 - Obair? – Tha tuiteam anns na tha ag obair, làn no pàirt-ùine.
 - Ciorram? – Tha rud beag a bharrachd ann a tha gam meas fhèin le ciorram.

Foghlam Inbheach – Rathad air adhart

20. Tha an dàta a thaobh ionnsachadh air loidhne a' sealltainn atharrachadh sna dòighean a tha mòran ag ionnsachadh. San Dàmhair 2020, bha 482,000 air an clàradh airson a' chùrsa aig Duolingo. A thuilleadh air sin, san t-Sultain 2020 bha 50,000 tadhlaidhe fa leth aig an làrach-lìn LearnGaelic, suas 48.8% bho faisg air 33,900 san aon mhìos ann an 2019.
21. Leis na laigsean ann an coileantachd is cunbhalachd air an ainmeachadh ann an (12) gu h-àrd mu choinneamh na cosgais, thathas a' moladh gun gabhar cothrom air a' cheann chùmhnaight seo (11 gu h-àrd) gus sùil a thoirt air modh eile air treandaichean ann am foghlam inbheach a leantainn. Tha an sgrùdadh thuige seo air freagairt mar-thà an gealladh sa Phlana Chànain Nàiseanta Ghàidhlig gum faighear "tuigse nas fheàrr air feumalachdan nan inbheach a tha ag ionnsachadh Gàidhlig a chuidicheas sinn le bhith a' dealbh ro-innleachdan a bheir taic dhaibh san ùine air thoiseach." (d. 32)
22. Tha am Plana Nàiseanta a' cur cuideam air an làrach-lìn LearnGaelic aig MG ALBA mar sheirbheis ri luchd-ionnsachaidh a tha "a' tarraing mhiltean de luchd-cleachdaidh gu cunbhalach bho air feadh Alba is dùthchannan eile. Tha an làrach-lìn seo [...] a' toirt cothrom do luchd-ionnsachaidh na Gàidhlig air taic is goireasan glè fheumail." (d. 32)
23. Bho 2011 tha MG ALBA air a bhith a' cumail dàta cunbhalach air cleachdadh, air àireamhan luchd-cleachdaidh LearnGaelic agus air na diofar ghoireasan dham bi iad a' dol. Tha MG ALBA air aontachadh gum faod BnG a chur gu feum ann a bhith ag ullachadh agus a' cumail suas clàr no clàran airson cunntas air foghlam inbheach. Bidh am Manaidsear Rannsachaidh is Planadh Corpais a' coimhead fhathast air na cothroman an seo, ach 's e as coltaiche gum bi

cuideam air pàtranan luchd-cleachdaidh agus air seallaidhean air taghadh beag de ghoireasan ionnsachaidh.

24. Thathas ag aithneachadh nach fhaighear cunntas cho mionaideach, cho leathann air luchd-ionnsachaidh leis an atharrachadh modh seo; agus gum feumte innleachd eile nam biodh dàta air solar gu bhith ga thogail. Ach thathas ga mheas mar mhodh seasmhach nach cosg ach ùine.

Dàta Sgoile Gàidhlig

Gaelic School Data

2019-20

Air fhoillseachadh le Bòrd na Gàidhlig fo Òrdugh na Staitistigs Oifigeil (Alba) 2008
Published by Bòrd na Gàidhlig under the Official Statistics (Scotland) Order 2008

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Manaidsear Rannsachaidh is Planadh Corpais :: Research & Corpus Planning Manager

Bòrd na Gàidhlig © 2020

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Clàr-mìneachaidh nan comhairlean

Aonghas	Aonghas
Arcaibh	Arcaibh
CnES	Na h-Eileanan Siar
CnG	A' Ghàidhealtachd
Crìochan	Crìochan na h-Alba
DÈ	Dùn Èideann
DP&G	Dùn Phris & Gall-Ghàidhealaibh
Dùn Dè	Dùn Dè
EB	An Eaglais Bhreac
EG&B	Earra Ghàidheal & Bòd
Fìobha	Fìobha
Glaschu	Glaschu
IC	Inbhir Cluaidh
LE	Lodainn an Ear
LI	Lodainn an Iar
LM	Lodainn Mheadhanach
Moireibh	Moireibh
OD	Obar Dheathain
P&CR	Peairt & Ceann Rois
SdÀD	Siorrachd Àir a Deas
SdÀE	Siorrachd Àir an Ear
SdÀT	Siorrachd Àir a Tuath
SdCM	Siorrachd Chlach Mhanann
SdDBE	Siorrachd Dhùn Breatann an Ear
SdDBI	Siorrachd Dhùn Breatann an Iar
SdLD	Siorrachd Lannraig a Deas
SdLT	Siorrachd Lannraig a Tuath
SdOD	Siorrachd Obar Dheathain
SdRF	Siorrachd Rinn Friù
SdRFE	Siorrachd Rinn Friù an Ear
Sealtainn	Sealtainn
Sruighlea	Sruighlea

Key to council codes

ABC	Argyll & Bute
AbsC	Aberdeenshire
AC	Angus
ACC	Aberdeen City
CC	Clackmannanshire
CEC	Edinburgh
CnES	Western Isles
DCC	Dundee
DGC	Dumfries & Galloway
EAC	East Ayrshire
EDC	East Dunbartonshire
ELC	East Lothian
ERC	East Renfrewshire
Fife	Fife
FkC	Falkirk
GCC	Glasgow
IC	Inverclyde
MC	Moray
MLC	Midlothian
NAC	North Ayrshire
NLC	North Lanarkshire
OC	Orkney
PKC	Perth & Kinross
RC	Renfrewshire
SAC	South Ayrshire
SBC	Scottish Borders
SC	Stirling
Shet	Shetland
SLC	South Lanarkshire
THC	Highland
WDC	West Dunbartonshire
WLC	West Lothian

Eachdraidh atharrachaidh

X.o.o & o.X.o

X.o.o – mùthadh susbaint : content change :: o.X.o – ceartachadh susbaint : corrected content :: o.o.X – piseach beag : minor amendment

air sgàth iomrall sna h-algairimean 1.1

Ceudad bun-sgoilearan ann an SdLD & bun-sgoiltean L3 an SdÀE.

Ceudad bhun-sgoiltean FtG an Glaschu, IC, SdÀE, SdDBE.

Sùim iomlan luchd-teagaisg FtG.

2.0

Dàta air solar neo-eisimeileach 0–3 ga fhàgail às bho seo a-mach.

Change history

X.o.o & o.X.o

due to algorithm error

Percentage of pupils in SLC primaries and of L3 schools in EAC.

Percentage of GME primaries in EAC, EDC, GCC, IC.

Total sum of GME teaching staff.

Data on independent 0–3 provision removed as of this edition.

Bòrd na Gàidhlig

Taigh a' Ghlinne Mhòir :: Great Glen House

Rathad na Leacainn :: Leachkin Road

Inbhir Nis :: Inverness







IV3 8NW :: IV3 8NW

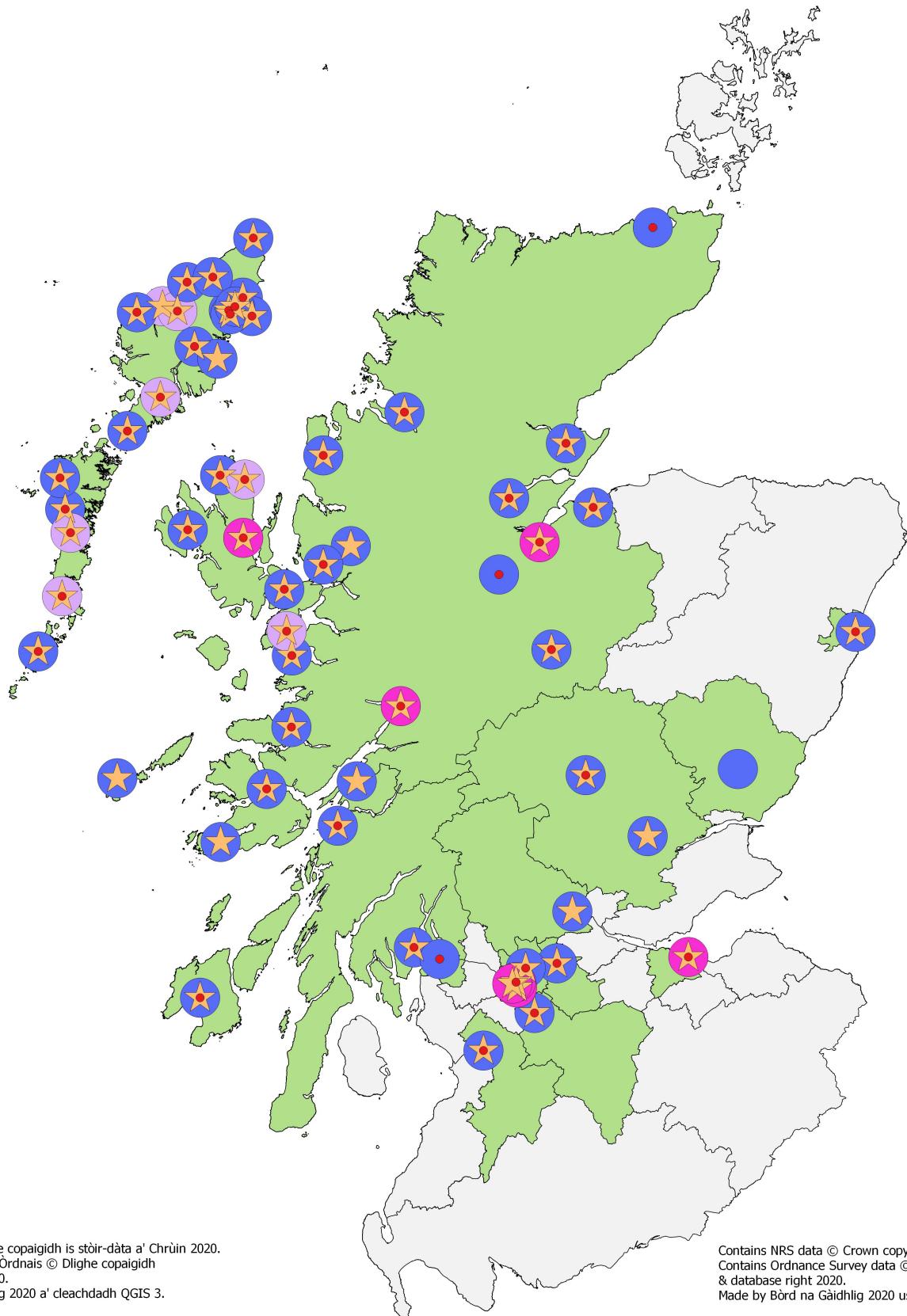
Alba :: Scotland

fòn +44 [0] 1463 225454 phone

post-d oifis@gaidhlig.scot email

Foghlam tron Ghàidhlig 2019-20 Gaelic Medium Education

-  Bun-sgoil Ghàidhlig GME primary school
-  Bun-sgoil le sruth FtB GME primary with English stream
-  Bun-sgoil le sruth FtG Primary school with GME stream
-  Le sgoil-àraich FtG na cois With associated GME nursery
-  FtG aig S1/2/3 gu h-ionadail GME in S1/2/3 delivered locally
-  Comhairle le FtG a-ghnàth Local authority with regular GME



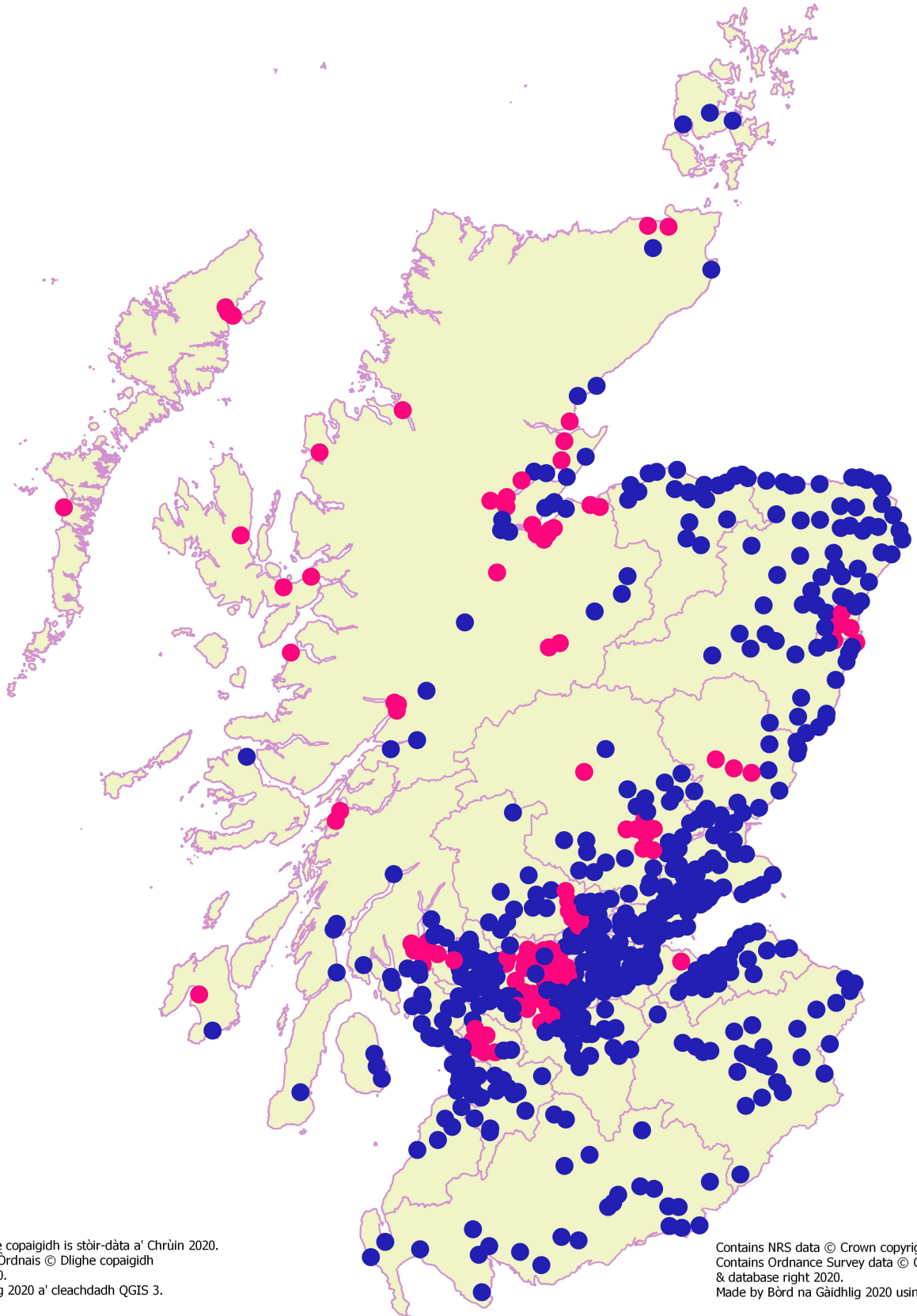
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Le dàta bhon t-Suirbhidh Òrdnais © Dlighe copaidh
is stòir-dàta a' Chrùin 2020.
Dèanta le Bòrd na Gàidhlig 2020 a' cleachdadh QGIS 3.

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Made by Bòrd na Gàidhlig 2020 using QGIS 3.

Làrachd FtG 2019-20 GME Footprint

Bailtean le 500+ duine : Towns of 500+ population

- le bun-sgoil le FtG mar 5 mìle dhìreach san aon sgìre comhairle
with primary GME within 5 miles as the crow flies in the same council area
- gun bhun-sgoil le FtG mar 5 mìle dhìreach san aon sgìre comhairle
without primary GME within 5 miles as the crow flies in the same council area



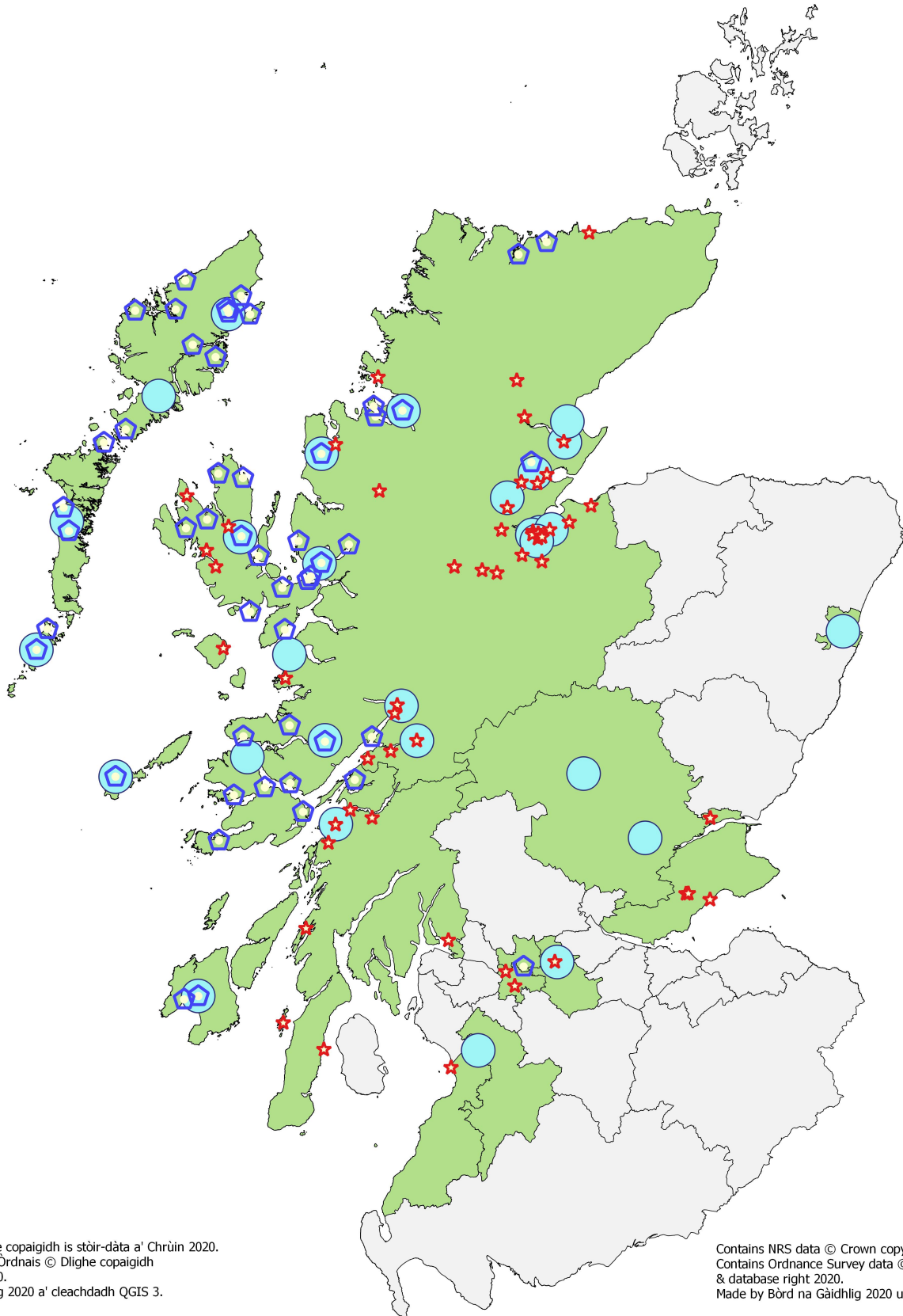
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Foghlam Luchd-ionnsachaidh 2019–2020 Gaelic Learner Education



- ★ Bun-sgoil le Gàidhlig mar L3 Primary with Gaelic as L3
- ☆ Bun-sgoil le Gàidhlig mar L2 Primary with Gaelic as L2
- Àrd-sgoil le FLi S1/2/3 Secondary with GLE S1/2/3
- Sgìre comhairle le clas FLi Council area with GLE class



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Dàta Sgoile Gàidhlig

Gaelic School Data

2019-20

Clàr
1

Dh'fhaodte gum faigh buidhnean poblach cothrom air figrichean mionaideach tro aonta co-roinn dàta – tuilleadh fios bho BnG
Detailed figures might be available to public bodies through a data sharing agreement – further information from BnG

Lèir-shealladh

Overview

Foghlam tron Ghàidhlig

Gaelic Medium Education

sgoilearan sgoil-àraich Aois 2 (foghar)	50	nursery Age 2 pupils (Autumn)
sgoilearan sgoil-àraich Aois 3 (foghar)	379	nursery Age 3 pupils (Autumn)
sgoilearan sgoil-àraich Aois 4 (foghar)	457	nursery Age 4 pupils (Autumn)
inntreadh air dhàil (foghar)	30	delayed entry (Autumn)
iomlan as t-fhoghar	916	Autumn total
dùil ro dheireadh na bliadhna	1,045	expected by year end
luchd-obrach FTE	126	staff FTE
sgoiltean	53	nurseries
sgoilearan P1	653	P1 pupils
sgoilearan P2	580	P2 pupils
sgoilearan P3	551	P3 pupils
sgoilearan P4	532	P4 pupils
sgoilearan P5	480	P5 pupils
sgoilearan P6	494	P6 pupils
sgoilearan P7	411	P7 pupils
iomlan	3,701	total
tidsearan FTE	219	teachers FTE
sgoiltean	61	schools
sgoilearan S1	348	S1 pupils
sgoilearan S2	324	S2 pupils
sgoilearan S3	283	S3 pupils
sgoilearan S4	217	S4 pupils
sgoilearan S5	161	S5 pupils
sgoilearan S6	118	S6 pupils
iomlan	1,451	total
tidsearan	114	teachers
sgoiltean	31	schools
cuspairean	22	subjects
cùrsaichean teisteanais	12	certificated courses
sgoilearan FtG uile ro dheireadh na bliadhna	6,197	all GME pupils expected by year end
luchd-teagaisg FtG uile	459	all GME teaching staff

Ùghdarrasan Ionadail Local Authorities

Foghlam tron Ghàidhlig Gaelic Medium Education

le solar sgoil-àraich	12	with nursery provision
le solar bun-sgoile	14	with primary provision
le solar àrd-sgoile	12	with secondary provision
le solar aig ìre sam bith	14	with provision at any level
le solar aig gach ìre	11	with provision at every level

Foghlam Luchd-ionnsachaidh Gaelic Learner Education

le solar bun-sgoile mar L2	4	with primary provision as L2
le solar bun-sgoile mar L3	7	with primary provision as L3
le solar bun-sgoile mar L2 no L3	9	with primary provision as L2 or L3
le solar bun-sgoile mar L2 & L3	2	with primary provision as L2 & L3
le solar S1/S2/S3	7	with S1/S2/S3 provision
le solar aig ìre sam bith	12	with provision at any level
le solar bun-sgoile L2 & S1/S2/S3	3	with primary L2 provision & S1/S2/S3

