Bòrd na Gàidhlig

A' Chomataidh Poileasaidh is Ghoireasan

Coinneamh air Dimàirt 02/02/2021 09.30 – 12.15

Air-loidhne tro MS TEAMS

CLÀR-GNOTHAICH

Policy & Resources Committee

Meeting on Tuesday 02/02/2021 09.30 – 12.15

On-line via MS TEAMS

AGENDA

	Seisean Fosgailte	**Open Session**	10.10
2.0	**IONMHAS**	**FINANCE**	d.
2.4	**AIRSON FIOSRACHADH*** Aithisg Ionmhais gu 31.12.2020 *Mairianne Stiùbhart, Ceann an Ionmhais is Cùisean Corporra (Eadar-amail)*	**FOR INFORMATION*** Finance Report to 31.12.2020 *Mairianne Stewart, Head of Finance & Corporate Services (Interim)*	10.10-10.25
2.5	**RI AONTACHADH** Dreachd Buidseat 2021-22 *Mairianne Stiùbhart, Ceann an Ionmhais is Cùisean Corporra (Eadar-amail)*	**FOR DECISION** Draft Budget 2021-22 *Mairianne Stewart, Head of Finance & Corporate Services (Interim)*	10.25-10.35
2.6	**AIRSON FIOSRACHADH** Adhartais Buidhnean Com-pàirteach Lìbhrigidh 2020-21 *Steven Kellow, Oifigear Maoineachaidh is Phròiseactan*	**FOR INFORMATION** Progress of Delivery Partner Organisations 2020/21 *Steven Kellow, Funding & Projects Officer*	10.35–10.50
3.0	**RIAGHLADH CORPORRA**	**CORPORATE GOVERNANCE**	d.
	AIRSON FIOSRACHADH * Plana Gnìomh 2020/21 - Sgrùdadh *Shona NicIllinnein, Ceannard*	**FOR INFORMATION *** Operational Plan 2020/21 – Monitoring *Shona MacLennan, Ceannard*	10.50-11.00
	Beàrn	**Break**	11.00 -11.10
4.0	**CLEACHDADH**	**USAGE**	d.

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 còmhradh 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 am bheil ceistean aig Buill co-cheangailte ri leithid clàr-ghnìomhan, poileasaidhean, planaichean neo cùisean ionmhais a th' anns na pàipearan, thathar gam brosnachadh gus na ceistean sin a chur 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 thèid an fhreagairt a sgaoileadh do na Buill gu lèir airson 's gum bi an aon tuigse an uair sin aig a h-uileneach.

4.1	**RI AONTACHADH** Planaichean Gàidhlig PT1 – PGR019 E01 Comhairle Lodainn Mheadhanaich *Daibhidh Boag, Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd*	**FOR DECISION** Gaelic Language Plans PT1 – PGR019 EO1 Midlothian Council *David Boag, Dir of Language Planning & Community Developments*	11.10-11.25
4.2	**RI AONTACHADH** Amasan Àrd Ìre PT1 – PGR065 E03 Ùghdarras Theisteanas na h-Alba PT2 – PGR034 E03 Comhairle Siorrachd Lannraig a Tuath PT3 – PGR038 E03 Nàdar Alba PT4 – PGR048 E03 Oilthigh Ghlaschu PT5 – PGR058 E02 Seirbheis Smàlaidh is Teasairginn na h-Alba PT6 – PGR064 E02 Ùghdarras Poilis na h-Alba PT7 – PGR053 E02 Poileas Alba PT8 – PGR057 E02 Seirbheis Ambaileans na h-Alba PT9 – PGR011 E02 Comhairle Baile Obar Dheathain PT10 – PGR060 E03 Stòras Mara Caileanach Earranta *Daibhidh Boag, Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd*	**FOR DECISION** High Level Aims PT1 – PGR065 E03 Scottish Qualifications Authority PT2 – PGR034 E03 North Lanarkshire Council PT3 – PGR038 E03 Nature Scot PT4 – PGR048 E03 University of Glasgow PT5 – PGR058 E02 Scottish Fire and Rescue Service PT6 – PGR064 E02 Scottish Police Authority PT7 – PGR053 E02 Police Scotland PT8 – PGR057 E02 Scottish Ambulance Service PT9 – PGR011 E02 Aberdeen City Council PT10 – PGR060 E03 Caledonian Maritime Assets Ltd *David Boag, Director of Language Planning & Community Developments*	11.25-11.45
4.3	**RI AONTACHADH** Teachdaireachdan bhon Co-chomhairle Maoineachaidh *Steven Kellow, Oifigear Maoineachaidh is Phròiseactan*	**FOR DECISION** Responses from the Funding Consulation *Steven Kellow, Funding & Projects Officer*	11.45- 12.00
5.0	**IONNSACHADH**	**LEARNING**	d.
5.1	**RI AONTACHADH** Bogadh do Luchd-obrach Foghlaim 2021-22 *Seumas Whannel, Stiùiriche Foghlam Gàidhlig*	**FOR DECISION** Immersion for Education Staff 2021-22 *Jim Whannel, Director of Gaelic Education*	12.00–12.15
5.2	**RI AONTACHADH** Ath-sgrùdadh air an Stiùireadh Reachdail *Seumas Whannel, Stiùiriche Foghlam Gàidhlig*	**FOR DECISION** Review of the Statutory Guidance *Seumas Whannel, Stiùiriche Foghlam Gàidhlig*	
6.0	**CÙISEAN CORPORRA**	**CORPORATE MATTERS**	d.