Foghlam Gàidhlig Gaelic Education

le solar Gàidhlig sam bith	17	with any Gaelic provision
le solar bun is àrd-sgoile FtG & FLi L2	3	with primary & secondary GME & L2 GLE

Dàta Foghlam Gàidhlig Gaelic Education Data

2019-20

Clàr
2

Air a thional airson Bòrd na Gàidhlig leis an Dr Iain M.K. Galloway

Collected for Bòrd na Gàidhlig by Dr John M.K. Galloway

Chan fhaodar fios nas mionaidiche a thoirt am follais gun aonta co-roinn dàta – tuilleadh fios bho BnG

More detailed figures are not released without a data sharing agreement – further information from BnG

Sgoiltean-àraich Gaelic Nurseries

Luchd-obrach 175 Staff

FTE 126 FTE

Ann an Sgìre Comhairle		Within Council Area		
Buidhnean		Sgoilearan (dùil ro dheireadh na bliadhna)		
Groups		Pupils (expected by end of year)		
Dùn Èideann	1	64	Edinburgh	0.8%
Earra Ghàidheal & Bòd	4	44	Argyll & Bute	3.2%
Eileanan Siar	19	336	Western Isles	73.4%
Gàidhealtachd	19	370	Highland	9.3%
Glaschu	2	97	Glasgow	0.9%
Inbhir Chluaidh	1		Inverclyde	
Obar Dheathain	1		Aberdeen City	
Peairt & Ceann Rois	1	24	Perth & Kinross	0.9%
Siorrachd Àir an Ear	1	15	East Ayrshire	0.6%
Siorrachd Dhùn Breatann an Ear	1	29	East Dunbartonshire	1.5%
Siorrachd Lannraig a Deas	1	19	South Lanarkshire	0.3%
Siorrachd Lannraig a Tuath	2	34	North Lanarkshire	0.5%
		53	1,045	

dubhadh às air sgàth dìon dàta

redaction for data protection

% de sgoilearan as t-fhoghar

ann an sgoiltean-àraich

% of pupils in the autumn

in nurseries

Alba gu lèir (clann FtG & FtB clàraichte as t-fhoghar)	96,375	Scottish total (GME & EME pupil autumn registrations)
FtG mar % dhen iomlan as t-fhoghar Sgìrean le FtG	1.1% 12	GME as % of the autumn total Areas with GME

Clann gu lèir bho Gheàrr-Staitistigs Sgoiltean ann an Alba, Clàr 5.1, Riaghaltas na h-Alba

Total children from Summary Statistics for Schools in Scotland, Table 5.1, Scottish Government

Sgoiltean-àraich

Gaelic Nurseries

sgoiltean-àraich 53 nurseries

CnES	Bac: An Loch a Tuath	ABC	Bowmore
CnES	Bàgh a' Chaisteil	ABC	Dunoon: Sandbank, Cròileagan
CnES	Baile a' Mhanaich	ABC	Oban: Rockfield
CnES	Brèascleith	ABC	Salen
CnES	Dalabrog	ACC	Aberdeen: Gilcomstoun
CnES	Ìochdar, An t-	CEC	Edinburgh: Parkside
CnES	Lacasdal	CnES	Back: Broad Bay
CnES	Lional	CnES	Balivanich
CnES	Lochan, Na	CnES	Breasclete
CnES	Rubha: Cròileagan	CnES	Castlebay
CnES	Siabost	CnES	Daliburgh
CnES	Steòrnabhagh	CnES	Iochdar
CnES	Tairbeart: Sir E. Scott	CnES	Laxdale
CnES	Taobh Siar, An	CnES	Leverburgh
CnES	Tòb, An	CnES	Lionel
CnES	Tunga, Leòdhas	CnES	Lochs
CnES	Uibhist a Deas: Cothrom Òg	CnES	North Uist: Saoghal Beag
CnES	Uibhist a Tuath: Saoghal Beag	CnES	Point: Cròileagan
CnES	Ùig (Leòdhas)	CnES	Shawbost
CnG	Àth Leathann, An t-	CnES	South Uist: Cothrom Òg
CnG	Àth Tharracail	CnES	Stornoway
CnG	Baile Dhubhthaich: Cnoc na Creige	CnES	Tarbert: Sir Edward Scott
CnG	Baile Ùr an t-Slèibh	CnES	Tong
CnG	Cille Mhoire (Tròndairnis)	CnES	Uig (Lewis)
CnG	Druim na Drochaid: Gleann Urchadain	CnES	West Side
CnG	Dùn Bheagain	EAC	Kilmarnock: New Wood
CnG	Gearasdan: BSGL	EDC	Bishopbriggs: Meadowburn
CnG	Geàrrloch	GCC	Glasgow: Lyoncross, Pollok
CnG	Inbhir Narann	GCC	Glasgow: SGG, Sandyford
CnG	Inbhir Nis: BSGI	IC	Greenock: Whinhill
CnG	Inbhir Pheofharain	NLC	Airdrie: Tollbrae
CnG	Inbhir Theòrsa	NLC	Condorrat
CnG	Malaig	PKC	Aberfeldy: Academy
CnG	Ploc, Am	SLC	East Kilbride: Mt Cameron
CnG	Port Rìgh	THC	Acharacle
CnG	Slèite	THC	Broadford
CnG	Stafainn	THC	Dingwall
CnG	Ullapul	THC	Drumnadrochit: Glen Urquhart
DÈ	Dùn Èideann: Taobh na Pairce	THC	Dunvegan
EG&B	Bogh Mòr	THC	Fort William: BSGL
EG&B	Dùn Obhainn: An Oitir, Cròileagan	THC	Gairloch
EG&B	Òban: Achadh na Creige	THC	Inverness: BSGI
EG&B	Sàilean, An	THC	Kilmuir (Trotternish)

Glaschu	Glaschu: Lyoncross, Pollok	THC	Mallaig
Glaschu	Glaschu: SGG, Sandyford	THC	Nairn
IC	Grianaig: Whinhill	THC	Newtonmore
OD	Obar Dheathain: Gilcomstoun	THC	Plockton
P&CR	Obar Pheallaidh: Acadamaidh	THC	Portree
SdÀE	Cill Mheàrnaig: A' Choille Nuadh	THC	Sleat
SdDBE	Drochaid an Easbaig: Innis an Uillt	THC	Staffin
SdLD	Cille Bhrìghde an Ear: Mt Cameron	THC	Tain: Craighill
SdLT	Àrd-Ruigh: Tollbrae	THC	Thurso
SdLT	Condobhrat	THC	Ullapool

Dàta Foghlam Gàidhlig Gaelic Education Data

2019-20

Clàr
3

Air a thional airson Bòrd na Gàidhlig leis an Dr Iain M.K. Galloway

Collected for Bòrd na Gàidhlig by Dr John M.K. Galloway

Chan fhaodar fios nas mionaidiche a thoirt am follais gun aonta co-roinn dàta – tuilleadh fios bho BnG

More detailed figures are not released without a data sharing agreement – further information from BnG

Foghlam tron Ghàidhlig sa Bhun-sgoil Gaelic Medium Education in Primary

Tidsearan 267 Teachers

FTE 220 FTE

Am Broinn Sgìre Comhairle			Within Council Area		
		Sgoiltean Schools	Sgoilearan Pupils		
2.0%	Aonghas	1		Angus	
1.1%	Dùn Èideann	1	425	Edinburgh	1.4%
8.6%	Earra Ghàidheal & Bòd	7	217	Argyll & Bute	3.8%
41.7%	Eileanan Siar	20	732	Western Isles	40.0%
11.7%	Gàidhealtachd	20	1,034	Highland	6.0%
2.2%	Glaschu	3	750	Glasgow	1.8%
5.0%	Inbhir Chluaidh	1		Inverclyde	
2.1%	Obar Dheathain	1	43	Aberdeen City	0.3%
2.9%	Peairt & Ceann Rois	2	45	Perth & Kinross	0.4%
2.4%	Siorrachd Àir an Ear	1	33	East Ayrshire	0.4%
3.0%	Sd Dhùn Breatann an Ear	1	85	East Dunbartonshire	0.9%
0.8%	Siorrachd Lannraig a Deas	1	76	South Lanarkshire	0.3%
0.8%	Siorrachd Lannraig a Tuath	1	149	North Lanarkshire	0.6%
2.6%	Sruighlea	1	71	Stirling	1.1%
		61	3,701		
% de bhun-sgoiltean na comhairle		dubhadh às air sgàth dìon dàta		% de sgoilearan bun-sgoile na comhairle	
% of the council's primary schools		redaction for data protection		% of the council's primary pupils	

Alba gu lèir (FtG & FtB) 2,003 398,334 Scottish total (GME & EME)

FtG mar % dhen iomlan 3.0% 0.9% GME as % of total
Sgìrean le FtG 14 Areas with GME

Sgoilearan is sgoiltean gu lèir bho Chunntas nan Sgoilearan (Clàran a Bharrachd, 5.3), Riaghaltas na h-Alba
Total school populations and estate from the Pupil Census (Supplementary Tables, 5.3), Scottish Government

Foghlam tron Ghàidhlig sa Bhun-sgoil
Gaelic Medium Education in Primary

sgoiltean 61 schools

Aonghas	Farfar: Na Cnocan Geala	ABC	Bowmore
CnES	Bac, Am	ABC	Bunessan
CnES	Bàgh a' Chaisteil	ABC	Dunoon: Sandbank
CnES	Baile a' Mhanaich	ABC	Oban: Rockfield
CnES	Beàrnaraigh Leòdhais	ABC	Salen
CnES	Brèascleit	ABC	Strath of Appin
CnES	Dalabrog	ABC	Tiree
CnES	Ìochdar	AC	Forfar: Whitehills
CnES	Lacasdal	ACC	Aberdeen: Gilcomstoun
CnES	Lìonal	CEC	Edinburgh: Parkside
CnES	Lochan, Na	CnES	Back
CnES	Pàirc, A'	CnES	Balivanich
CnES	Rubha, An	CnES	Bernera
CnES	Siabost	CnES	Breasclete
CnES	Steòrnabhagh	CnES	Castlebay
CnES	Tairbeart: Sir E. Scott	CnES	Daliburgh
CnES	Taobh Siar, An	CnES	Iochdar
CnES	Tòb, An	CnES	Laxdale
CnES	Tunga (Leòdhas)	CnES	Leverburgh
CnES	Uibhist a Tuath	CnES	Lionel
CnES	Ùig (Leòdhas)	CnES	Lochs
CnG	Àth Leathann, An t-	CnES	North Uist
CnG	Àth Tharracail	CnES	Pàirc
CnG	Baile Dhubhthaich: Cnoc na Creige	CnES	Point
CnG	Baile Ùr an t-Slèibh	CnES	Shawbost
CnG	Cille Mhoire (Tròndairnis)	CnES	Stornoway
CnG	Druim na Drochaid: Gleann Urchadan	CnES	Tarbert: Sir Edward Scott
CnG	Dùn Bheagain	CnES	Tong
CnG	Gearasdan: BSGL	CnES	Uig (Lewis)
CnG	Geàrrloch	CnES	West Side
CnG	Inbhir Narann: Bruach a' Mhuilinn	EAC	Kilmarnock: New Wood
CnG	Inbhir Nis: BSGI	EDC	Bishopbriggs: Meadowburn
CnG	Inbhir Pheofharain	GCC	Glasgow: Glendale
CnG	Inbhir Theòrsa: Mount Pleasant	GCC	Glasgow: SGG
CnG	Loch Carrann	GCC	Glasgow: Cartvale, Govan
CnG	Malaig	IC	Greenock: Whinhill
CnG	Ploc, Am	NLC	Condorrat
CnG	Port Rìgh	PKC	Aberfeldy
CnG	Slèite	PKC	Perth: Goodlyburn
CnG	Stafainn	SC	Stirling: Riverside
CnG	Ullapul	SLC	East Kilbride: Mount Cameron

DÈ	Dùn Èideann: Taobh na Pàirce	THC	Acharacle
EG&B	Bogh Mòr	THC	Broadford
EG&B	Bun Easain	THC	Dingwall
EG&B	Dùn Obhainn: An Oitir	THC	Drumnadrochit: Glenurquhart
EG&B	Òban: Achadh na Creige	THC	Dunvegan
EG&B	Sàilean, An	THC	Fort William: BSGL
EG&B	Srath na h-Apainne	THC	Gairloch
EG&B	Tiriodh	THC	Inverness: BSGI
Glaschu	Glaschu: Gleann Dail	THC	Kilmuir (Trotternish)
Glaschu	Glaschu: SGG	THC	Lochcarron
Glaschu	Glaschu: Srath Cart, B/Ghobhainn	THC	Mallaig
IC	Grianaig: Whinhill	THC	Nairn: Millbank
OD	Obar Dheathain: Gilcomstoun	THC	Newtonmore
P&CR	Obar Pheallaidh	THC	Plockton
P&CR	Peairt: Goodlyburn	THC	Portree
SdÀE	Cill Mheàrnaig: A' Choille Nuadh	THC	Sleat
SdDBE	Drochaid an Easbaig: Innis an Uillt	THC	Staffin
SdLD	Cille Bhrìghde an Ear: Mt Cameron	THC	Tain: Craighill
SdLT	Condobhrat	THC	Thurso: Mount Pleasant
Sruighlea	Sruighlea: Taobh na h-Aibhne	THC	Ullapool

Dàta Foghlam Gàidhlig Gaelic Education Data

2019-20

Clàr
4

Air a thional airson Bòrd na Gàidhlig leis an Dr Iain M.K. Galloway

Collected for Bòrd na Gàidhlig by Dr John M.K. Galloway

Chan fhaodar fios nas mionaidiche a thoirt am follais gun aonta co-roinn dàta – tuilleadh fios bho BnG

More detailed figures are not released without a data sharing agreement – further information from BnG

Foghlam tron Ghàidhlig san Àrd-sgoil Gaelic Medium Education in Secondary

(le Gàidhlig fhèin) Cuspairean 22 Subjects (incl. Gaelic as a subject)

Cùrsaichean le teisteanas 12 Certificated courses

Tidsearan 114 Teachers

		Sgoiltean Schools	Sgoilearan Pupils		
Am Broinn Sgìre Comhairle				Within Council Area	
4.3%	Dùn Èideann	1	113	Edinburgh	0.6%
50.0%	Earra Ghàidheal & Bòd	5	63	Argyll & Bute	1.4%
100%	Eileanan Siar	4	349	Western Isles	23.4%
44.8%	Gàidhealtachd	13	434	Highland	3.2%
3.3%	Glaschu	1	349	Glasgow	1.3%
9.1%	Obar Dheathain	1		Aberdeen City	
18.2%	Peairt & Ceann Rois	2		Perth & Kinross	
25.0%	Siorrachd Àir an Ear	2		East Ayrshire	
12.5%	Sd Dhùn Breatann an Ear	1	28	East Dunbartonshire	0.4%
5.9%	Siorrachd Lannraig a Deas	1	14	South Lanarkshire	0.1%
4.3%	Siorrachd Lannraig a Tuath	1	70	North Lanarkshire	0.3%
14.3%	Sruighlea	1	12	Stirling	0.2%
		33	1,451		
% de dh'àrd-sgoiltean na comhairle		dubhadh às air sgàth dìon dàta		% de sgoilearan àrd-sgoile na comhairle	
% of the council's secondary schools		redaction for data protection		% of the council's secondary pupils	

Alba gu lèir (FtG & FtB) 357 291,471 Scottish total (GME & EME)

FtG mar % dhen iomlan 9.2% 0.5% GME as % of total
Sgìrean le FtG 13 Areas with GME

Sgoilearan is sgoiltean gu lèir bho Chunntas nan Sgoilearan (Clàran a Bharrachd, 5.3), Riaghaltas na h-Alba
Total school populations and estate from the Pupil Census (Supplementary Tables, 5.3), Scottish Government

Foghlam tron Ghàidhlig san Àrd-sgoil
Gaelic Medium Education in Secondary
sgoiltean 33 schools

CnES	Bagh a' Chaisteil	ABC	Dunoon
CnES	Lionacleit	ABC	Islay
CnES	Steòrnabhagh: MacNeacail	ABC	Oban
CnES	Tairbeart: Sir E. Scott	ABC	Tiree
CnG	Àird nam Murchan	ABC	Tobermory
CnG	Baile Dhubhthaich	ACC	Aberdeen: Hazlehead
CnG	Blàran Odhar: Fàrr	CEC	Edinburgh: James Gillespie's
CnG	Ceann a' Ghiùthsaidh	CnES	Castlebay
CnG	Geàrrloch	CnES	Linaclete
CnG	Inbhir Narann	CnES	Stornoway: Nicholson
CnG	Inbhir Nis: IRA	CnES	Tarbert: Sir Edward Scott
CnG	Inbhir Pheofharain	EAC	Kilmarnock: Academy
CnG	Loch Abar	EAC	Kilmarnock: Grange
CnG	Malaig	EDC	Bishopbriggs
CnG	Ploc, Am	GCC	Glasgow: SGG
CnG	Port Rìgh	NLC	Cumbernauld: Greenfaulds
CnG	Ullapul	PKC	Aberfeldy: Breadalbane Academy
DÈ	Dùn Èideann: James Gillespie	PKC	Perth
EG&B	Dùn Obhainn	SC	Stirling: Wallace High
EG&B	Ìle	SLC	East Kilbride: Calderglen
EG&B	Òban, An t-	THC	Ardnamurchan
EG&B	Tiriodh	THC	Bettyhill: Farr
EG&B	Tobar Mhoire	THC	Dingwall
Glaschu	Glaschu: SGG	THC	Gairloch
OD	Obar Dheathain: Hazlehead	THC	Inverness: IRA
P&CR	Obar Pheallaidh: Bràghad Albainn	THC	Kingussie
P&CR	Peairt	THC	Lochaber
SdÀE	Cill Mheàrnaig: Acadamaidh	THC	Mallaig
SdÀE	Cill Mheàrnaig: Grange	THC	Nairn
SdDBE	Drochaid an Easbaig	THC	Plockton
SdLD	Cille Bhrìghde an Ear: Gleann Caladar	THC	Portree
SdLT	Comar nan Allt: Greenfaulds	THC	Tain
Sruighlea	Sruighlea: Wallace High	THC	Ullapool

Dàta Foghlam Gàidhlig Gaelic Education Data

2019-20

Clàr
5

Air a thional airson Bòrd na Gàidhlig le Iain M.K. Galloway

Collected for Bòrd na Gàidhlig by John M.K. Galloway

Chan fhaodar fios nas mionaidiche a thoirt am follais gun aonta co-roinn dàta – tuilleadh fios bho BnG

More detailed figures are not released without a data sharing agreement – further information from BnG

Foghlam Luchd-ionnsachaidh sa Bhun-sgoil Gaelic Learner Education in Primary

Sgìrean le Gàidhlig mar L2	4	Areas with Gaelic as L2
Sgìrean le Gàidhlig mar L3	7	Areas with Gaelic as L3
Sgìrean le Gàidhlig mar L2 no L3	9	Areas with Gaelic as L2 or L3

		Sgoiltean Schools	Sgoiltean Schools		
	Am Broinn Sgìre Comhairle	L2	L3	Within Council Area	
–	Dùn Dè	0	1	Dundee	3.0%
–	Dùn Èideann	0	0	Edinburgh	–
9.9%	Earra-Ghàidheal & Bòd	8	10	Argyll & Bute	12.3%
31%	Eileanan Siar	15	0	Western Isles	–
–	Fìobha	0	3	Fife	2.3%
15.2%	Gàidhealtachd	26	35	Highland	20.5%
–	Glaschu	0	2	Glasgow	1.4%
–	Siorrachd Àir an Ear	0	1	East Ayrshire	2.4%
3.0%	Sd Dhùn Breatann an Ear	1	0	East Dunbartonshire	–
–	Siorrachd Lannraig a Tuath	0	1	North Lanarkshire	0.8%
		50	53		

% de bhun-sgoiltean na comhairle le L2

% of the council's primary schools with L2

% de bhun-sgoiltean na comhairle le L3

% of the council's primary schools with L3

Bun-sgoiltean le L2 agus/no L3	103	Primary schools with L2 and/or L3
Bun-sgoiltean le L2 agus L3	0	Primary schools with L2 and L3
Bun-sgoiltean gu nàiseanta	2,030	National total of primary schools
Solar L2 mar % dhen iomlan	2.5%	L2 provision as % of total
Solar L3 mar % dhen iomlan	2.6%	L3 provision as % of total
Solar FLi mar % dhen iomlan	5.1%	FLi provision as % of total

Sgoiltean gu lèir bho Chunntas nan Sgoilearan (Dàta a Bharrachd, Clàr 5.3), Riaghaltas na h-Alba

Total school estate from the Pupil Census (Supplementary Data, Table 5.3), Scottish Government

Foghlam Luchd-ionnsachaidh sa Bhun-sgoil

Gaelic Learner Education in Primary

sgoiltean le Gàidhlig mar L2

50

schools with Gaelic mar L2

CnES	Bac, Am	ABC	Bowmore
CnES	Bàgh a' Chaisteil	ABC	Bunessan
CnES	Baile a' Mhanaich	ABC	Lochdonhead
CnES	Beàrnaraigh Leòdhais	ABC	Port Charlotte
CnES	Brèascleith	ABC	Salen
CnES	Eòlaigearraidh	ABC	Srath of Appin
CnES	Ìochdar, An t-	ABC	Tiree
CnES	Lacasdal	ABC	Ulva
CnES	Lochan, Na	CnES	Back
CnES	Pàirc, A'	CnES	Balivanich
CnES	Rubha, An	CnES	Bernera
CnES	Siabost	CnES	Breasclete
CnES	Steòrnabhagh	CnES	Castlebay
CnES	Tòb, An	CnES	Eoligarry
CnES	Ùig (Leòdhas)	CnES	Iochdar
CnG	Àird Ghobhar	CnES	Laxdale
CnG	Àird Rois	CnES	Leverburgh
CnG	Aodann Bàn, An t-	CnES	Lochs
CnG	Àth Leathann, An t-	CnES	Pàirc
CnG	Àth Tharracail	CnES	Point
CnG	Bad Call, Am	CnES	Shawbost
CnG	Blàran Odhar: Fàrr	CnES	Stornoway
CnG	Caol Acain	CnES	Uig (Lewis)
CnG	Caol Loch Aillse	EDC	Bishopbriggs: Meadowburn
CnG	Cille Chòmhain	THC	Acharacle
CnG	Cille Mhoire (Tròndairnis)	THC	Applecross
CnG	Comraich, A'	THC	Ardgour
CnG	Dùn Bheagain	THC	Ardross
CnG	Ealaghol	THC	Badcaul
CnG	Geàrrloch	THC	Bettyhill: Farr
CnG	Loch Àlainn	THC	Broadford
CnG	Loch Carrann	THC	Dunvegan
CnG	Ploc, Am	THC	Edinbane
CnG	Port Rìgh	THC	Elgol
CnG	Ratharsair	THC	Gairloch
CnG	Sgoraig	THC	Kilchoan
CnG	Slèite	THC	Kilmuir (Trotternish)
CnG	Sròn an t-Sìthein	THC	Kyle of Lochalsh
CnG	Stafainn	THC	Kyleakin
CnG	Tunga (Cataibh)	THC	Lochaline
CnG	Ullapul	THC	Lochcarron
EG&B	Bogh Mòr	THC	Plockton
EG&B	Bun Easain	THC	Portree

EG&B Ceann Loch Dona
EG&B Port Sgioba
EG&B Sàilean, An
EG&B Srath na h-Àpainne
EG&B Tiriodh
EG&B Ulbha
SdDBE Drochaid an Easbaig: Innis an Uillt

THC Raasay
THC Scoraig
THC Sleat
THC Staffin
THC Strontian
THC Tong (Cataibh)
THC Ullapool

Dàta Foghlam Gàidhlig Gaelic Education Data

2019-20

Clàr
6

Air a thional airson Bòrd na Gàidhlig leis an Dr Iain M.K. Galloway

Collected for Bòrd na Gàidhlig by Dr John M.K. Galloway

Chan fhaodar fios nas mionaidiche a thoirt am follais gun aonta co-roinn dàta – tuilleadh fios bho BnG

More detailed figures are not released without a data sharing agreement – further information from BnG

Foghlam Luchd-ionnsachaidh na Gàidhlig san Àrd-sgoil Gaelic Learner Education in Secondary

Tidsearan 53 Teachers

Solar S1/2/3 S1/2/3 provision			Sgoiltean Schools	Sgoilearan Pupils	Within Council Area	
Am Broinn Sgìre Comhairle						
40.0%	Earra Ghàidheal & Bòd	4	4	444	Argyll & Bute	10.1%
100%	Eileanan Siar	4	4	544	Western Isles	36.5%
55.2%	Gàidhealtachd	16	17	2,135	Highland	15.8%
9.1%	Obar Dheathain	1	1	51	Aberdeen	0.6%
18.2%	Peairt & Ceann Rois	2	2	163	Perth & Kinross	2.2%
12.5%	Siorrachd Àir an Ear	1	1	247	East Ayrshire	3.7%
4.3%	Sd Lannraig a Tuath	1	1		North Lanarkshire	
	comhairlean gun S1/2/3	NA	2		councils without S1/2/3	
		29	32	3,605		
S1–3 % de dh'àrd-sgoiltean na comhairle			dubhadh às air sgàth dìon dàta		% de sgoilearan àrd-sgoile na comhairle	
S1–3 % of the council's secondary schools			redaction for data protection		% of the council's secondary pupils	

Alba gu lèir 357 291,471 Scottish total

FLi mar % dhen iomlan	8.1%	9.0%	1.2%	GLE as % of total
Sgìrean le sgoilearan FLi		7		Areas with GLE pupils
Sgìrean le solar S1/2/3		7		Areas with S1/2/3 provision

Gu nàiseanta		Nationwide	
Sgoilearan a rèir còthair		Pupils by cothort	
Àrd-sgoil S1	1,686	Secondary S1	
Àrd-sgoil S2	1,111	Secondary S2	
Àrd-sgoil S3	574	Secondary S3	
Àrd-sgoil S4	130	Secondary S4	
Àrd-sgoil S5	83	Secondary S5	
Àrd-sgoil S6	21	Secondary S6	
	3,605		

Sgoilearan is sgoiltean gu lèir bho Chunntas nan Sgoilearan (Clàran a Bharrachd, 5.3), Riaghaltas na h-Alba
Total school populations and estate from the Pupil Census (Supplementary Tables, 5.3), Scottish Government

Foghlam Luchd-ionnsachaidh na Gàidhlig san Àrd-sgoil

Gaelic Learner Education in Secondary

sgoiltean le solar S1/2/3

29

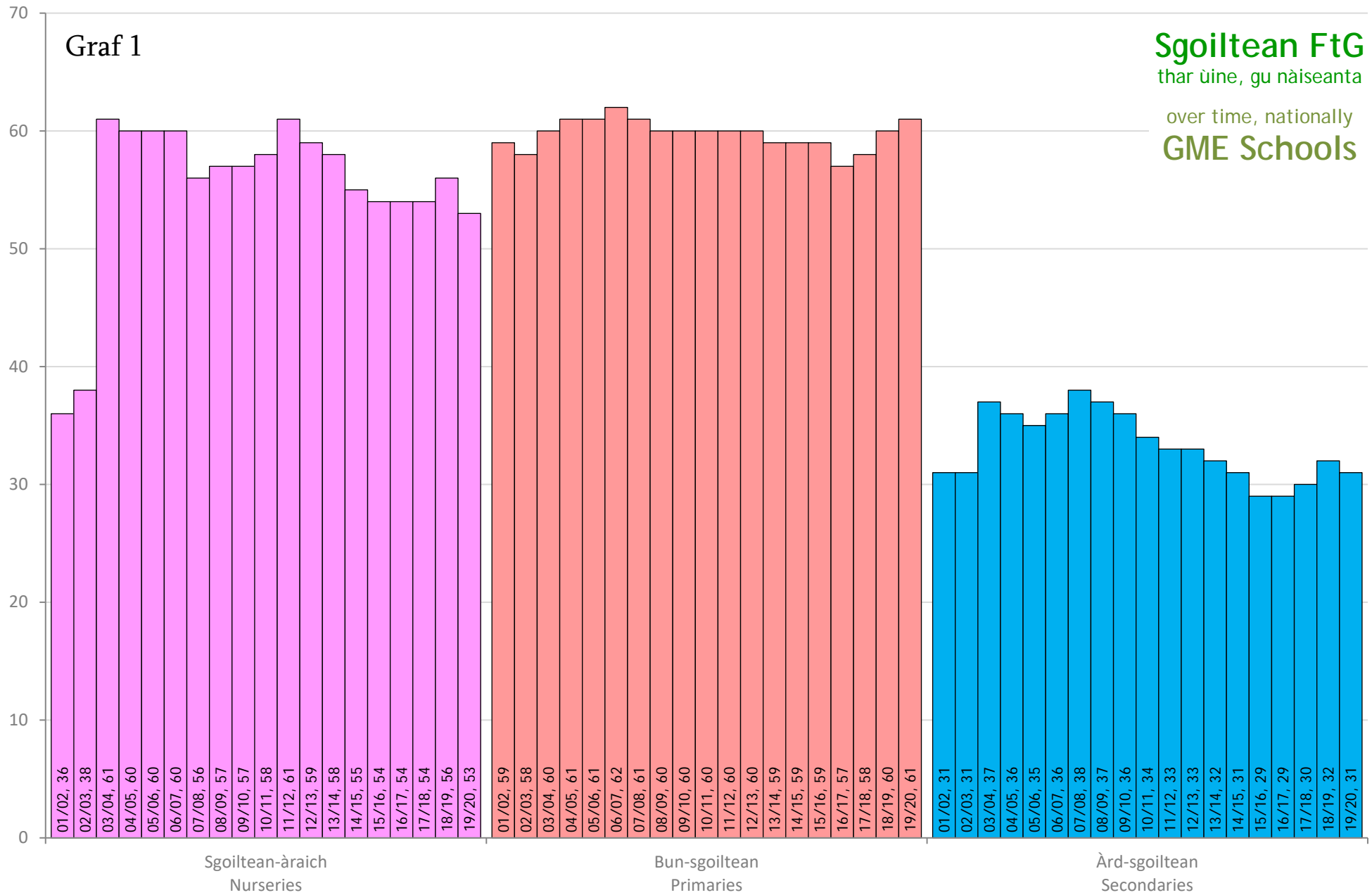
schools with S1/2/3 provision

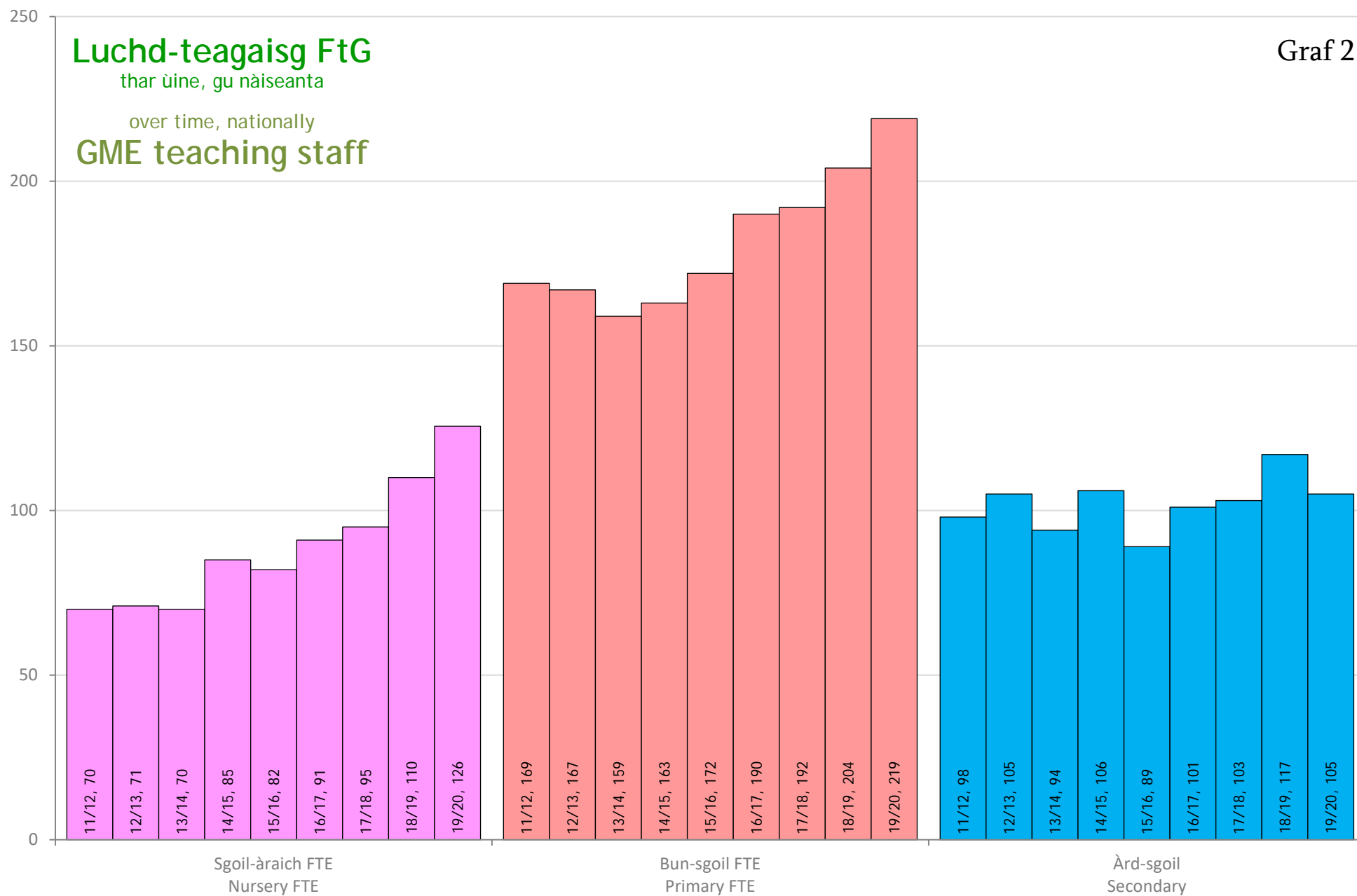
CnES	Bàgh a' Chaisteil	ABC	Islay
CnES	Lionacleit	ABC	Oban
CnES	Steòrnabhagh: MacNeacail	ABC	Tiree
CnES	Tairbeart: Sir E. Scott	ABC	Tobermory
CnG	Àird nam Murchan	ACC	Aberdeen: Hazlehead
CnG	Alanaid	CnES	Castlebay
CnG	Baile Dhubhthaich	CnES	Linaclete
CnG	Ceann Loch Lìobhann	CnES	Stornoway: Nicholson
CnG	Dòrnach	CnES	Tarbert: Sir Edward Scott
CnG	Geàrrloch	EAC	Kilmarnock: Academy
CnG	Inbhir Nis: Allt a' Mhuilinn	NLC	Cumbernauld: Greenfaulds
CnG	Inbhir Nis: Baile Theàrlaich	PKC	Aberfeldy: Breadalbane
CnG	Inbhir Nis: Cùil Lodair	PKC	Perth
CnG	Inbhir Nis: IRA	THC	Alness
CnG	Inbhir Pheofharain	THC	Ardrumurchan
CnG	Loch Abar	THC	Dingwall
CnG	Malaig	THC	Dornoch
CnG	Ploc, Am	THC	Gairloch
CnG	Port Rìgh	THC	Inverness: Charleston
CnG	Ullapul	THC	Inverness: Culloden
EG&B	Ìle	THC	Inverness: IRA
EG&B	Òban, An t-	THC	Inverness: Millburn
EG&B	Tiriodh	THC	Kinlochleven
EG&B	Tobar Mhoire	THC	Lochaber
OD	Obar Dheathain: Hazlehead	THC	Mallaig
P&CR	Obar Pheallaidh: Bràghad Albainn	THC	Plockton
P&CR	Peairt	THC	Portree
SdÀE	Cill Mheàrnaig: Acadamaidh	THC	Tain
SdLT	Comar nan Allt: Greenfaulds	THC	Ullapool

Graf 1

Sgoiltean FtG
thar ùine, gu nàiseanta

over time, nationally
GME Schools





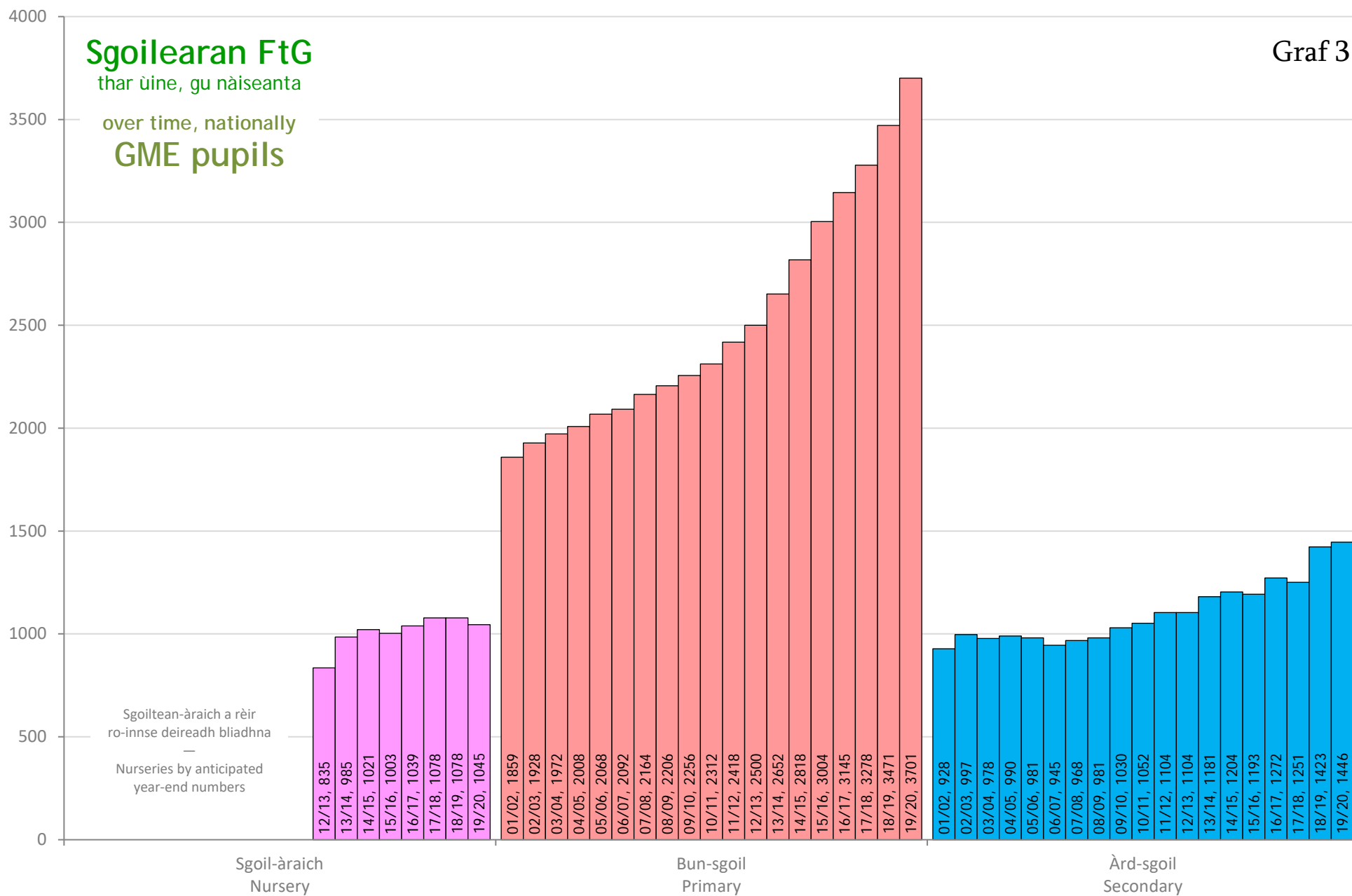
Sgoilearan FtG

thar ùine, gu nàiseanta

over time, nationally

GME pupils

Graf 3



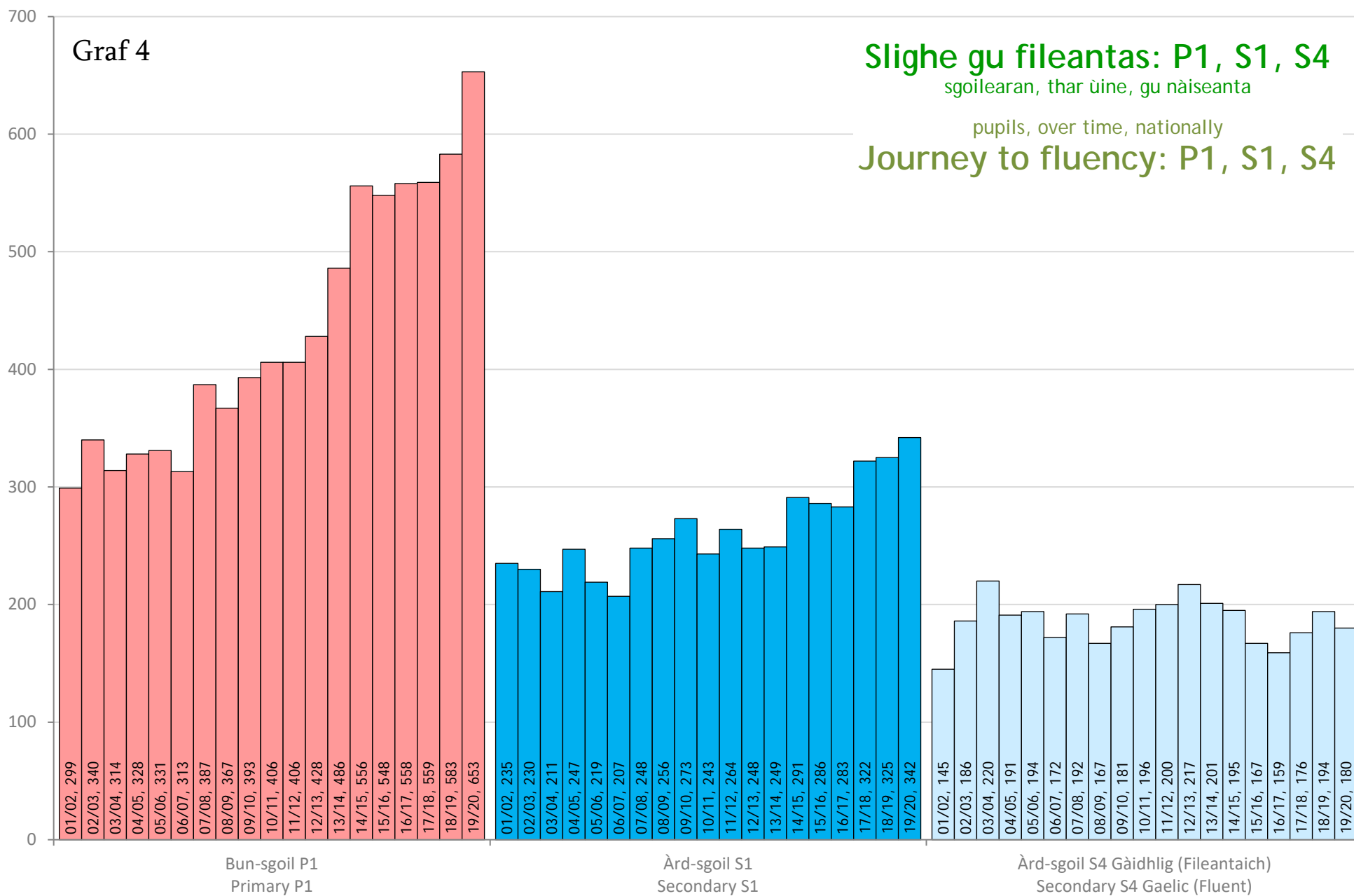
Graf 4

Slighe gu fileantas: P1, S1, S4

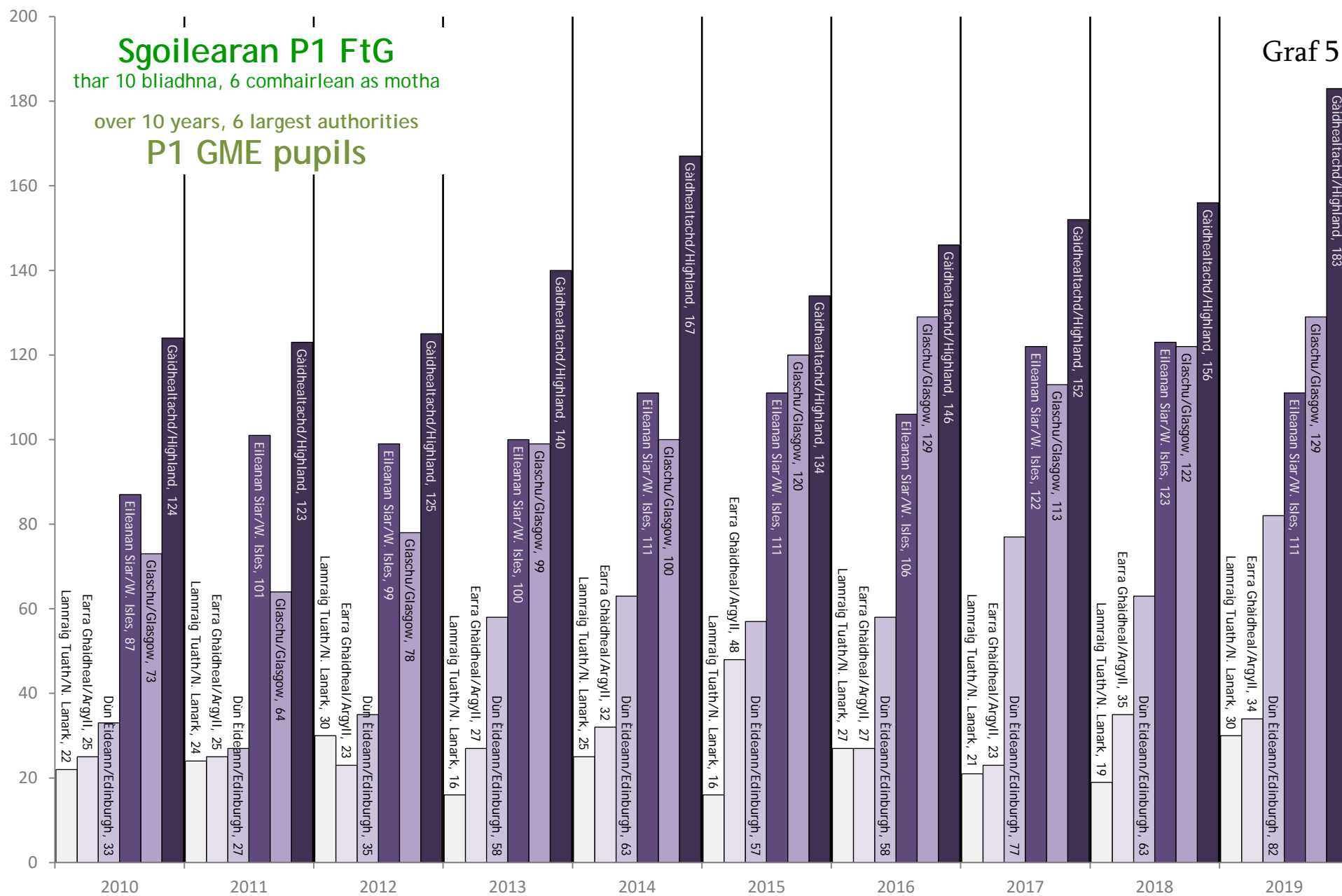
sgoilearan, thar ùine, gu nàiseanta

pupils, over time, nationally

Journey to fluency: P1, S1, S4



Sgoilearan P1 FtG
thar 10 bliadhna, 6 comhairlean as motha
over 10 years, 6 largest authorities
P1 GME pupils