Pàipearan Fiosrachaidh

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- Far a bheil cothrom ann deasbad is còmhradh a chumail air pàipearan '*Airson Fiosrachadh'*, bidh na pàipearan sin air an comharrachadh le rionnag * air a' chlàr-ghnothaich.
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- Far am bheil ceistean aig Buill co-cheangailte ri leithid clàr-ghnìomhan, poileasaidhean, planaichean neo cùisean ionmhais a th' anns na pàipearan, thathar gam brosnachadh gus na ceistean sin a chur 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 thèid an fhreagairt a sgaoileadh do na Buill gu lèir airson 's gum bi an aon tuigse an uair sin aig a h-uileneach.

6.1	**AIRSON FIOSRACHADH** Suirbhidh Luchd-obrach 2021 *Louise NicIlleathain, Manaidsear Gnìomhan*	**FOR INFORMATION** Staff Survey 2021 *Louise Maclean, Operations Manager*	12.15-12.25
6.2	**RI AONTACHADH** Poileasaidh Dìomhaireachd *Louise NicIlleathain, Manaidsear Gnìomhan*	**FOR DECISION** Confidentiality Policy *Louise Maclean, Operations Manager*	
7.0	**PLANA OBRACH NA COMATAIDH**	**COMMITTEE WORK PLAN**	d.
	RI AONTACHADH Dreachd Plana Obrach na Comataidh Poileasaidh is Ghoireasan *Shona NicIllinnein, Ceannard*	**FOR DECISION** Policy & Resources Committee Draft Work Plan *Shona MacLennan, Ceannard*	12.25-12.30
8.0	**GNOTHACH IOMCHAIDH SAM BITH EILE**	**ANY OTHER BUSINESS**	d.

Ceann-latha na h-ath choinneamhan: 18/05/2021

Date for the next meetings: 18/05/2021

Leirmheas air a' choinneamh

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 còmhradh 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.
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For	Policy and Resources Committee
Date of Meeting	02/02/2021
Location:	Online
Item on Agenda	2.4

Paper Title	Finance Report	
Recommendation	For Information *	
Spokesperson	Mairianne Stewart, Head of Finance & Corporate Services (Interim)	
Governance Route	**Date of Meeting**	**Decision**
Leadership Team	25/01/2021	For Information
Appendices:	PT1 – Finance Report to 31.12.2020	

1.0	**Purpose**
1.1	To give information to the Committee on the financial situation from 1 April to 31 December 2020. The paper is in English as the report will be in English.
2.0	**Background**
2.1	To give information to the Committee on the financial situation from 1 April to 31 December 2020. (month 9 out of 12).
2.2	The annual budget for 2020-21 was revised in September 2020 with the key figures as follows:

Income:	**£m**
Grant-in-Aid	5.179
Other Income (CnP)	0.100
Carried forward from 19/20	0.072
Returned Funding	0.060
Total	**5.411**

Costs:	
Development	3.855
Running Costs	1.556
Total	**5.411**

2.3 It is still difficult to assess accurately the impact of Covid-19 on BnG's woirk. There has been an impact on BnG's own work and also on the organisations that BnG funds, causing delay or stopping them or changing their working methods for a time at least. It is difficult to assess in financial terms at this point.