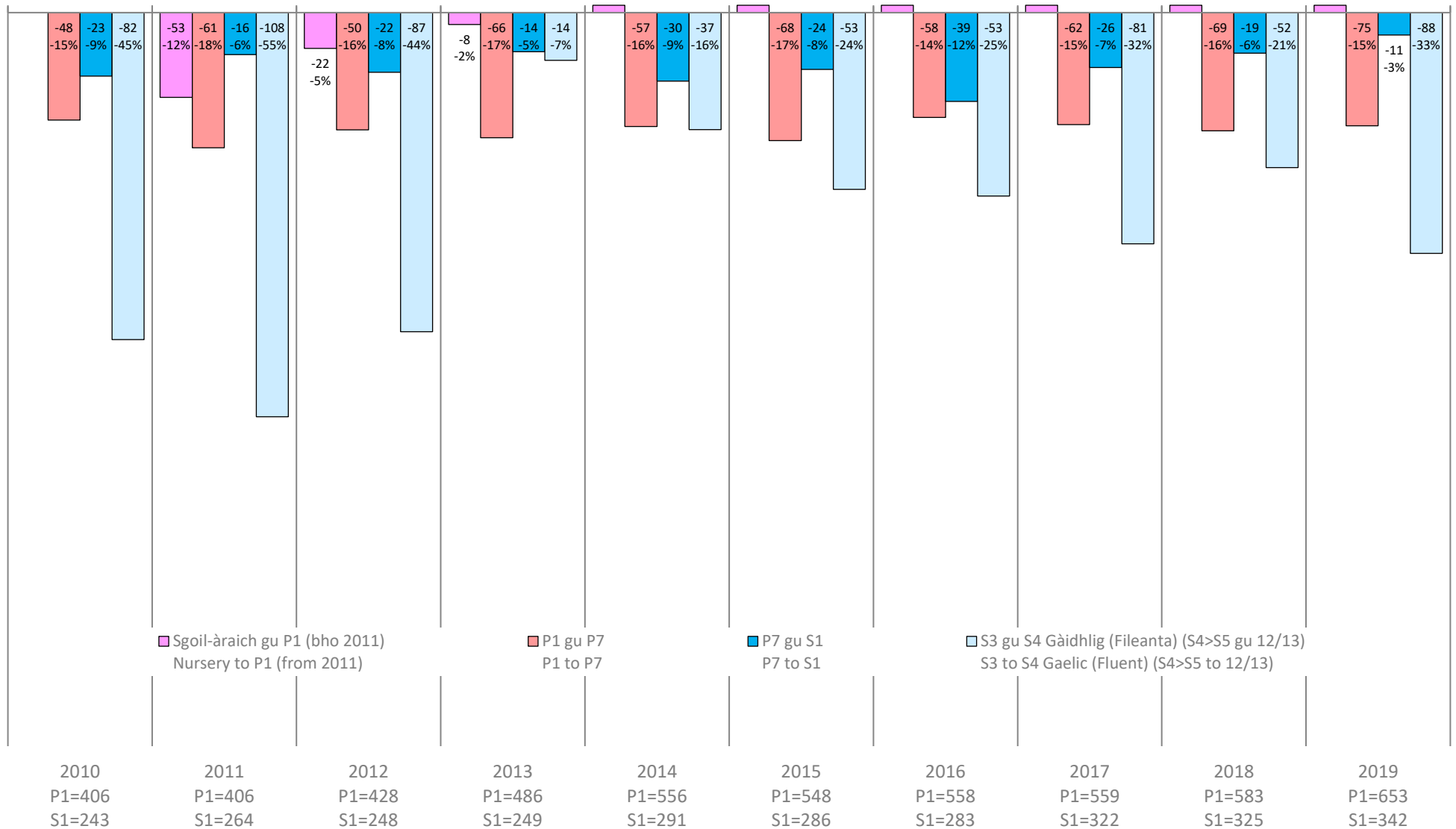


Graf 5

Call sgoilearan FtG thar 10 bliadhna, gu nàiseanta

GME pupil loss over 10 years, nationally

Graf 6



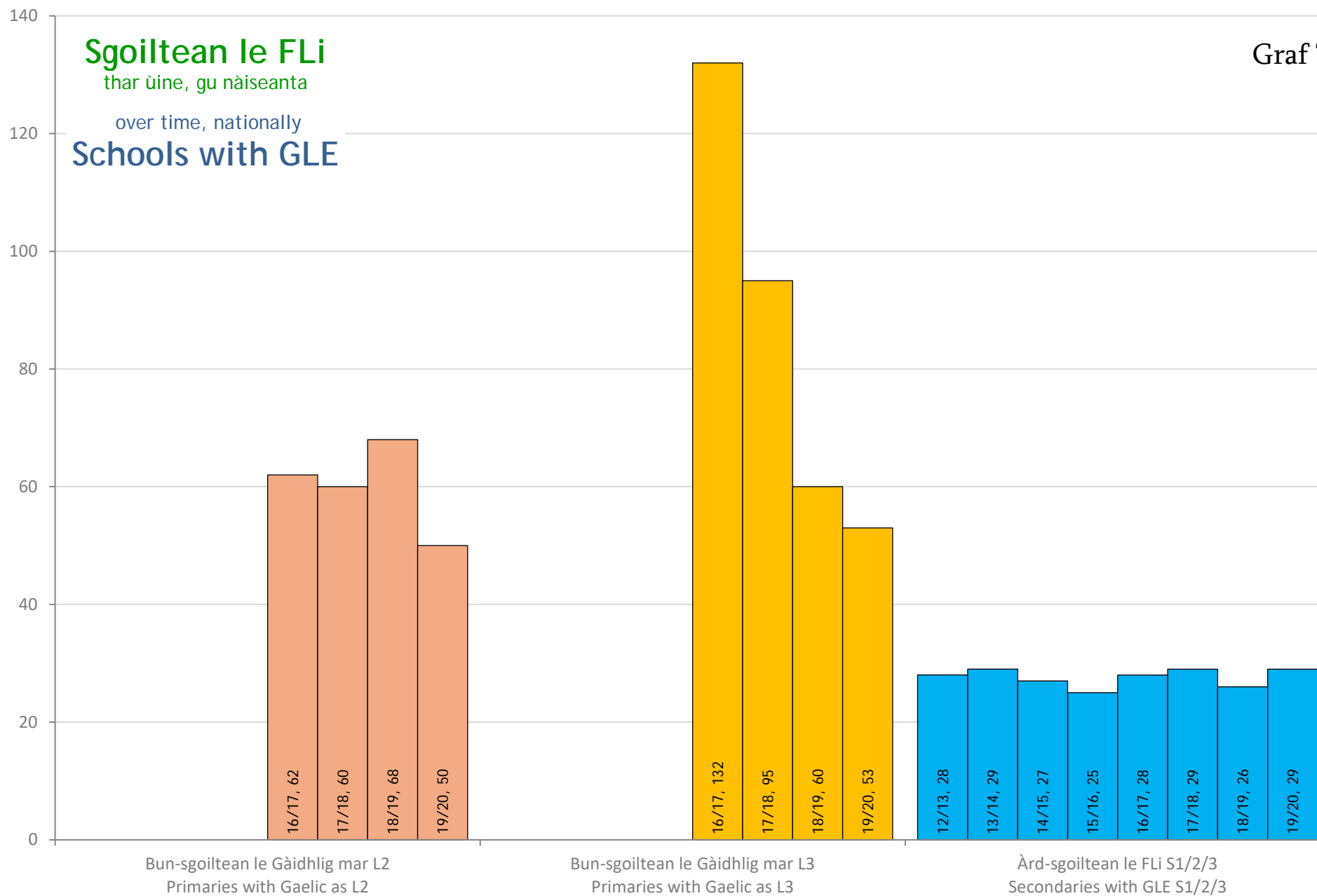
Sgoiltean le FLi

thar ùine, gu nàiseanta

over time, nationally

Schools with GLE

Graf 7



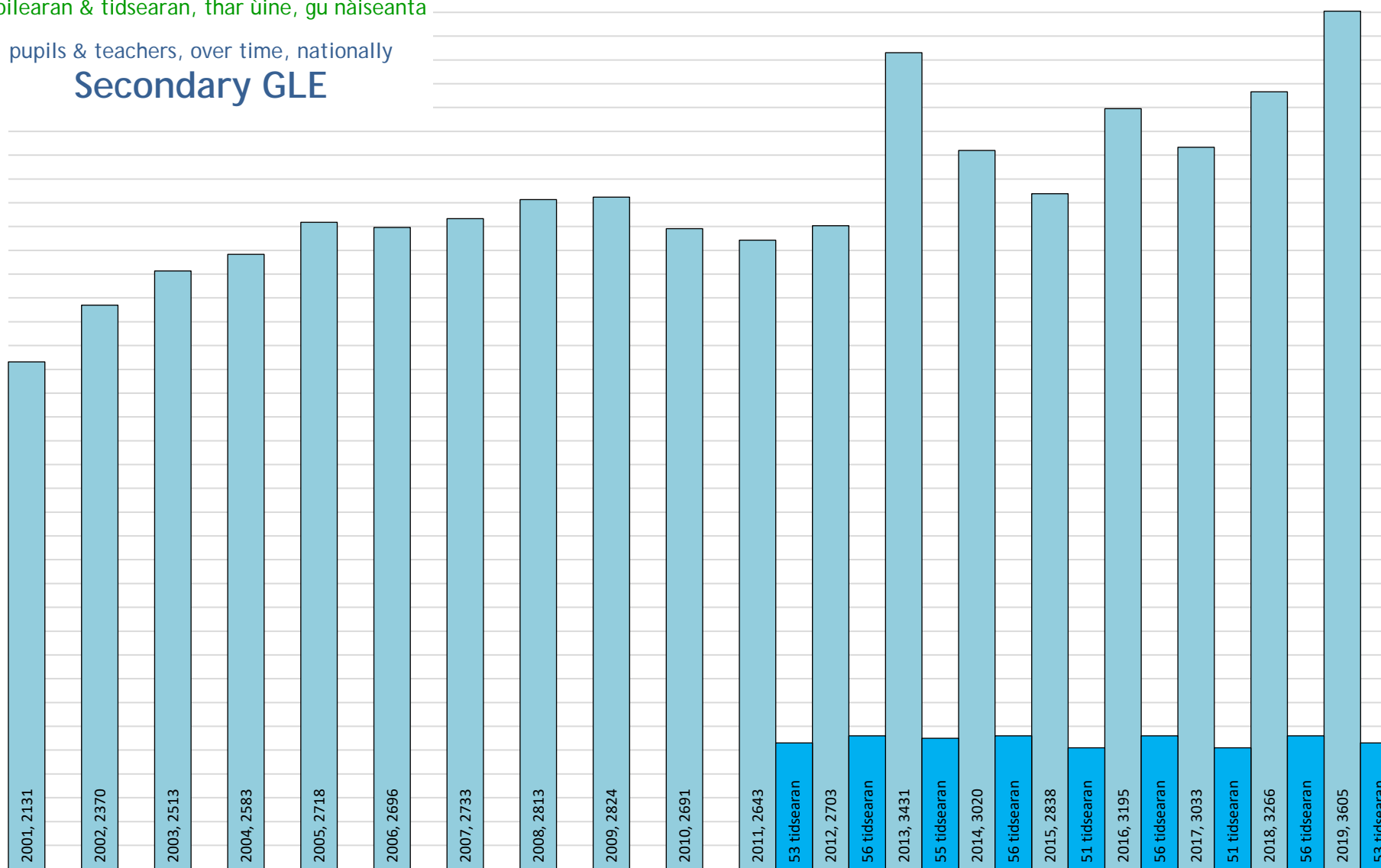
FLi àrd-sgoile

sgoilearan & tidsearan, thar ùine, gu nàiseanta

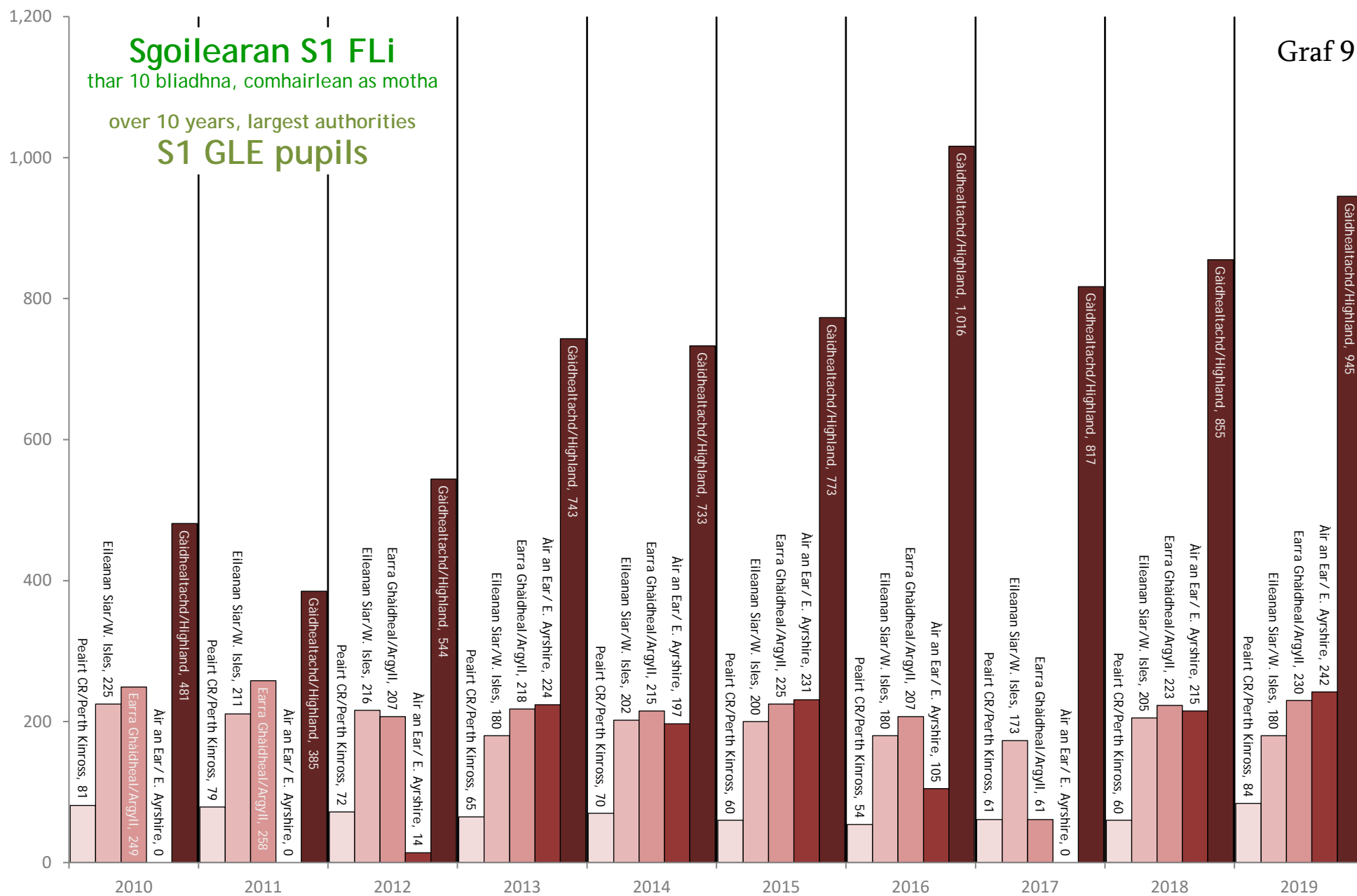
pupils & teachers, over time, nationally

Secondary GLE

Graf 8



Graf 9



Inbhich a tha ag ionnsachadh Gàidhlig 2019

Adults learning Gaelic 2019

There were an estimated

3,935

adults learning Gaelic in Scotland
in November 2019

Learners were most likely to ...

live in ...

Edinburgh or Glasgow
15% 13.6%

Highland (inc. Inverness)
9.2%

Argyll and Bute
4.6%

use their Gaelic
almost daily

at
home



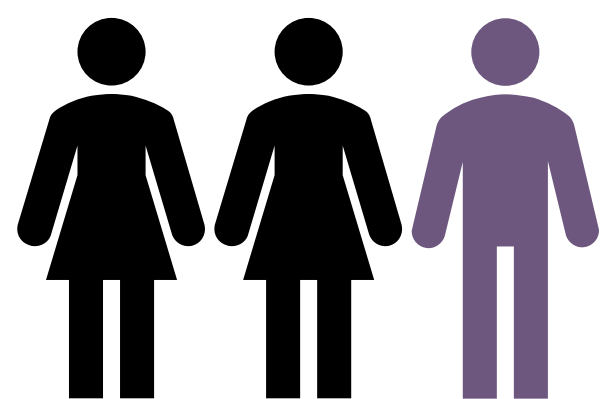
at a
place of
study



online



say they are at
beginner
level (68.1%)



be
female
by a ratio of
2:1

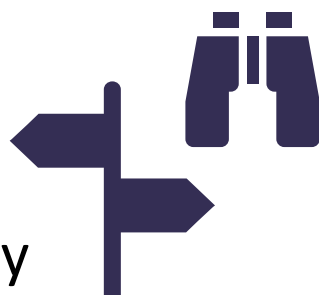


be motivated by
culture and heritage

travel less than
10 miles to
where they learn



say it wasn't
easy to find
classes locally



say they want
more
interaction
with fluent
speakers



consist of regular **tutor-**
led classes



Learning
provision was
most likely to ...

be based in
community
settings



be funded
by learners
themselves



lead to **no**
certification



Inbhidh a tha ag ionnsachadh Gàidhlig – 2019

Adults learning Gaelic – 2019

Daniel Sellers
Borge Consulting
Dr Nicola Carty



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Geàrr-chunntas – inbhich a tha ag ionnsachadh Gàidhlig 2019

Thomhais sinn gu robh **3,935 inbheach ag ionnsachadh na Gàidhlig** ann an Alba thairis air an t-Samhain 2019. Tha an àireamh de dh'inbhich ag ionnsachadh sgilean Gàidhlig ann an Alba air lùghdachadh an coimeas ri 2018 (mu thuaiream 5,460 inbheach).

Le bhith cleachdadh an dàta a thug **luchd-ionnsachaidh na Gàidhlig ann an Alba** dhuinn, tha e dualtach:

- gu bheil iad a' fuireach anns na h-ùghdarrasan ionadail a leanas: Dùn Èideann, Glaschu, a' Ghàidhealtachd no Earra Ghàidheal is Bòd
- gu bheil iad eadar 25 is 74 bliadhna a dh'aois (bha a' mhòr-chuid de luchd-freagairt eadar 55 is 64)
- gur e boireannaich a th' anna; tha an co-mheas boireannach is fireannach cha mhòr 2:1
- gu bheil iad ag obair pàirt- no làn-ùine, no air an dreuchd a leigeil dhiubh

A thaobh mar a thathas ag ionnsachadh, tha e dualtach:

- gu bheil inbhich a tha ag ionnsachadh na Gàidhlig ann an Alba gam measadh fhèin mar luchd-tòiseachaidh
- gu bheil iad ag ionnsachadh na Gàidhlig air sgàth ùidh ann an cultar agus dualchas, no air sgàth dèidh Gàidhlig a ghlèidheadh
- gu bheil iad gan teagasg fhèin, no a' frithealadh clas no clas còmhraidh a tha ga stiùireadh le oide
- gum bi iad a' cleachdadh an cuid Gàidhlig cha mhòr gach latha, no co-dhiù latha san t-seachdain
- gum bi iad a' cleachdadh an cuid Gàidhlig anns an àite far a bheil iad ag ionnsachadh, aig an taigh no air-loidhne, agus/no aig tachartasan sòisealta
- gum bi iad a' siubhal nas lugha na 10 mìle airson an àite ionnsachaidh a ruigsinn (no 0 mìltean ma tha iad gan teagasg fhèin aig an taigh)
- gu bheil iad air cnap(an)-starraidh an aghaidh an cuid ionnsachaidh a cheannsachadh
- nach eil cothroman gu leòr aca airson conaltradh ri fileantaich no ri luchd-ionnsachaidh a tha nas comasaiche ann an Gàidhlig
- nach b' urrainn dhaibh an cùrsa no cothrom ionnsachaidh as fheàrr dhaibh a lorg gu h-ionadail

Tha a' mhòr-chuid dhe na toraidhean seo a dh'aon inntinn leis na toraidhean air a rinn sinn aithisg ann an 2018, ged a tha beagan atharrachaidhean ann a thaobh aoisean is àiteachan-fuirich an luchd-ionnsachaidh.

Le bhith cleachdadh an dàta a fhuair sinn bho luchd-solair chùrsaichean, **tha cothroman ionnsachaidh buailteach a bhith mar a leanas:**

- is e cùrsaichean no clasaichean thairis air iomadh seachdain, no clasaichean còmhraidh le oide gan stiùireadh, an t-seòrsa de sholaireachd as cumanta
- tha e comasach ìrean nan cothroman ionnsachaidh a cho-thaobhadh ris a' CEFR
- tha iad a' gabhail àite anns a' choimhearsnachd
- tha na h-oidean a tha gan libhrigeadh a' faighinn pàigheadh

- tha an luchd-ionnsachaidh fhèin a' pàigheadh nan cìsean ionnsachaidh
- chan eil teisteanas nan lùib
- chan eil iad air an rèiteachadh ris an Scottish Credit and Qualifications Framework (SCQF), agus chan eil iad a' solaireachadh puingeann creideas SCQF

Is beag a dh'atharraich na toraidhean a thaobh pròifil an t-solairidh ionnsachaidh bho 2018. Chan eil mòran atharrachaidh anns na toraidhean a thaobh solarachadh chùrsaichean o 2018 ach tha e coltach gun robh lùghdachadh air dà sheòrsa solarachaidh gu sònraichte.

Summary of findings – adults learning Gaelic 2019

We estimate that there were **3,935 adults learning Gaelic** in Scotland during November 2019, a decrease from the previous year (when we estimated there were 5,460 learners in Scotland).

According to the data gathered from learners, **adults who are learning Gaelic in Scotland are most likely to:**

- live in the local authority areas of Edinburgh City, Glasgow City, Highland or Argyll and Bute
- be in the age range 25 to 74 (with the highest numbers in the ranges: 55 to 64)
- be female, by a ratio of female:male of almost 2:1
- be in work (full- or part-time) or be retired

In terms of their learning, **learners are most likely to:**

- consider themselves a beginner learner
- be motivated to learn by an interest in culture and heritage, or by a wish to help preserve the language
- be teaching themselves or attending a class or conversation class that is led by a tutor
- use their Gaelic most days, or at least one day each week
- use their Gaelic in their place of study, at home or online, and/or in a social environment
- travel less than 10 miles to reach their place of learning (or 0 miles if they are teaching themselves at home)
- have had to overcome a barrier or barriers to their learning
- have lacked opportunities to interact with native or more proficient Gaelic speakers, or been unable to find their preferred type of learning provision locally

These findings are in line with our findings from 2018, with some changes to where learners live, and the range of ages.

According to the data gathered from learning providers, **learning provision in Scotland is most likely to:**

- consist of courses or classes run over a number of weeks, or conversation classes led by a tutor
- provide learners with progression that can be matched to the levels of the CEFR
- take place in community-based settings
- be delivered by paid staff
- be paid for by learners themselves
- not lead to a qualification or certificate
- not be levelled against the Scottish Credit and Qualifications Framework (SCQF) or provide SCQF credit points

Our findings relating to learning provision show very little change in its profile from 2018, though we have identified an apparent reduction in two particular types of provision.

1. Acknowledgements

We acknowledge the continued support we have received from Dr Peadar Morgan of Bòrd na Gàidhlig.

We are grateful to Dr Susan Ross for her Gaelic-language feedback and advice, and to Dr Simon Young for assistance with the coding of one chart.

We thank learning providers for the enthusiastic response they gave us. These providers not only responded with data about the learning opportunities they provide, but also shared our online learner survey among learners they support, resulting in a high number of responses.

Most importantly, we wish to thank the adult learners who took time to share their experiences of learning Gaelic. Their responses provided useful and interesting information, and we feel their enthusiasm in taking part in this research reflects their enthusiasm for learning the language.

2. Introduction

2.1. Background

In 2014, Bòrd na Gàidhlig¹ commissioned research to identify the approximate number of adults who were learning Gaelic. That project provided a baseline for measuring numbers of adults learning Gaelic in subsequent years, and for highlighting trends relating to the number of learners and their learning activities.

Bòrd na Gàidhlig subsequently commissioned Tkm Consulting to undertake research on this subject in each of the years 2015, 2016 and 2017. Reports for these are available on Bòrd na Gàidhlig's website.²

In 2018, Bòrd na Gàidhlig commissioned Daniel Sellers, Borge Consulting and Dr Nicola Carty to undertake a three-year continuation of this research. This would provide data relating to numbers of adult learners of Gaelic in each of the years 2018, 2019 and 2020.

This report presents findings relating to data gathered from learners and learning providers in November 2019.³

2.2. Structure of the report

In this report we describe the methodology used to gather and analyse data, and discuss trends we have identified. Percentages are given to one decimal place.

We provide a profile of adult learners of Gaelic, with information on:

- their location, age and gender
- what, where and how they are learning, and their motivations for learning Gaelic
- any barriers they have faced in accessing, or taking part in, learning

This is followed by a breakdown of information gathered from learning providers, on:

- the types of learning opportunity they offer and learner numbers
- whether learning is accredited in any way
- how the learning is provided, by whom, and how it is funded

We offer a headline estimation of the number of adults who are learning Gaelic, by extrapolating the data we have gathered from learning providers to a wider population.

We present our conclusions around key issues and trends from the data. Finally, we provide two case studies illustrating individual learners' experiences of learning Gaelic.

¹ Bòrd na Gàidhlig is an executive non-departmental public body, responsible through Ministers to the Scottish Parliament. It was established under the Gaelic Language (Scotland) Act 2005. Bòrd na Gàidhlig is the principal public body in Scotland responsible for promoting Gaelic development and providing advice to Scottish Ministers on Gaelic issues. Bòrd na Gàidhlig is required to exercise its functions with a view to securing the status of Gaelic as an official language of Scotland commanding equal respect to the English language.

² <http://www.gaidhlig.scot/bord/research/education-data/>

³ The Adults learning Gaelic report for 2018, together with an infographic, is available at <http://www.gaidhlig.scot/bord/research/education-data/>

3. Methodology

Our methodology for collecting data in 2019 resembled the one we used in 2018, which was based around two online surveys: one for learners and one for learning providers. [Appendix 1](#) explains our methodology, including refinements made to the survey questions.

Both surveys asked respondents to refer to activity that took place during a “snapshot” week: the week beginning Monday 4th November 2019.

4. Numbers of survey responses

Table 1 shows the numbers of completed responses from **learners** in 2019, alongside numbers of completed responses from previous years.

Year	Number of completed responses from learners
2015	626
2016	383
2017	390
2018	867
2019	661

Table 1 – Numbers of completed responses from learners, 2015–2019

Table 2 shows the numbers of completed responses from **learning providers** in 2019, alongside numbers of completed responses from previous years.

Year	Number of completed responses from learning providers
2015	12
2016	16
2017	10
2018	43
2019	44

Table 2 – Numbers of completed responses from learning providers, 2015–2019

4.1. Discussion relating to numbers of responses

Although there was a decrease of almost a quarter (23.8%) in the number of responses from **learners**, it was still the second highest number of learner responses since the research began in 2015. Survey fatigue is a possible reason for this decrease. While learner responses surged in 2018, we believe the changed approach to participant recruitment may have piqued the interest of Gaelic learners at that time. By 2019, however, this novelty may have worn off.

The number of responses from **learning providers** increased by one, to 44, but only ten of these respondents said that they were providing Gaelic learning opportunities during the snapshot week. As was the case last year, we believe our pre-survey engagement was an encouraging factor for providers.

5. Analysis of responses to the learner survey

661 individuals completed the learner survey. The data in the following analysis is based on responses from these learners, structured around four themes:

- The individual
- Their learning
- Barriers they have faced in their learning
- The organisation providing the learning

5.1. The individual

Geographical location

We received learner responses from 29 local authority areas in Scotland. We received no response from a small number of areas.⁴

Appendix 2 shows data relating to where learners live.

Table 3 shows the top five areas for learning activity during the snapshot week (excluding 93 responses (16.4%) from learners who told us they were not based in Scotland).

Area	Number of learners active	% of learners active
City of Edinburgh	85	15.0
Glasgow	77	13.6
Highland: Caithness, Sutherland, and East Ross-shire	29	5.1
Argyll and Bute: Oban, Lorn and the Isles	26	4.6
Highland: Inverness City	23	4.1

Table 3 – Top five areas for learning activity during the week beginning 4th November 2019

Consistent with previous years, the highest numbers of active learners were in Glasgow and Edinburgh. The cities of Edinburgh, Glasgow and Inverness all featured in the top five areas for learning activity during the snapshot weeks in 2018 and 2019. There were increased responses in 2019 from Argyll and Bute: Oban, Lorn and the Isles, and Highland: Caithness, Sutherland, and East Ross-shire.

Age

563 of 567 learners (99.3%) who were active during the snapshot week responded to this question.

⁴ Clackmannanshire, Shetland, West Dunbartonshire, Western Isles: Harris, and Western Isles: North Uist, Berneray, and Grimsay

Chart 1 shows the age bands of the learners who were active during that week.

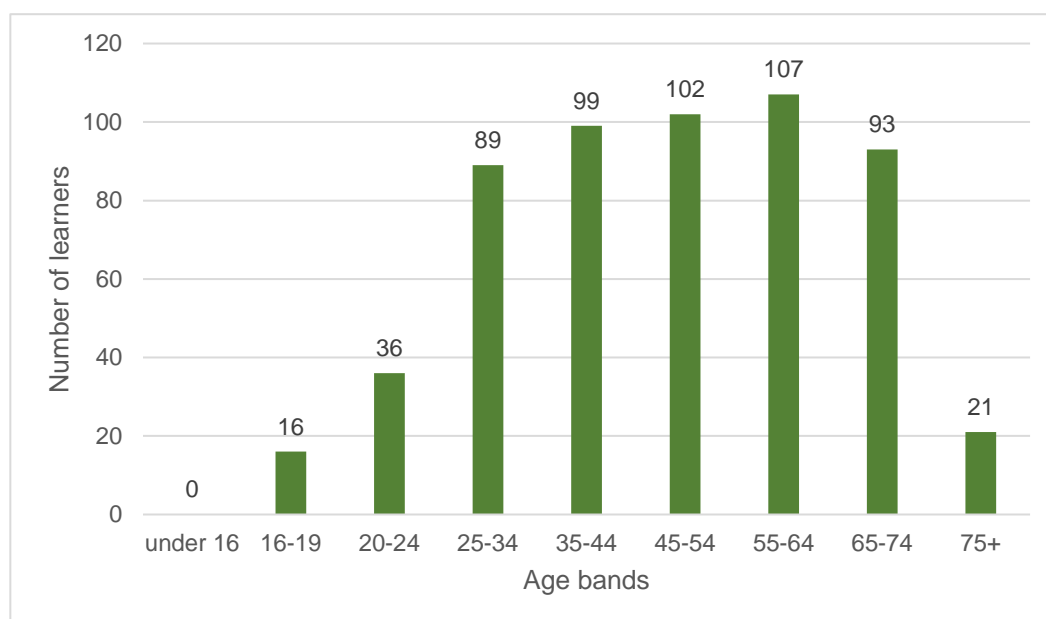


Chart 1 – Ages of learners active during the week beginning 4th November 2019

In 2017, 69% of learners were aged 45 and over. In 2018 this had dropped to 58.2%. This figure decreased further in 2019, to 57.4%.

The number of respondents in lower age brackets rose significantly between 2017 and 2018: in 2017, the age range 16–24 accounted for 3.0% of respondents. In 2018 the age range 16–24 accounted for 9.2%, and in 2019, 9.3%.

In 2018 we suggested that the differences reported might have been due to the way we distributed the survey or a reflection of the higher overall participation rate. For example, the extensive and targeted use of social media might have reached more younger learners. We suggest that these reasons also explain this year's results.

Gender

Table 4 shows respondents' gender.

Gender	Number of learners active during snapshot week	% of learners active
Female	371	65.4
Male	184	32.5
Prefer not to answer	2	0.4
I prefer to self-describe (please tell us how)	<10	<1.8
<i>Non-binary</i>	<10	<1.8
<i>Genderfluid</i>	<10	<1.8
<i>Did not say how</i>	<10	<1.8
No response	<10	<1.8

Table 4 – Respondents' gender

We used a new approach to this question in 2019, asking participants to pick their gender from a list or to self-describe. Again, there were more female than male respondents, which may reflect the general trend for women to respond more to surveys than men.⁵ Less than 10 participants in 2019 were gender non-binary or genderfluid, [redacted].

Disability

52 (9.2%) of the 567 learners active during the snapshot week told us they consider themselves to be disabled. Of the rest, 13 (2.3%) preferred not to say.

As in 2018, this rate of disclosure is lower than was indicated for the Scottish population as a whole in the 2011 Census,⁶ where 19.6% of individuals reported being disabled or as having a long-term health condition.

As we suggested last year, it is possible that individuals only disclosed a disability when they felt it impacted on their learning.

Employment status

Chart 2 shows the employment status of the 567 respondents who were active during the snapshot week.

⁵ See Smith (2008), *Does gender influence online survey participation?: A record-linkage analysis of university faculty online survey response behavior*.

⁶ Analysis of Equality Results from the 2011 Census (2014, Scottish Government).

The data shows that adults learning Gaelic are most likely to be working (full- or part-time) or retired, together accounting for 454 (80.0%), which is slightly lower than in 2018, when 84% of learners were in one of these categories.

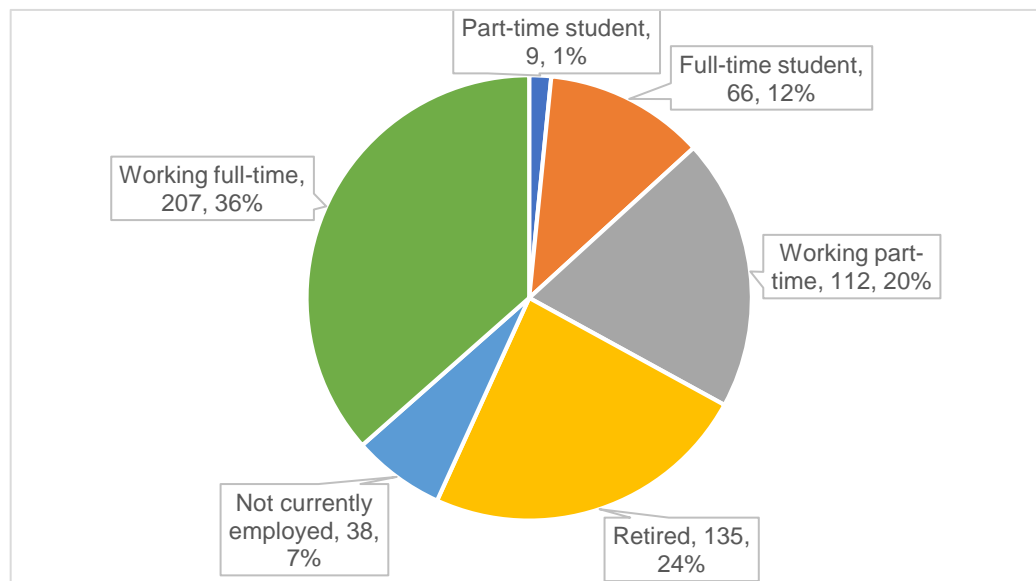


Chart 2 – Employment status of learners active the week beginning 4th November 2019

5.2. Learning

The learner survey sought responses from learners in relation to:

- their self-assessed competence in Gaelic
- their motivation for learning Gaelic
- how and in what settings they use their Gaelic

This year we omitted a question we asked in 2018, relating to specific learning activities that learners engaged in during the snapshot week. The question appeared to confuse some of last year's respondents, and we decided to delete it from this year's survey.

Self-assessed level of competence

We provided learners with descriptors of the six levels of competence in the Common European Framework of Reference for Languages (CEFR), where level A1 represents beginner and C2 the most advanced. (These descriptors are attached in [Appendix 3](#).)

We asked learners to read the descriptors and select which level they considered best fitted their overall or general competence in Gaelic (that is, not focusing specifically on reading, writing, speaking or listening).

Chart 3 shows the self-stated competence levels of the 567 learners who were active during the snapshot week, with A1 representing the lowest level.

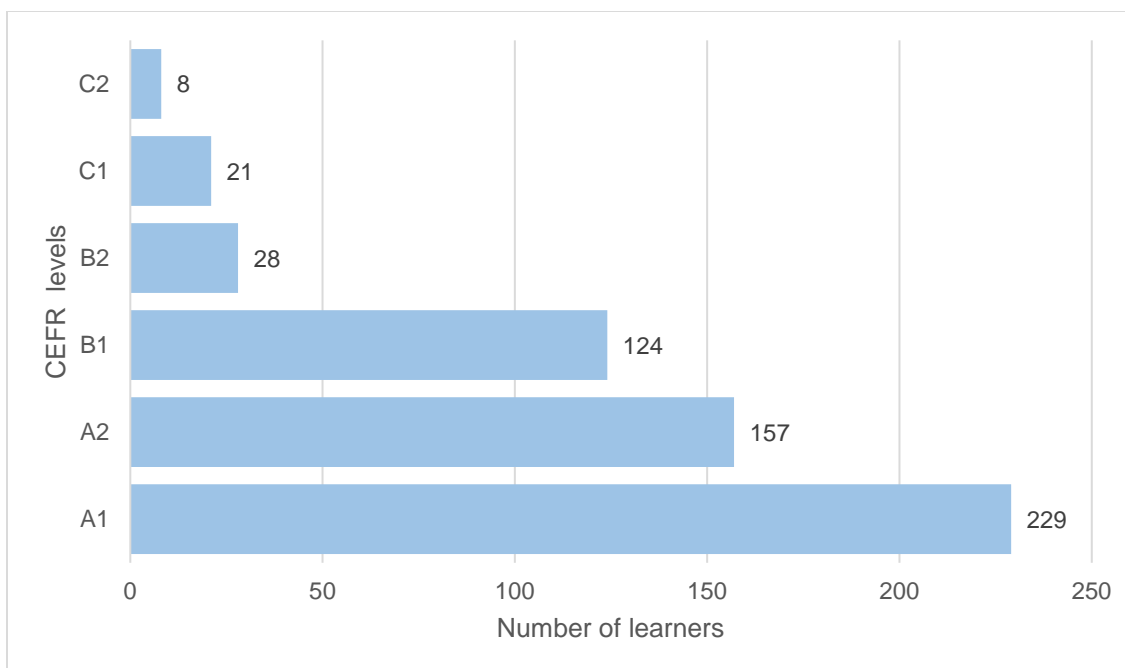


Chart 3 – Self-assessed Gaelic competence on the CEFR of learners active during the week beginning 4th November 2019

This data shows, as in 2018, that the majority of learners active during the snapshot week, 386 (or 68.1%), consider themselves to have a basic level of Gaelic language competence (level A1 or A2). In 2018 this figure was higher, however, at 73.7%.

In fact, between 2018 and 2019 we can see a slight shift in the numbers responding to each level. Table 5 shows the shift, by percentage:

	% in 2018	% in 2019
Levels A1 and A2 (beginner)	73.7	68.1
Levels B1 and B2 (intermediate)	22.7	26.8
Levels C1 and C2 (expert)	3.6	5.1

Table 5 – Learners' self-assessed proficiency, 2018–2019

Recognising that the number of responses we received this year was lower than in 2018, the proportions still appear to have shifted, with fewer respondents claiming to be at the beginner end of the CEFR and more identifying themselves as being at the B and C levels. This could be because learners who responded last year have responded again and now assess themselves as having progressed up a level or levels.

As we suggested last year, the selection by respondents of a CEFR level was subjective and learners may have under- or over-estimated their competence. It is also possible that, in line with the most common barrier to learning (“Not enough opportunities to interact with native

speakers and fluent learners”, as identified at 5.2.6 below), learners above beginner level do not have the opportunities they need to use their Gaelic, which impacts on their ability to develop their skills.

Use of the CEFR in Gaelic learning is relatively new and learners may be unfamiliar with the framework. Nevertheless, it is worth noting that all 567 learners active during the snapshot week responded to this question.

The CEFR was not used for the learner survey in years prior to 2018.

Motivation for learning Gaelic

We asked learners to tell us what had motivated them to learn Gaelic. We offered a number of options and respondents could select more than one. These options are listed in Chart 4, in descending order of popularity.

“Gaelic is a part of Scotland’s culture and heritage” and “To help preserve or revitalise the language” were the two most popular motivations reported. These are the same as those identified in 2018. These are, as they were last year, significantly more popular than the third most popular motivation, “I have an interest in Gaelic music”.

The five most popular motivations are the same as last year, but the third and fourth items have swapped places.

Information on learners’ motivations for learning Gaelic was not collected in the years prior to 2018.

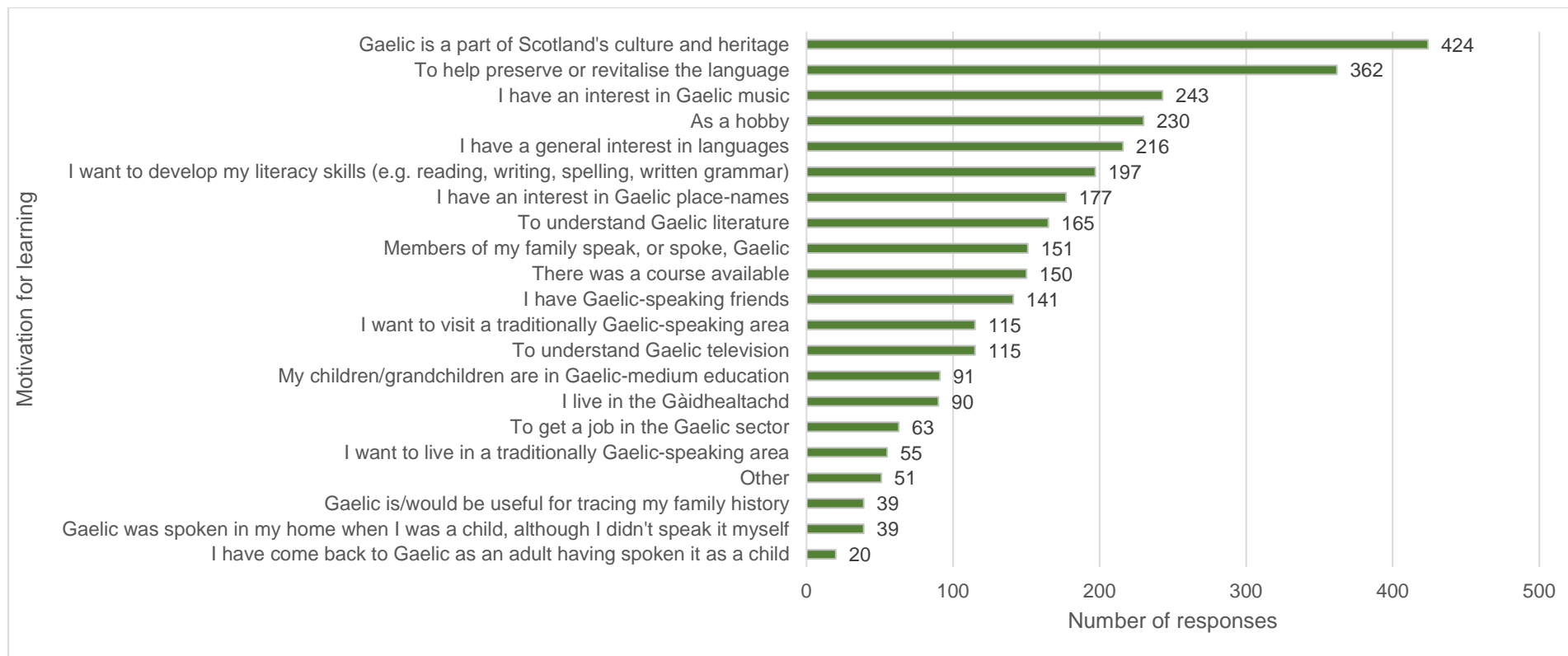


Chart 4 – Gaelic learning motivations of learners active during the week beginning 4th November 2019

How often learners use their Gaelic

We asked learners to tell us how often they used their Gaelic skills. The results are set out in Table 6, in order of frequency of use.