2.3

Summary 31 December 2020	Expenditure Year to Date	Budget Year to Date	Variance Year to Date	Annual Budget
Summary	**£m**	**£m**	**£m**	**£m**
Development - Usage	1.195	1.437	(0.242)	1.895
Development - Learning	0.925	1.226	(0.301)	1.585
Development - Promotion	0.306	0.306	(0.080)	0.375
Development - TOTAL	2.346	2.969	(0.623)	3.855
Running Costs	1.046	1.161	(0.115)	1.556
TOTAL	**3.392**	**4.130**	**(0.738)**	**5.411**

Summary of Income and Expenditure

31 December 2020	Current Month	Year to date	Annual Budget Total
Income	**£m**	**£m**	**£m**
Grant in Aid	0.331	4.058	5.179
Other Income (CnP.)	0.000	0.080	0.100
Returned Funding	0.004	0.095	0.060
	0.335	4.233	5.339
Expenditure	0.257	3.392	5.411
	0.078	0.841	-0.072
Funds carried forward	0.929	0.166	0.166
Funds going forward	1.007	1.007	0.094

3.0 Main Points

3.1 At this point, with 9 months' figures to hand and an unprecedented situation, costs continue to fall behing budget.

3.2 In Development, costs are behind budget by 21% (2019 -12%). Covid has had some impact, but it is common for organisations to be slightly behind in earlier part of the year. It is anticipated that this budget will be fully utilised before the financial year end.

3.3 On Running Costs, they are behind budget by 10% compared to 7% at the same time last year. The majority of savings are in salaries and travel, which has dropped significantly. Any underspend will be vired to Development Costs.

3.4	Costs arising from Covid-19 to the organisation: c£7k has been spent on items such as equipment, ICT related to the team working from home.
3.5	At this point, it is anticipated that the budget will be fully utilised.
4.0	**Recommendation**
4.1	Members are requested to consider the report and note the information.
5.0	**Main Strategic Impacts**
5.1	**Impact on Finance**
	As described above.
5.2	**Impact on Staff**
	N/a.
5.3	**Impact on Training**
	N/a
5.4	**Links to Strategic and Corporate Aims**
	This paper supports the Committee in fulfilling the aims for the year.
5.5	**Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta/ Links to the National Performance Framework**
	n/a
5.6	**Buaidhean air Cliù/Impacts on Reputation**
	It is important the BnG continues to demonstrate effective management of its finances.
5.7	**Buaidhean air Slàinte is Sàbhailteachd/Impacts on Health and Safety**
	n/a
5.8	**Buaidhean Laghail/Legal Impacts**
	n/a
5.9	**Buaidhean air Co-ionannas/Impacts on Equality**
	n/a
5.10	**Buaidhean air Àrainneachd/Impacts on the Environment**
	n/a