Frequency	Number of responses	%
Daily	126	22.2
Most days	211	37.2
About once a week	183	32.3
About once a fortnight	16	2.8
About once a month	13	2.3
Less often than once a month	13	2.3
Never	5	0.9

Table 6 – Frequency with which learners active during the week beginning 4th November 2019 use their Gaelic

More than half (59.4%) of learners active during the snapshot week told us they had the opportunity to use their Gaelic daily or most days. Very few (0.9%) said they never have an opportunity to use it. These proportions, and the distribution of responses, reflect our findings in 2018.

This question was new in 2018.

Settings in which learners use their Gaelic

We asked where / in what settings learners use their Gaelic skills. Respondents could select more than one option. The results are shown in Table 7.

Previous surveys had asked learners about their opportunities to interact with fluent Gaelic speakers. We created this new question for 2018 to get a broader sense of learners' use of Gaelic.

Again, as in 2018, it is not surprising that the majority of respondents said they had used their Gaelic in their place of study. The number of respondents who used Gaelic on the internet has increased since 2018, perhaps indicating increased engagement opportunities relating to Gaelic learning that are online.

Setting	Number of responses
At a place of study (full-time or part-time), e.g. a Gaelic class in your community or university	357
On the internet (online)	244
At home	237
In an organised social environment which is not part of a class or class activity, e.g. a choir rehearsal, coffee morning, or a meet-up group	126
In any other social setting including casual meetings and conversations	121
At work	85
Somewhere else	35
I never have the chance to use my Gaelic	14

Table 7 – Where / in what settings learners active during the week beginning 4th November 2019 use their Gaelic

The number of learners saying they never have the chance to use their Gaelic dropped slightly this year; this could be because of increased opportunities to use Gaelic online.

Barriers faced

We asked learners to tell us what, if any, barriers they had faced to learning Gaelic. Learners were able to select more than one barrier. 508 respondents told us they had faced barriers to their learning.

Our findings are presented in Chart 5.

In line with data from 2016, 2017 and 2018, the most common barrier was: “not enough opportunities to interact with native speakers and fluent learners”.

As in previous years, common barriers related to local access or access to opportunities at particular times.

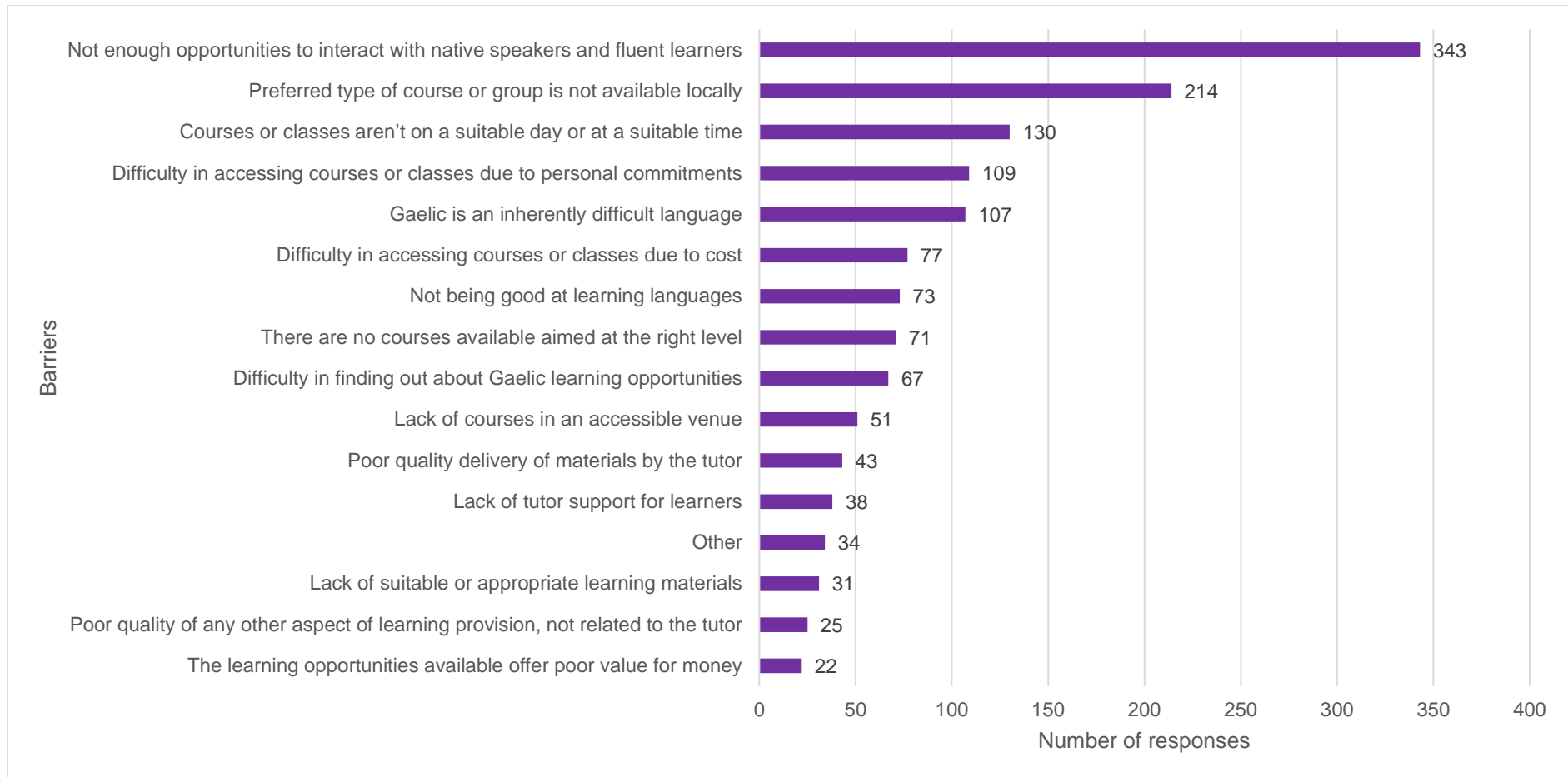


Chart 5 – Common barriers experienced by learners

5.3. Organisation providing the learning

Type of learning provider

We asked learners to tell us what type of organisation was providing their learning opportunity or opportunities. We included an option for those who were teaching themselves. 557 (98.2%) of the 567 learners active in the snapshot week answered this question.

Responses to this question are set out in Table 8, in descending order of popularity.

Type of learning provider	Number of responses	%
University, college or other Further/Higher Education institution	182	32.7
I am teaching myself	103	18.5
Local authority	97	17.4
Community group	65	11.7
A Gaelic organisation that does not fall within any of the above categories	43	7.7
Your employer/workplace	22	3.9
Other	19	3.4
Private tutor	17	3.1
I don't know	<5	<0.9
Primary school	<5	<0.9
Secondary school	<5	<0.9

Table 8 – Types of organisations providing learning during the week beginning 4th November 2019

As in previous years, the most popular type of organisation was a university, college or other HE/FE institution. In 2017 this was 34%, and in 2018 30.0%. This year it was 32.7%.

Following the trend from 2016 through to 2018, the proportion of learners identifying a local authority as the organisation providing their learning fell. In 2016 it was 29%, in 2017 21%, in 2018 19.6%, and this year 17.4%.

The number of people teaching themselves rose, from 11.2% in 2018 to 18.5% this year.

The distance learners travelled from home to where they learn

We asked learners to report how far they travelled from home to the place where they learned during the week beginning 4th November 2019. Chart 6 sets out their responses.

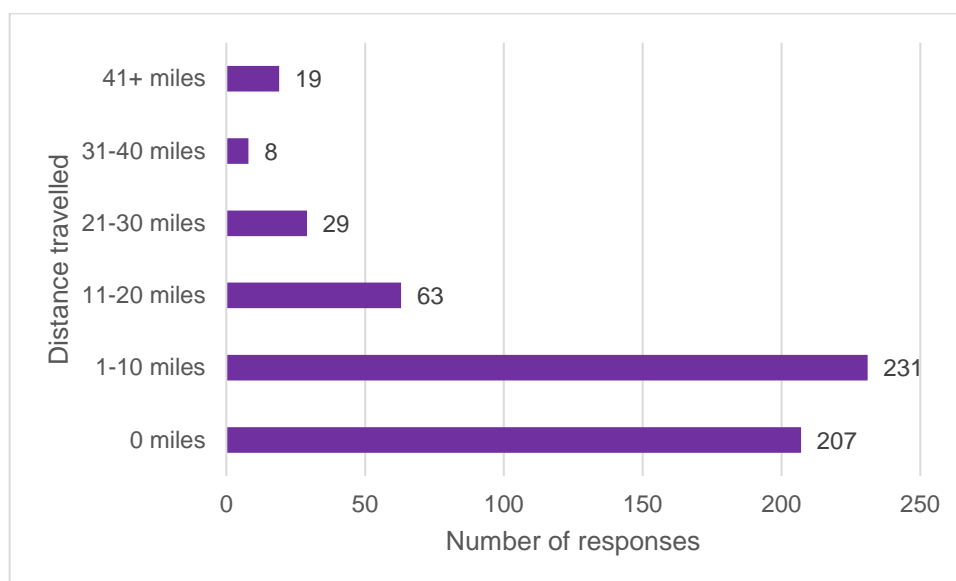


Chart 6 – Distance travelled by learners to the place they learned during the week beginning 4th November 2019

Of the 557 learners who responded to this question, 438 (78.6%) said they travelled less than ten miles to the place where they learned (including those who said they travelled 0 miles). Compared to 2018, this is an increased proportion. In 2018, 207 learners (73.7%) told us they travelled 0 or less than 10 miles. This was an increase on 2017, when 68% of learners were travelling 10 miles or less to their learning.

The number of learners who travel 0 miles has risen from 28.2% in 2018 to 37.2% in 2019, again possibly accounted for by the increased popularity of self-teaching and use of the internet as a learning activity.

5.4. Creation of case studies

We asked learners whether they would be willing to feature in a case study about their experience of learning Gaelic. 364 respondents (55.1%) said they would.

We have worked with two individuals to produce and agree case studies of their respective learning journeys; we attach these at [Appendix 4](#).

6. Analysis of responses to the learning provider survey

We received 44 responses to the learning provider survey. Nine respondents told us they had not delivered learning opportunities during the week beginning 4th November 2019. A tenth respondent said that their institution was providing learning opportunities during the snapshot week but declined to provide any further data in the survey. Therefore, we have 34 full responses from which we can draw findings in this section. These responses include:

- 12 from local authorities (compared to 9 who responded last year)
- 9 from Gaelic organisations, clubs, partnerships or individual tutors (compared to 8 that responded last year)
- 5 from universities (the same number as last year)
- 5 from colleges (the same number as last year)

We received 3 responses from one university, and 2 responses from one community Gaelic provider. In these cases, each response reported a different type of provision. In our analysis, we treat these as 5 separate returns.

We present below an analysis of the 34 responses, with a focus on three key areas:

- Types of learning opportunity and numbers of learners
- Achievement and attainment
- Learning delivery

6.1. Types of learning opportunity and numbers of learners

We asked learning providers to identify from a list the different types of learning opportunities they offered. Their responses are presented in Chart 7, in descending order.

The results for this question are broadly similar to those we obtained in 2018. As in 2018, the most common type of learning provision in 2019 was: language courses with regular classes over a number of weeks. Compared to 2018, a slightly higher percentage reported providing Gaelic learning opportunities of this kind (27% in 2018, compared with 32% in 2019).

In 2019, as in 2018, the second most common type of learning provision was conversation classes; however, these accounted for significantly less of the provision in 2019 (23% in 2018, 15% in 2019). This was the most dramatic change we observed between 2018 and 2019 for this question.

The third most popular type of provision in 2019 was conversation circles/tea and coffee mornings, accounting for 14% of provision. In 2018, such learning opportunities accounted for 9% of provision. It is possible that the increase in provision of this type might explain the decrease in more structured conversation classes.

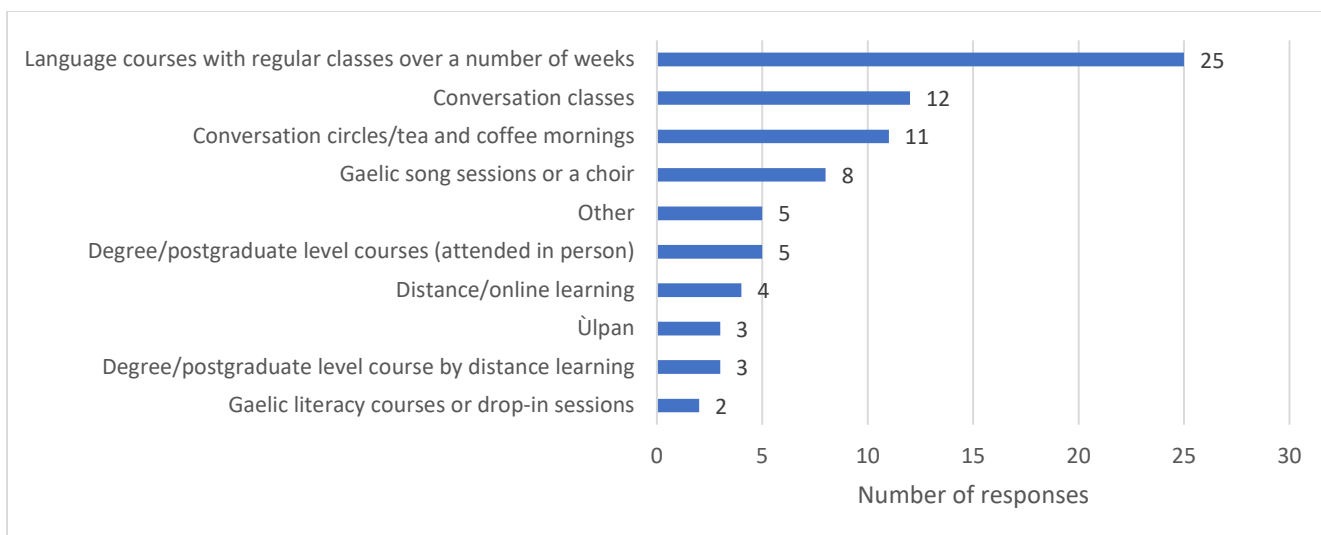


Chart 7 – Popularity of different types of provision offered by learning providers in the week beginning 4th November 2019

Respondents provided details of other types of learning opportunities they had provided or facilitated, which included:

- Providing online materials
- Holding occasional Gaelic days
- Lending out Gaelic learning materials
- Providing funding for staff members to undertake language courses

Numbers of learners attending across all types of provision

Learning providers told us how many learners attended their provision, across all types of provision they offered. Across the 34 responses from providers, the total number of learners reported was 2,389.

As we note above, we were able to draw findings from fewer learning providers this year than in 2018/2019 (34 this year compared with 43 last year). As such, fewer learners were reported this year. However, the methodology we have agreed with Bòrd na Gàidhlig enables us to extrapolate the data we have received to produce a top line figure for the whole of Scotland.

Main types of provision offered by learning providers

We asked learning providers to identify the opportunity they considered to be the “main” type of provision their organisation offered. 34 learning providers answered this question; their responses are presented in Table 9, in descending order.

Over half of learning providers (20, or 58.8%) considered their main provision to be language courses over a number of weeks, with 5 (14.7%) deeming their main provision to be conversation classes. These were also the most popular types of main provision in 2018, although the proportions were different. There has been an increase in the

proportion of respondents whose main provision is language courses over a number of weeks (from 53.7% 2018), and the proportion of learning providers whose main type of provision is conversation classes has decreased, from 22% in 2018 to 14.7% in 2019.

Type of learning opportunity	Number of responses
Language courses with regular classes over a number of weeks	20
Conversation classes	5
Gaelic song sessions or a choir	2
Degree/postgraduate level courses (attended in person)	2
Úlpan	1
Conversation circles / tea and coffee mornings	1
Gaelic literacy courses or drop-in sessions	1
Distance/online learning	0
Degree/postgraduate level course by distance learning	0
Other	2

Table 9 – Main provision offered by learning providers at any time of the year

6.2. Achievement and attainment

Accreditation for learning

We asked learning providers to tell us what (if any) accreditation learners could receive from the main type of provision they had identified, for example, in the form of a certificate or qualification.

Table 10 presents the data drawn from across the 34 responses.

Availability of accreditation	Number of responses	% of responses
Does not lead to a certificate or qualification	24	70.6
Other certificate/qualification	5	14.7
Certificate of attendance	3	8.8
SQA certificate or qualification	2	5.9

Table 10 – Availability of accreditation from learning providers' main provision

It is significant that 24 out of the 34 (70.6%) providers' main type of provision does not lead to any form of accreditation. This is a higher proportion than in 2018, when 65.1% of providers offered no accreditation for their main type of provision.

Provision leading to a certificate or qualification (other than a certificate of attendance) accounts for only 20.6% of the provision, which is a lower figure than in 2018, when it was 23.2%.

Scottish Credit and Qualifications Framework (SCQF)

We asked learning providers to tell us the highest SCQF level⁷ learners attending their main provision could achieve. We received 30 responses to this question.

22 respondents (75.9%) said their learners would achieve “no particular level”. Despite lower numbers of responses received this year, this percentage figure is almost identical to that we found last year (when 75.6% of responses pointed to “no particular level”).

Colleges and universities were able to identify the highest possible SCQF level that learners in their provision could attain. These were:

- SCQF level 4 – 1 response (3.4%)
- SCQF level 5 – 1 response (3.4%)
- SCQF level 6 – 1 response (3.4%)
- SCQF level 7 – 1 response (3.4%)
- SCQF level 8 – 1 response (3.4%)
- SCQF level 11 – 3 responses (10.0%)

It is possible that many other Gaelic learning providers, particularly those providing informal or non-formal learning opportunities such as conversation circles, have limited awareness of the SCQF. These results tally somewhat with the low amount of accreditation available for learning across all responses.

Common European Framework of Reference for Languages (CEFR)

We presented learning providers with the CEFR Global Scale (see Appendix 3) and invited them to identify the level at which they would expect learners attending their main provision to start, and the level at which they would likely finish.

28 of the 34 respondents answered this question fully. This year we received robust data in relation to two types of learning provision (as opposed to four last year):

- Language courses with regular classes
- Conversation classes

Start and end points differed across the range of responses for each type of learning provision. Substituting the numbers 1 to 6 for the six levels of the CEFR (A1 to C2), we calculated mean average start and end points for each type of provision and present them in Chart 8.

These findings ring true in relation to the two types of provision and broadly reflect our findings for these types of provision last year. We were disappointed not to receive more robust data in relation to other types of provision. We believe that promotion of the CEFR among all learning providers of Gaelic could improve the confidence and understanding of respondents and thus result in more responses across a wider range of learning provision types.

⁷ www.scqf.org.uk

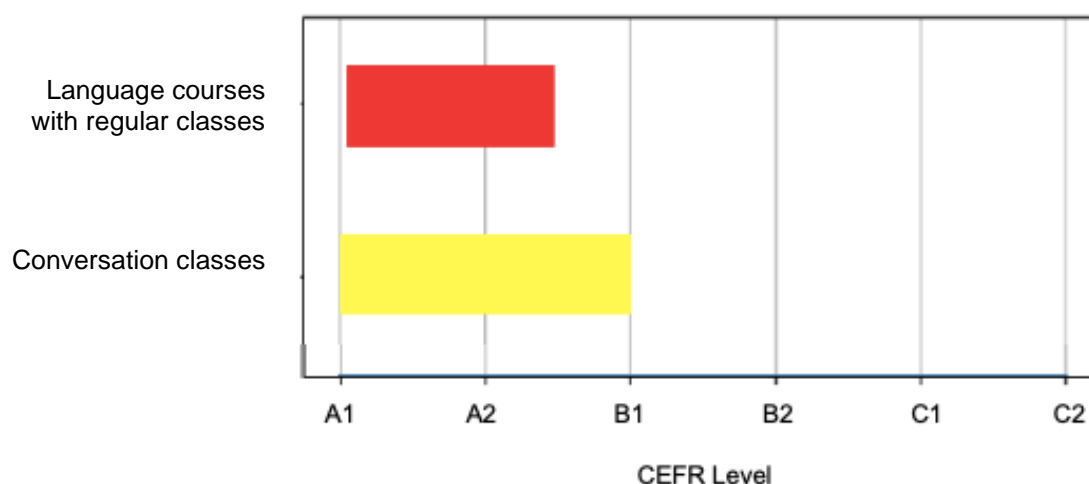


Chart 8 – Typical start and end points on the CEFR for different types of provision

6.3. Learning delivery

Learning settings

We asked respondents to tell us in what settings the learning they provided took place. Respondents were able to choose more than one option from a list. The results are presented in Chart 9, in descending order.

One provider identified a high school as an “other” setting.

This year, as in 2018, by far the most popular setting for Gaelic adult learning offered by these providers was a community setting such as a community centre or library. While this suggests broad access to Gaelic learning for adults in Scotland’s communities, it also underlines once more the non-formal nature of much of this provision.

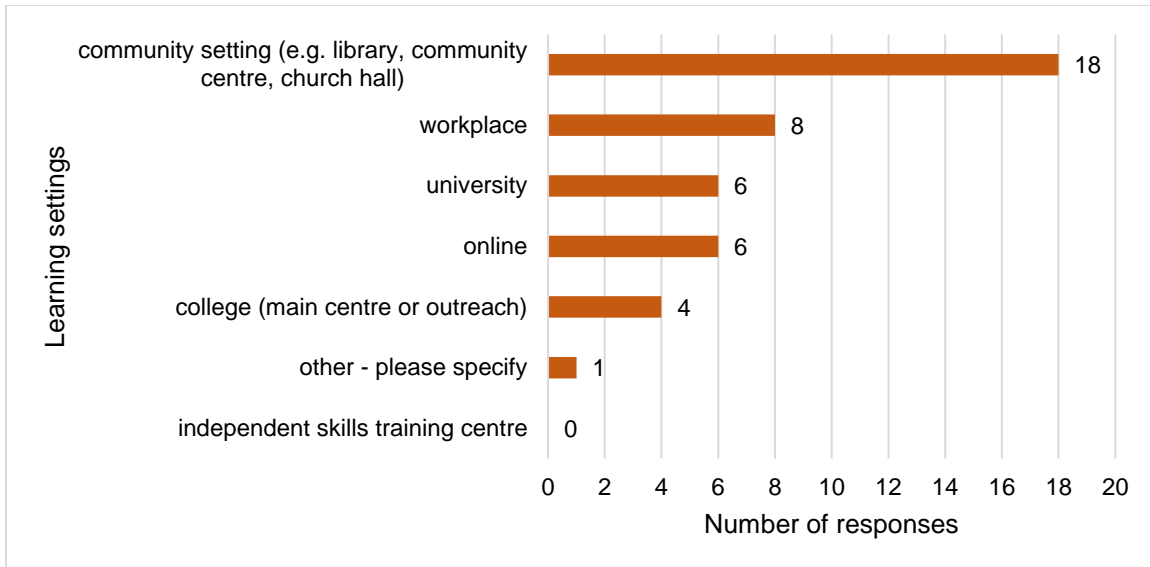


Chart 9 – Settings where learning takes place

Numbers of paid and volunteer tutors

We asked providers how many paid and volunteer tutors delivered their main learning opportunity. We received 31 responses to this question. We found that:

- 28 providers had **only** paid staff
- No providers used **only** volunteers (a marked change from last year)
- 3 providers used **both** paid staff and volunteers

Among the 31 providers employing paid tutors, 1 employed 12 staff, but this was an anomaly. 30 providers used 6 or fewer staff.

The median number of paid staff was 2 (the same as in 2018), and the mean was 2.52 (lower than the 3.17 in 2018).

Where providers used volunteers, they numbered in the 1s and 2s.

Funding for learning opportunities

We asked providers to identify the **primary source** of funding for the learning opportunities they offer. Their responses are presented in Table 11.

Primary funding source	Number of responses
Individual learners pay fees or receive a concession/waiver	10
Local authority	9
Funded by employer	8
Funded by the Scottish Funding Council	6

Table 11 – Sources of primary funding for learning opportunities

Our findings this year tally with those from 2018. Then, as now, the most popular response was that individual learners paid fees or received concessions/waivers, followed by funding from a local authority. This year, we included an option for employer funding, and this proved the third most popular answer this time.

7. Conclusions

7.1. Number of adults currently learning Gaelic in Scotland

We estimate that there are 3,935 adults currently learning Gaelic in Scotland.

We calculated this figure by extrapolating from the data provided by learning providers, then adding in the number of learners we identified as likely to be teaching themselves. This is the same methodology we used to calculate the estimated number of learners in 2018.

We have submitted our methodology to Bòrd na Gàidhlig for their information and to assure them that our methodology is robust.

This figure of 3,935 represents a significant fall in numbers of adults learning Gaelic in Scotland, compared to last year's figure of 5,460. We believe the fall might be accounted for by reduction in delivery of two types of provision across the country. We have shared our data relating to these two types of provision with Bòrd na Gàidhlig.

7.2. Key findings

The typical adult Gaelic learner

According to the data we gathered from learners, adults who are learning Gaelic in Scotland are most likely to:

- live in the local authority areas of Edinburgh City, Glasgow City, Highland or Argyll and Bute
- be in the age range 25 to 74 (with the highest numbers in the ranges 55 to 64)
- be female, by a ratio of female:male of almost 2:1
- be in work (full- or part-time) or be retired

In terms of their learning, learners are most likely to:

- consider themselves a beginner learner
- be motivated to learn by an interest in culture and heritage, or by a wish to help preserve the language
- be teaching themselves or attending a class or conversation class that is led by a tutor
- use their Gaelic most days, or at least one day each week
- use their Gaelic in their place of study, at home or online, and in a social environment

- travel less than 10 miles to reach their place of learning (or 0 miles if they are teaching themselves at home)
- have had to overcome a barrier or barriers to their learning
- have lacked opportunities to interact with native or more proficient Gaelic speakers, or been unable to find their preferred type of learning provision locally

Although there have been some changes to specific proportions, these overall trends are the same as those we identified in 2018.

Typical adult Gaelic learning provision

According to the data we gathered from providers, learning provision in Scotland is most likely to:

- consist of courses or classes run over a number of weeks, or conversation classes led by a tutor
- provide learners with progression that can be matched to the levels of the CEFR
- take place in community-based settings
- be delivered by paid staff
- be paid for by learners themselves
- not lead to a qualification or certificate
- not be levelled against the SCQF or provide SCQF credit points

Trends from previous years

- **Geographical location** – the most common places where learners lived were similar to 2018, with Edinburgh City, Glasgow City and the Inverness area of Highland local authority all appearing in the top five areas in 2018 and 2019.
- **Learning activities** – the trend we identified in 2018, that the most popular learning activities were self-teaching, attending a course and attending a conversation class, continued in 2019.
- **Barriers faced** – the most commonly perceived barrier by learners continued in 2019 to be that there were not enough opportunities to interact with more proficient speakers.
- **Gender** – more respondents identified as female than male, by a ratio of almost 2:1, reflecting the results from 2018.

Areas where we identified change

- **Age** – in 2019 the age distribution had shifted in comparison with that in 2018, following a trend from 2017. There were, again, slightly fewer older learners and more middle-aged learners. There were slightly more younger learners in 2019, compared to 2018.
- **Gender** – there was an increase in 2019 [redacted] in the number of respondents who told us that their gender was not represented by a female/male binary. Only

[redacted] chose not to respond [redacted], compared with 67 (9.2%) in 2018. These changes may be because of the new formatting of the question.

- **Disability** – slightly more people told us they considered themselves to have a disability this year than in 2018.
- **Employment status** – the proportion of learners who were working full- or part-time in 2019 was lower than in 2018.

Appendices

Appendix 1: Methodology

Definitions

The definitions we used when gathering data during November 2019 were the same as those used in 2018, as follows:

An **adult learner** is someone who actively seeks to acquire or improve any of the language skills of speaking, listening, reading and writing in Gaelic, through study or through experiences. An adult learner is aged 16 or over and has left full-time secondary school education.

Learning resources are those materials (for example, worksheets, websites, apps) designed for adult learners of Gaelic.

A **learning opportunity** is any activity offered by a learning provider with clear start and finish times, or at a particular level that aims to either:

- teach a language skill or skills in Gaelic to adult learners, or
- enable adult learners to achieve a specific standard in such a skill or skills

Examples of **learning opportunities** include:

- a conversation course delivered by a tutor in a community setting, such as a library
- drop-in sessions for native Gaelic speakers who want to improve their Gaelic literacy
- an online course
- language training for a specific purpose; for example, for students studying to perform traditional Scottish music
- language training as part of a university Gaelic degree
- evening classes in a community setting

Survey questions

We made a number of minor changes to the 2019 surveys for learners and learning providers. We sought and received Bòrd na Gàidhlig's approval of these changes.

Changes to the **Learner** survey included:

- being clearer about why we were using a snapshot week
- removing write-in options for some questions
- simplifying some questions
- removing a small number of questions that sought data we felt was no longer relevant to our research
- changing the format of the question on gender from a write-in response only, to a drop-down list with an optional write-in response

Changes to the **Learning Provider** survey included:

- being clearer about why we were using a snapshot week
- clarifying why we were asking for detail about only their “main” type of provision
- removing one question that we no longer needed to ask
- adding a new option into the question relating to funding for learner places

Both surveys were bilingual, with Gaelic appearing before English. Respondents could answer in either language.

The surveys made specific reference to a “snapshot” week, which began on Monday 4th November 2019. We asked respondents to consider their answers in relation to this single week.

Survey distribution

To reach **learners** we used a number of approaches, including:

- sharing the survey link via social media channels and through e-newsletters
- sending the survey to people who had responded to the 2018 survey and who had given us their permission to contact them again in the future
- asking providers not only to complete the learning provider survey but to share the learner survey with learners they were supporting or were in contact with

Before issuing the **Learning Provider** survey, we undertook a period of engagement, targeting specific individuals in organisations and seeking their preliminary agreement to completing the survey. We also sent a bilingual letter of introduction from Bòrd na Gàidhlig to assure learning providers of the legitimacy of the research and our status as approved researchers.

We used a number of approaches when sending out the learning provider survey link, including:

- asking Bòrd na Gàidhlig to share the survey link through their communication channels and networks, including on social media
- sending the survey link to organisations with Gaelic Language Plans, and to a database of learning providers
- asking for the survey link to be included in organisations’ e-newsletters and similar channels
- distributing the survey link to our own networks of learning providers

Surveys were sent out during the week beginning 4th November 2019 (the snapshot week) and responses could be submitted until 29th November 2019.

We explained in our communications with learners and learning providers that data would be analysed and reported on anonymously and would be kept securely. We explained that data would be collected via SmartSurvey and then downloaded and kept in a cloud file-sharing service, which would only be shared by the project team and Bòrd na Gàidhlig.

Analysis of data

After the deadline of 29th November 2019, we downloaded the data and saved it in a cloud file-sharing service shared only between ourselves.

Appendix 2: Table showing where learners live

The table is divided into Scotland's 32 local authorities. We have sub-divided four of these local authority areas further:

- Argyll and Bute – segmented into three sub-areas
- Highland – segmented into five sub-areas
- North Ayrshire – segmented into two sub-areas
- Western Isles – segmented into five sub-areas

Area	Learners active during the snapshot week	%
Aberdeen City	≤5	≤0.9
Aberdeenshire	9	1.6
Angus	≤5	≤0.9
Argyll and Bute (as a whole)	38	6.7
<i>Argyll and Bute: Bute and Cowal</i>	≤5	≤0.9
<i>Argyll and Bute: Helensburgh and Lomond</i>	≤5	≤0.9
<i>Argyll and Bute: Mid Argyll, Kintyre and Islay</i>	≤5	≤0.9
<i>Argyll and Bute: Oban, Lorn and the Isles</i>	26	4.6
Clackmannanshire	≤5	≤0.9
Dumfries and Galloway	7	1.2
Dundee City	≤5	≤0.9
East Ayrshire	10	1.8
East Dunbartonshire	≤5	≤0.9
East Lothian	≤5	≤0.9
East Renfrewshire	≤5	≤0.9
Edinburgh, City of	85	15.0
Falkirk	9	1.6
Fife	17	3.0
Glasgow City	77	13.6
Highland (as a whole)	92	16.3
<i>Highland: Caithness, Sutherland, and East Ross-shire</i>	29	5.1
<i>Highland: Greater Inverness area, Nairn, Badenoch, and Strathspey</i>	14	2.5
<i>Highland: Inverness City</i>	23	4.1
<i>Highland: Skye</i>	13	2.3
<i>Highland: Wester Ross and Lochaber</i>	13	2.3
Inverclyde	≤5	≤0.9
Midlothian	7	1.2
Moray	8	1.4
North Ayrshire (as a whole)	8	1.5
<i>North Ayrshire mainland</i>	6	1.1
<i>North Ayrshire: Arran and Cumbrae</i>	≤5	≤0.9
North Lanarkshire	7	1.2
Orkney Islands	≤5	≤0.9
Perth and Kinross	13	2.3
Renfrewshire	13	2.3
Scottish Borders	6	1.1
Shetland Islands	≤5	≤0.9

South Ayrshire	9	1.6
South Lanarkshire	≤5	≤0.9
Stirling	≤5	≤0.9
West Dunbartonshire	≤5	≤0.9
West Lothian	7	1.2
Western Isles (as a whole)	20	3.5
<i>Western Isles: Barra and Vatersay</i>	≤5	≤0.9
<i>Western Isles: Benbecula, South Uist and Eriskay</i>	≤5	≤0.9
<i>Western Isles: Harris</i>	≤5	≤0.9
<i>Western Isles: Lewis</i>	15	2.6
<i>Western Isles: North Uist, Berneray, and Grimsay</i>	≤5	≤0.9
Outwith Scotland	93	16.4

Table 12 – Where respondents live

Appendix 3: Common European Framework of Reference for Languages

Global scale

C2	Can understand with ease virtually everything heard or read. Can summarise information from different spoken and written sources, reconstructing arguments and accounts in a coherent presentation. Can express him/herself spontaneously, very fluently and precisely, differentiating finer shades of meaning even in more complex situations.
C1	Can understand a wide range of demanding, longer texts, and recognise implicit meaning. Can express him/herself fluently and spontaneously without much obvious searching for expressions. Can use language flexibly and effectively for social, academic and professional purposes. Can produce clear, well-structured, detailed text on complex subjects, showing controlled use of organisational patterns, connectors and cohesive devices.
B2	Can understand the main ideas of complex text on both concrete and abstract topics, including technical discussions in his/her field of specialisation. Can interact with a degree of fluency and spontaneity that makes regular interaction with native speakers quite possible without strain for either party. Can produce clear, detailed text on a wide range of subjects and explain a viewpoint on a topical issue giving the advantages and disadvantages of various options.
B1	Can understand the main points of clear standard input on familiar matters regularly encountered in work, school, leisure, etc. Can deal with most situations likely to arise whilst travelling in an area where the language is spoken. Can produce simple connected text on topics which are familiar or of personal interest. Can describe experiences and events, dreams, hopes & ambitions and briefly give reasons and explanations for opinions and plans.
A2	Can understand sentences and frequently used expressions related to areas of most immediate relevance (e.g. very basic personal and family information, shopping, local geography, employment). Can communicate in simple and routine tasks requiring a simple and direct exchange of information on familiar and routine matters. Can describe in simple terms aspects of his/her background, immediate environment and matters in areas of immediate need.
A1	Can understand and use familiar everyday expressions and very basic phrases aimed at the satisfaction of needs of a concrete type. Can introduce him/herself and others and can ask and answer questions about personal details such as where he/she lives, people he/she knows and things he/she has. Can interact in a simple way provided the other person talks slowly and clearly and is prepared to help.

Table 13 – CEFR global scale

Appendix 4: Case studies of learners' journeys

The following case studies illustrate the learning journeys of two learners who completed the survey during November 2019.

We have used only the learners' first names and have not named any learning providers.

We thank Maranda and Ben for their time and their enthusiasm.

Case study: Maranda

Introducing Maranda

Maranda is 32 and lives in Perthshire. She works full-time.

Maranda considers herself to be at level A2 in Gaelic, according to the Common European Framework of Reference (CEFR) for Languages. She finds reading easier than speaking, as “you don’t have to have the same level of confidence to read”. Although she knows she is a competent speaker, Maranda lacks the confidence to speak as well as she can.

Maranda enjoys traditional Celtic folk tales, and is writing a book of short stories about Celtic figures and folklore. She would like to be able to use some Gaelic throughout the book, and has already given one of the stories a Gaelic title.

Maranda’s motivation for learning Gaelic

Maranda feels that Gaelic is part of her heritage as a Scottish person. She would like to move to Skye in the future, and believes speaking Gaelic could open up opportunities for work there.

Maranda grew up in a household with a positive attitude towards Celtic languages. Despite English being the dominant language at home, Maranda spoke a small amount of Gaelic as a child. She remembers as a small child of three or four enjoying Gaelic-language television programmes, on folklore and fairy tales. Watching these, Maranda picked up some Gaelic words and phrases. She preferred to use the Gaelic she knew over her English when she had the chance; for example, she recalls responding to the question “How are you?” with “Tha gu math,” much to the surprise of the adults around her.

Maranda’s P2 teacher was a native Gaelic speaker who wanted to teach Gaelic to her pupils, but this never came to be. Maranda recalls that her use of Gaelic stopped once she started primary school, in part because there were no Gaelic Medium Education opportunities. She feels she was denied the opportunity to become bilingual as a result. Maranda’s interest in Gaelic remained, however, which led to her taking the language up again as an adult.

Maranda’s experience of learning Gaelic

Maranda returned to Gaelic as an adult by teaching herself using online resources, but found it difficult to learn without the immediate feedback a face-to-face teacher can provide, and the motivation of attending a class. She felt rewarded on recognising many Gaelic words that had stayed with her since childhood, even though she had not necessarily remembered what they meant.

Maranda found a Level 1 Ùlpan course in the community and, although she was at first sceptical of the method, decided to sign up. She has progressed through several Ùlpan levels, and is amazed at how much vocabulary she has learned since starting. She

enjoys being able to learn through recognising grammatical patterns on her own, and says Ùlpan “feels like a more natural learning process, like you would learn as a child”.

Maranda and the other Gaelic learners with whom she started Ùlpan form a strong community of learners who motivate and support one another. The gaps between course blocks are quite long, and Maranda and her fellow learners have arranged meet-ups to sustain their Gaelic in those periods. For the past year and a half or so, they have used Facebook Messenger almost daily to practice their Gaelic and ask each other questions. Maranda enjoys sharing knowledge with other learners and seeing the different ways of saying things in Gaelic.

The strong relationship with other learners in her class has also spurred Maranda on in her use of Duolingo; when the app was released in November 2019, the students in her class started competing with one another. She describes herself as very competitive, and not only enjoys learning with Duolingo, but also enjoys the friendly competition. Maranda’s overall experience with Duolingo has been quite positive. It gives her the opportunity to practice things she has already learned, to get daily exposure to spoken Gaelic, and to hear a dialect different to that spoken by her tutor.

Maranda finds her tutor very approachable and happy to help, during and outwith classes. Maranda has brought questions to her tutor that have arisen out of her use of Duolingo or LearnGaelic.scot. Maranda also uses the lessons on LearnGaelic.scot to practice new things, or revise topics she already knows. She also uses the dictionary on LearnGaelic.scot which is useful for both vocabulary and pronunciation.

What’s next for Maranda and her Gaelic learning?

Maranda would like to reach level 5 Ùlpan, which is the highest level in her local area. She is concerned that low numbers of interested learners and a lack of funding may mean that she has to stop learning sooner than level 5, however.

Although she does not have the time at the moment, Maranda is considering doing a National 5 qualification in the future, and then building further on that. She would love to be a “properly fluent, near-native” speaker of Gaelic; she is not sure if this is attainable for her, but this is her ideal personal goal.

Case study: Ben

Introducing Ben

Ben is 52 and lives in Fife; he has a number of jobs, including part-time teaching in a primary school. He teaches all subjects, but his real interest is in science and outdoor learning. When not teaching, Ben works in the woodlands on his cousin's farm woodlands, cutting and supplying firewood.

Ben has a degree in Ecological Science and a degree in Business Development, as well as a post-graduate certificate in primary teaching. He considers himself to be a lifelong learner who “always needs to be learning something new”.

Ben considers himself a beginner learner of Gaelic. He says: “I write and read better than I speak. I can get the gist of emails and texts in Gaelic, and I can pick up phrases here and there on TV and radio.”

Ben's motivation for learning Gaelic

Growing up in England but with family links to Scotland but not Gaelic, Ben always wanted to live in Scotland and learn Gaelic.

Ben loves the outdoors and his hobbies include hill walking and sailing. When taking part in these activities, he “sees Gaelic everywhere”. He tells a story about meeting other walkers out on the hills near Tyndrum. The walkers were complaining about having come from a corrie where they had been “blown about”. Ben felt his knowledge of Gaelic had given him an advantage over walkers who didn't know the language: he knew that the Gaelic name of the corrie (Coire Gaothach) meant “windy corrie”, and that the weather in that area might be challenging.

Ben has always had an interest in languages. His father is an Old Testament scholar and studies ancient languages, including Ugaritic scripts written on tablets of clay. Ben grew up with a strong sense that history was important and that old languages should be learned, studied and preserved. He finds Gaelic particularly fascinating because its grammar is so different to that of English and other European languages taught in school.

Ben's experience of learning Gaelic

Ben first started learning Gaelic in 2016, using the LearnGaelic⁸ online beginners' lessons. Then in September 2018, he began Level 1 of an Ùlpan course, which was funded by his employer. Ben found the structure of the course, and the persistence it required of him, very helpful. He also found it beneficial to have to communicate with a native Gaelic speaker. Unfortunately, funding for the course was no longer available, so the next level of the course did not run.

Ben has also undertaken an 18-week course to equip him to teach Gaelic in primary schools. The course, which was delivered in Stirling one day per week, was attended by

⁸ <https://learngaelic.scot/lg-beginners/index.jsp>

teachers from a number of local authorities. Ben has found this course very helpful in building his confidence to teach Gaelic at school.

Ben finds the new Gaelic content on the Duolingo app⁹ to be very effective; he has worked his way through most of it, feeling “motivated to do some every day”.

In order to practise his listening skills, Ben often watches Gaelic episodes of the children’s cartoon *Peppa*. He enjoys transcribing the dialogue, finding the visual antics on screen helpful as he works out the meaning. He says: “It’s great fun, like putting together the pieces of a jigsaw puzzle or code breaking, and very satisfying when I work it out; it’s a great way of learning new phrases and idioms.”

Ben also enjoys learning Gaelic songs, both old and new, to help with his learning. He says that the words he learned from a song by Skipinnish enabled him to describe a holiday he had been on at a Gaelic conversation group.

What’s next for Ben and his Gaelic learning?

Ben would like to continue with a local, face-to-face course. He would consider distance learning and has been looking at An Cùrsa Inntigridh at Sabhal Mòr Ostaig or maybe a National 5 through eSgoil.

Ultimately, Ben would like to work in a job where he has to use Gaelic. He believes that this would “force him to improve”. He says, “I might become fluent if I’m really lucky.”

⁹ <https://www.duolingo.com/course/gd/en/Learn-Scottish%20Gaelic>



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	27/10/2020
Àite:	Air MS Teams
Nì a' Chlàir-ghnothaich	5.2

Tìotal a' Phàipeir	Foghlam tron Ghàidhlig aig Ìre Àrd-sgoile	
Moladh do Bhuill	Airson Fiosrachaidh*	
Neach-labhairt:	Jim Whannel, Stiùiriche Foghlaim	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba-stiùiridh	15.10.20	Ri Aontachadh
Pàipear-taice air a cheangal ris		
1.0	Adhbhar	
1.1	Airson fios air an adhartas le Foghlam tron Ghàidhlig san àrd-sgoil.	
2.0	Cùl-fhiosrachadh	
2.1	Minichidh am pàipear seo mar a bhios Bòrd na Gàidhlig a' toirt taic a bharrachd do sholaraichean foghlaim àrd-sgoile aig diofar ìrean. Ann am prionnsabal, bheir Bòrd na Gàidhlig taic phroifeiseanta, comhairle shònraichte is stiùireadh do bhuidhnean le dleastanasan airson seirbheisean a libhrigeadh.	
2.2	Bidh an Sgioba Foghlaim a' toirt taic do sheirbheisean / sholaraichean foghlaim tron t-siostam air fad. Obraichidh sinn ann am com-pàirteachas le solaraichean diofraichte le dleastanasan airson foghlaim a libhrigeadh leithid: <ul style="list-style-type: none"> • Ùghdarrasan Ionadail agus Àrd-sgoiltean • Buidhnean Nàiseanta (m.e. Foghlam Alba, CCTA, Ùghdarras Theisteanas na h-Alba) • Comann nam Pàrant • Oilthighean a' libhrigeadh cùrsaichean trèanaidh airson luchd-teagaisg • Buidhnean eile le <i>locus</i> san t-siostam (m.e. CLAS) • Riaghaltas na h-Alba 	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	Bidh aithris ùrachaidh ri fhaotainn air adhartas aig coinneamhan na comataidh seo. Tha coltas ann gum bi diofar phròiseactan ann, far a bheil sinn ag obair le barrachd air aon bhuidheann. San earrainn seo, bheir sinn cunntas air adhartas le targaidean eadar-dhealaichte.	
3.2	Sgrùdadh OECD air Curraicealam na h-Àrd-sgoile. <ol style="list-style-type: none"> Tha Riaghaltas na h-Alba air sgrùdadh nàiseanta foirmeil a chur air dòigh air a' churraicealam san àrd-sgoil. Bidh an OECD a' libhrigeadh an sgrùdaidh. Ghabh sinn pàirt san t-seisean shònraichte air FtG Àrd-sgoile san Dàmhair 2020 (còmhla ri Fèisean nan Gàidheal, Comann nam Pàrant agus Comhairle Baile Ghlaschu). Dh' aontaich an fho-bhuidheann seo pròiseasan airson na coinneimh (stiùireadh bhuainn air an fhòcas agus thional sinn ais-mholadh beachdan air ais bhon t-siostam m.e. luchd-obrach ann an àrd-sgoiltean). Dh' aontaich am pannal aig an OECD, gum faod sinn aithris fianais sgrìobhte a chur ann mar thoradh air a' choinneimh. Chuir sinn ri chèile dreachd aithris. Tha sin a-nise a-mach 	

	airson co-chomhairleachaidh is cuiridh sinn a-steach an aithris dheireannach airson deireadh na Dàmhair 2020 (às leth na fo-bhuidhne seo).	
3.3	ATQ (Additional Teaching Qualification – le clàradh foirmeil leis an CCTA) <ol style="list-style-type: none"> Tha sinn ag obair ann am com-pàirteachas leis an CCTA, Oilthigh Shrath Chluaidh agus Comhairle Baile Ghlaschu gus pileat a thoirt seachad ann am 2021. Tha sinn an dùil gun cuir an t-Oilthigh iarrtas maoineachaidh dhan Bhòrd ann am 2021. Tha sinn an dùil gum bi a' chiad luchd-teagaisg a tha clàraichte aig an CCTA, mar thoradh air a' chùrsa seo, a' libhrigeadh cùrsaichean Gàidhlig (mar nua-chànan san t-siostam Foghlam tron Bheurla) ann am 2022. 	
3.4	Planadh is Aithriseadh san Àrd-sgoil <ol style="list-style-type: none"> Tha e deatamach gum bi plana bliadhnail / aithris bhliadhnail air adhartas airson Foghlaim tron Ghàidhlig le gach àrd-sgoil a tha a' solarachadh FtG. Tha sinn ag obair le GLAN, ADES agus diofar ùghdarrasan gus seo a libhrigeadh ann an seisean 2020-21 (am measg nan ùghdarrasan tha Comhairle na Gàidhealtachd agus Earra-Ghàidheil is Bhòid). Nì sinn geàrr-chunntas nàiseanta air targaidean tron t-siostam air fad le fianais air adhartas ann am 2021. Buailidh seo air planaichean bliadhnail aig Stòrlann Nàiseanta, Ùghdarras Theisteanas na h-Alba agus msaa. Tha sinn ag obair ann am com-pàirteachas le Ùghdarras Theisteanas na h-Alba agus Riaghaltas na h-Alba air an ro-innleachd aca airson a bhith a' leudachadh chothroman airson theisteanasan tron Ghàidhlig (bidh leasachaidhean nàiseanta air planadh is aithriseadh a' toirt buaidh air adhartas). 	
3.5	Foghlam Alba <ol style="list-style-type: none"> Tha coinneamhan cunbhalach ann a-nise eadar Sgioba Foghlaim a' Bhùird agus oifigearan aig Foghlam Alba. Ma bhios Foghlam Alba a' fastadh oifigear ùr airson an sgioba FtG aca (le taic bhon Bhòrd), bidh leasachaidhean a bharrachd anns na seirbheisean a bhios iad a' libhrigeadh airson FtG san àrd-sgoil. Tha am pròiseas seo air tòiseachadh, le iarrtas foirmeil bho Fhoghlam Alba. 	
4.0	Moladh	
4.1	Gun toirear fa-near don adhartas leis na diofar iomairtean.	
5.0	Prìomh Bhuidhean Ro-innleachdach	
5.1	Buidhean air Ionmhas	
	Cha bhi buaidh ann aig an ìre seo.	
5.2	Buidhean air Luchd-obrach	
	Taic leantainneach bhon Stiùiriche Foghlaim / Manaidsear Foghlaim.	
5.3	Buidhean air Trèanadh	
	Cha bhi buaidh ann.	
5.4	Ceanglaichean ri Amasan Ro-innleachdail agus Corporra	
	<ol style="list-style-type: none"> Tha na leasachaidhean seo a' cur ris a' ghnìomh: "A' toirt comhairle seachad air poileasaidhean agus a' toirt stiùireadh don obair gus ro-innleachdan a dhealbh airson foghlam na Gàidhlig." Amas Chorporra 2. 	
5.5	Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta	
	AR N-ADHBHAR	AR LUACHAN
	Fòcas air a bhith a' cruthachadh dùthaich nas	'S e comann-sòisealta a th' annainn a tha a'

	soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus inghabhalach		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 checked="" type="checkbox"/>
	Cultar	<input type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input type="checkbox"/>
	Gnòthachasan soirbheachail is ùr-ghnàthach			<input type="checkbox"/>
5.6	Buaidhean air Cliù			
	<ol style="list-style-type: none"> 1. Neartaichear ìomhaigh a' Bhùird, mar bhuidheann a tha a' toirt taic phroifeiseanta is comhairle shònraichte don Sgrùdadh Nàiseanta air Curraicealaim na h-Àrd-sgoile. 2. Bidh soilleireachd a bharrachd ann air dleastanasan a' Bhùird, gu sònraichte a thaobh lìbhrigeadh sheirbheisean agus taic ro-innleachdail. 			
5.7	Buaidhean air Slàinte is Sàbhailteachd			
	Cha bhi buaidh ann.			
5.8	Buaidhean Laghail			
	Cha bhi buaidh ann.			
5.9	Buaidhean air Co-ionannas			
	Cha bhi buaidh ann.			

* Fosgailte airson deasbad aig a choinneamh



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	27/10/2020
Àite:	Air MS Teams
Nì a' Chlàir-ghnothaich	6.1

Tìotal a' Phàipeir	Poileasaidh mu a bhith a' cleachdadh post-dealain agus an eadar-lìn	
Moladh do Bhuill	Airson Aontachadh	
Neach labhairt:	Louise NicIleathain	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba Stiùiridh 13/10/2020	27/10/2020	Ri Aontachadh
Pàipear-taice air a cheangal ris	<p>Tha PT1 – Dreachd poileasaidh mu a bhith a' cleachdadh post-dealain agus an eadar-lìn</p> <p>Tha am pàipear anns a' Bheurla air sgàth 's gun deach ullachadh ann an co-bhann le daoine bho thaobh a-muigh BnG aig nach robh sgilean Gàidhlig.</p>	
1.0	Adhbhar	
1.1	Airson aonta fhaighinn air a' phoileasaidh.	
2.0	Cùl-fhiosrachadh	
2.1	Chaidh dreachd poileasaidh mu bhith a' chleachdadh post-dealain agus an eadar-lìn dhan Bhòrd-stiùiridh anns an Ògmhios 2019. Cha do ghabh Am Bòrd-stiùiridh ris agus dh'iarr iad air na h-oifigearan comhairle laghail a shireadh air. 'S e pàipear BnG-1920-02: 2019-06-05 & 06, 5.1 PT3 a bh' ann.	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	<p>Fhuair An Ceannard comhairle laghail, agus thill an luchd-lagha ag ràdh gun robh e laghail.</p> <p>Tha sinn air a bhith ag ùrachadh sreath de phoileasaidhean HR mar phròiseas leantainneach gus ùrachadh is leasachadh a dhèanamh air poileasaidhean sgiobachd.</p> <p>Chaidh a' chiad dreachd den poileasaidh seo ullachadh le sgioba HR aig SNH. An uair sin chaidh e don Sgioba Stiùiridh airson am beachdan. An dèidh sin, chaidh e a-mach gu co-chonaltradh leis an luchd-obrach tron Aonadh. Chaidh lèirmheas a dhèanamh air stèidhichte air na beachdan a chaidh a thrusadh an uairsin, chaidh am poileasaidh air adhart don Bhòrd-stiùiridh air 5 + 6 Ògmhios 2019.</p>	
4.0	Moladh	
4.1	Gun aontaich an Comataidh ris a' phoileasaidh.	
5.0	Prìomh Bhuidhean Ro-innleachdach	
5.1	Buidhean air Ionmhas	
	Cha bhi buaidh air ionmhas.	
5.2	Buidhean air Luchd-obrach	
	Bidh am poileasaidh seo a' bualadh air dòighean-obrach an sgioba agus nam buill gus a bhith cinnteach gun tèid post-d agus an eadar-lìn a chleachdadh ann an dòighean iomchaidh.	
5.3	Buidhean air Trèanadh	
	Thèid seisean a chumail leis an luchd-obrach agus seisean leis na buill nuair tha am poileasaidh aontaichte gus cothrom a thoirt dhaibh ceistean a thogail.	
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra	
	Tha am fiosrachadh seo a' cur ris an t-amas chorporra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.	

5.5	Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta			
	AR N-ADHBHAR		AR LUACHAN	
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
	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"/>
	Gnathachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>
5.6	Buaidhean air Cliù			
	Bidh am poileasaidh seo a' neartachadh cliù na buidhne leis nach bi oifigearan no buill a' cleachdadh post-d no làrach-lìn ann an dòighean mi-iomchaidh.			
5.7	Buaidhean air Slàinte is Sàbhailteachd			
	Cha bhi buaidh air slàinte 's sàbhailteachd.			
5.8	Buaidhean Laghail			
	Cha bhi buaidh laghail ann.			
5.9	Buaidhean air Co-ionannas			
	Cha bhi buaidh air co-ionannas.			

*Fosgailte airson deasbad aig a choinneamh



E-mail and Internet Use Policy

Owner:

Date: 05-06-2019

EQIA ref:

Review

Date:

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1. Introduction

- 1.1. Bòrd na Gàidhlig has a suite of policies aimed at delivering good people management across the organisation and to ensure consistency of treatment. The intention of these policies is to help employees and managers understand their individual responsibilities to achieve the outcomes and priorities of the Bòrd na Gàidhlig Corporate Plan and Operational plan.
- 1.2. This policy applies to all employees of Bòrd na Gàidhlig. For employees who are currently serving their probationary period, the principles of this policy will apply.
- 1.3. Guidance should be sought from your line manager or HR Services on the operation of this policy.
- 1.4. This policy does not form part of the employee's contractual rights. Bòrd na Gàidhlig reserve the right to vary the detail of the policies as may be required by legislation or organisational requirements, in consultation with Trade Union Side (TUS) as appropriate.

2. Policy Statement

- 2.1. The aim of this policy is to set guidelines on the use of email and the internet at work.
- 2.2. This policy applies to:
 - BnG employees
 - BnG Board members
 - Volunteers
 - Contractors
 - Temporary users of BnG systems
- 2.3. This policy covers:
 - Personal Computers (PCs) or other computing devices issued to you by BnG or used on BnG business, e.g. desktops/ laptops/tablet.
 - Email.
 - BnG systems and software.
 - The BnG ICT network.
 - Media/Portable Media – such as DVDs, CDs, memory sticks and hard drives used for BnG data.
 - Hard copy information (print-outs) containing BnG data.
 - Any personal IT equipment or email accounts that you use for BnG work purposes

3. Principles

- 3.1. The over-riding principles of e-mail and Internet use are that:
1. Bord na Gaidhlig **values** are reflected at all times.
 2. Use is legal, reasonable and would be pass public scrutiny.
 3. Security of access, information and equipment is maintained at all times.
 4. Any communications from BnG systems/ email addresses that could be construed as political activity are not contrary to the [Civil Service Management Code](#).
 5. No personal business interests are conducted using BnG systems or equipment.
- 3.2. This policy does not cover the use of social media. This is covered under the Social Media policy.
- 3.3. Please ensure you fully understand and that you comply with this policy, as a serious breach could lead to a formal disciplinary process being followed.
- 3.4. Technology and the law change regularly, and this policy will be updated to account for changes as and when necessary. Employees will be informed when the policy has changed, and it is their responsibility to read the latest version of this document.

4. Terms of Use

4.1. Email

- 4.1.1. Access to email is provided for Bòrd na Gàidhlig business purposes. Although email is a relatively informal method of communication, from a legal perspective it is treated in exactly the same way as hardcopy correspondence. It is recoverable and subject to disclosure to the authorities or other parties and may be subject to legal action. Email is not secure and open email must not be used for sensitive information.
- 4.1.2. Although the email system is primarily for business use, the organisation understands that employees may on occasion need to send or receive personal emails using their work address. When sending personal emails, employees should show the same care as when sending work-related emails.
- 4.1.3. You **will**:
- Ensure that you address emails correctly. (“Auto-complete” in email addresses is convenient, but can lead to emails going to the wrong recipient).

- Use only appropriate language keeping in mind BnG's values and be mindful of any impact on Bòrd na Gàidhlig's reputation.

4.1.4. You **will not**:

- Open emails containing unexpected links or attachments. If you are in any doubt whether an email is genuine, contact the sender via another means such as a known phone number, seek advice from our IS provider, or delete the e-mail.
- Use email to send sensitive data, especially personal data., if in doubt, contact your line manager or HR Services
- Subscribe for personal use to services such as auction alerts, mailing lists, special offers, promotional e-mails, gambling sites, circulars, newsletters or similar services; Bòrd na Gàidhlig may filter these types of e-mail at any time.

4.1.5. Employees should mark personal emails as such and encourage those who send them to do the same. Where possible, the organisation will avoid accessing emails clearly marked as private or personal, unless for reasons detailed previously at 4.1.2

4.2. Internet

4.2.1. Bòrd na Gàidhlig filters and monitors access to the Internet and to most services provided over the internet. Certain material is not appropriate and could seriously affect the reputation of Bòrd na Gàidhlig or give rise to legal action.

4.2.2. Although the internet system is primarily for business use, employees may on occasion need to use the internet for personal purposes. Employees may access the internet at work for personal purposes provided that:

- such use is limited to non-work time only, for example lunch time;
- the internet is not used to access offensive or illegal material, or gambling sites .
- you do not enter into contracts or commitments in the name of or on behalf of, the organisation; and
- you do not arrange for goods ordered on the internet to be delivered to the organisation's address or order them in the organisation's name if not related to your work.

4.2.3. You **will**:

- Be mindful that your internet activity can be traced back to Bòrd na Gàidhlig by website owners or other third parties.
- Minimise internet use and close browsers after access to avoid any auto-update, streaming or session based service (e.g. webmail, news ticker, results service, play by play updates etc.).
- Only access streaming media (YouTube, iPlayer etc.), social networking, bulletin boards, chat rooms, forums, messaging services, or similar services where essential for your Bòrd na Gàidhlig role.

- Ensure that any personal emails are short, text only and clearly identified as “Personal” or “Not work”.

4.2.4. You **will not**:

- Use remote storage for Bòrd na Gàidhlig data (e.g. Dropbox, One Drive, or similar websites or services)
- Download, upload, store, copy or distribute any materials, data or software of a pornographic, obscene, indecent, racist, defamatory, libellous, sexist, offensive, or unlawful nature.
- Use the internet for personal use:
 - When using the remote server (due to the impact on the network).
 - On “public facing” computers that can be overlooked by non- Bòrd na Gàidhlig staff, or which are also used by the public.
 - Where it would incur an extra cost to Bòrd na Gàidhlig (e.g. on SIM-enabled tablets/laptops).

5. Monitoring

5.1.1. Monitoring of an employee's email and/or internet is in the organisation's legitimate interests and is to ensure that this policy on email and internet use is being complied with.

5.1.2. The organisation considers the following to be valid reasons for examining an employee's internet usage:

- If the employee is absent for any reason and communications must be checked for the smooth running of the business to continue.
- If the organisation suspects that the employee has been viewing or sending offensive or illegal material, such as material containing racist terminology or nudity (although the organisation understands that it is possible for employees inadvertently to receive such material and they will have the opportunity to explain if this is the case).
- If the organisation suspects that the employee has been spending an excessive amount of time viewing websites that are not work related.
- If the organisation suspects that an employee has been using the email system to send and receive an excessive number of personal communications.
- If the organisation suspects that the employee is sending or receiving emails that are detrimental to the organisation.

5.1.3. When monitoring emails, the organisation will, save in exceptional circumstances, confine itself to looking at the address and subject heading of the emails. Employees should mark any personal emails as such and encourage those who send them to do the same. Where possible, the

organisation will avoid opening emails clearly marked as private or personal

- 5.1.4. When monitoring Internet usage the organisation will check the websites that an employee has visited and the duration of such visits.

6. Data Protection

- 6.1. The organisation has appointed Liz Taylor, liz@gaidhlig.scot as its Data Protection Officer.
- 6.2. Monitoring is carried out to ensure compliance with this policy, and will normally be conducted by the organisation's ICT services provider. The information obtained through monitoring may be shared internally, where appropriate to do so and in accordance with relevant policies. The information may be shared with members of HR services, an employee's line manager, managers in the business area in which the employee works and ICT staff if access to the data is necessary for performance of their roles. Information would normally be shared in this way only if the organisation has reasonable grounds to believe that there has been a breach of the rules set out in this policy.
- 6.3. The information gathered through monitoring will be retained only long enough for any breach of this policy to come to light and for any investigation to be conducted. Data is normally securely destroyed after 7 days, unless there are grounds to retain for longer. This will be where the information is required for investigation purposes, and then if the information is required as evidence for any further action taken. Where information is required for investigation purposes, information will be retained in accordance with the organisation's retention schedules.
- 6.6. Information obtained through monitoring will not be disclosed to third parties unless:
the organisation is under a duty to report matters to a regulatory authority
or
there is evidence of criminal activity, which would be reported to a law enforcement agency;
or
the transfer is otherwise lawful.
- 6.7. Further information about how employees' personal information is processed can be found in the employee privacy notice. Workers have a number of rights in relation to their personal data, including the right to make a subject access request and the right to have data rectified or erased in some circumstances. You can find further details of these rights and how to exercise them in the organisation's data protection policy. If workers believe that the organisation has not complied with their data protection rights, they can complain to the Information Commissioner.

7. Implementing the Policy

- 7.1. Where a potential breach of this Policy is identified during a monitoring session, the relevant Line Manager will be contacted to establish if there is a legitimate reason for the access identified.
- 7.2. If there is no apparent legitimate reason, details will be reported to HR Services and / or Internal Audit where fraud (misuse/loss of time, goods or resources) may be involved.
- 7.3. The Bòrd na Gàidhlig [Disciplinary Policy](#) process will be followed.
- 7.4. If an Information Security breach has been identified during the investigation, a report will also be made to the Operations Manager for further consideration.

8. Equality Impact Assessment

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

Appendix 1 – Dependencies

Policies and Guidance

- [Acceptable Use Policy](#)
- [Access Control Policy](#)
- [Flexible Working Hours Policy](#)
- [Disciplinary Policy](#)



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	27/10/2020
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	7.0

Tìotal a’ Phàipeir		Plana Obrach na Comataidh Poileasaidh is Ghoireasan	
Moladh do Bhuill		Airson Fiosrachadh	
Neach-labhairt:		Shona NicIllinnein, Ceannard	
Cùrsa Riaghlachais airson na h-Aithris		Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba-stiùiridh		15/10/2020	Airson fiosrachadh
Pàipear-taice air a cheangal ris		Tha- Eàrr-ràdh A – Plana Obrach na Comataidh Poileasaidh is Ghoireasan	
1.0	Adhbhar		
1.1	’S e adhbhar na h-aithisge seo plana obrach a thoirt dhan Chomataidh Poileasaidh is Ghoireasan a tha a’ mìneachadh nam prìomh nithean air am feum a’ Chomataidh beachdachadh mar phàirt den chlàr-obrach aice airson na bliadhna.		
2.0	Cùl-fhiosrachadh		
3.0	Prìomh Aithris/Fiosrachadh		
3.1	Tha e cudromach gum bi plana obrach aig a’ Chomataidh Poileasaidh is Ghoireasan airson na bliadhna air thoiseach. Thèid sùil a chumail air a’ phlana obrach tron bhliadhna.		
4.0	Moladh		
4.1	Thathar ag iarraidh air a’ Chomataidh Poileasaidh is Ghoireasan toirt fa near dhan phlana obrach an cois seo.		
5.0	Prìomh Bhuidhean Ro-innleachdach		
5.1	Buidhean air Ionmhas		
	Chan eil buaidh ionmhasail dhìreach sam bith aig an aithisg seo.		
5.2	Buidhean air Luchd-obrach		
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air an fheachd-obrach.		
5.3	Buidhean air Trèanadh		
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air trèanadh.		
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra		
	Tha am plana-obrach a’ cur ris an amas chorporra gun cùm Bòrd na Gàidhlig air a’ leasachadh nan dòighean-obrach aige.		
5.5	Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta		
	Tha deagh dhòigh-obrach a’ cur ri adhbhar an fhrèam-obrach a thaobh a bhith a’ cur fòcas air a bhith a’ cruthachadh dùthaich nas soirbheachaile le cothroman do dh’Alba air fad soirbheachadh tro bhith a’ cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach. Tha seo gu h-àraidh a’ cur ris a’ bhuil nàiseanta air Còraichean Daonna a thaobh càileachd nan seirbheisean poblach agus gum bi seirbheisean poblach a’ dèiligeadh ri daoine le urram agus spèis.		
5.6	Buidhean air Cliù		
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air cliù na buidhne.		
5.7	Buidhean air Slàinte is Sàbhailteachd		
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air Slàinte is Sàbhailteachd.		
5.8	Buidhean Laghail		
	Chan eil buaidh laghail dhìreach sam bith aig an aithisg seo.		
5.9	Buidhean air Co-ionannachd		
	Chan eil buaidh sam bith a bharrachd aig an aithisg seo air co-ionannachd.		

A' CHOMATAIDH POILEASaidh IS GHOIREASAN

[illegible]