Bòrd & Committee Report 31 December 2020	Expenditure Current Month	Expenditure Year to Date	Budget Year to Date	Variance Year to Date	Annual Budget	Expenditure to Previous Month
	£	£	£	£	£	£
Development Expenditure						
Gaelic Usage						
ACG - Local Mòds Delivery	-	3,750	5,000	(1,250)	5,000	3,750
Hubs - An Tosgan Rent & Costs	1,155	16,026	18,750	(2,724)	30,000	14,871
Fèisean nan Gàidheal - Contribution to Core Costs	-	30,600	30,600	-	30,600	30,600
Feisean nan Gaidheal - Sgoil Samhraidh Drama	-	20,000	20,000	-	20,000	20,000
Feisean na Gaidheal - Song Writing	-	5,000	5,000	-	5,000	5,000
Feisean na Gaidheal -Fèis TV	-	10,000	10,000	-	10,000	10,000
CnL - Contribution to Core Costs	-	90,270	90,270	-	90,270	90,270
CnL - Gaelic Publishing Grants	-	69,000	69,000	-	69,000	69,000
CNAG - Iomairtean	-	237,150	237,150	-	316,200	237,150
CNAG - National Youth Programme	-	15,000	15,000	-	20,000	15,000
An Lochran - Contribution to Core Costs	11,000	11,000	14,000	(3,000)	16,000	-
An Lochran - Annual Programme	-	-	-	-	-	-
An Lochran - An Leanag Lease & Service costs	(127)	9,015	12,500	(3,485)	25,000	9,142
ICCI - Gaelic Usage Programme	-	22,875	22,875	-	30,500	22,875
Tobar An Dualchais - Contribution to Core Costs	-	11,250	21,375	(10,125)	29,250	-
Canan - FilmG	15,200	15,200	19,000	(3,800)	19,000	-
Ceòlas - Sgoil Shamhraidh	5,000	14,400	10,000	4,400	14,400	9,400
Cèolas - Tachartasan	5,000	10,000	10,000	-	10,000	5,000
Acair - Contribution to Core Costs	-	27,540	27,540	-	27,540	27,540
Theatre gu Leor - Contribution to Core Costs	-	44,370	44,370	-	44,370	44,370
Theatre gu Leor - Creative Learning Programme	-	11,500	11,500	-	11,500	11,500
Collaboration Fund	-	17,990	40,000	(22,010)	80,000	17,990
Covid19 Support - Usage	2,500	92,778	62,000	30,778	88,000	90,278
GLAIF- Gaelic Language Plans Support - Usage	(34,875)	163,618	299,720	(136,102)	450,000	198,493
GLAIF- Gaelic Language Plans Support - Iomairtean	15,000	158,800	122,065	36,735	182,360	143,800
Taic Freumhan Coimhearsnachd (TFC) [Community Grants	5,295	39,559	100,294	(60,735)	112,110	34,264
Colmcille [Irish Partnership]	478	42,583	61,269	(18,686)	80,000	42,105
Gaelic Arts Projects	-	3,766	20,831	(17,065)	25,000	3,766
Discretionary National Gaelic Language Plan Projects	(6,318)	(2,318)	2,000	(4,318)	4,000	4,000
Corpus Development	4,699	4,699	34,899	(30,200)	50,000	-
Total - Gaelic Usage	24,007	1,195,421	1,437,008	(241,587)	1,895,100	1,160,164
Gaelic Learning						
Stòrlann - An Seotal	3,750	11,250	11,250	-	15,000	7,500
Stòrlann - Resources (0-5, Primary, Secondary, Adult)	50,000	150,000	150,000	-	200,000	100,000
Stòrlann - An t-Alltan	15,000	45,000	45,000	-	60,000	30,000
Stòrlann - Prelims	2,500	7,500	7,500	-	10,000	5,000
Feisean nan Gaidheal - Feis Sgoil	-	60,000	60,000	-	60,000	60,000
CnL - Training Programme	-	11,000	11,000	-	11,000	11,000
Comann nam Parant (CnamP)	-	95,625	95,625	-	127,500	95,625
ICCI - Gaelic Tuition	-	36,720	36,720	-	48,960	36,720
Tobar An Dualchais - Contribution to Core Costs	-	3,750	7,125	(3,375)	9,750	15,000
Faclair na Gaidhlig - Contribution to Core Costs	-	76,500	76,500	-	76,500	76,500
MG Alba - Learn Gaelic	(0)	34,740	16,500	18,240	34,740	34,740
Ceòlas - GIFT	-	-	-	-	-	-
Ceòlas - Oifigearan Curriculum	5,950	23,800	35,700	(11,900)	35,700	17,850
Ceòlas - Clasaichean Coimhearsnachd	1,000	2,000	2,000	-	2,000	1,000
Acair - Gaelic Publishing Programme	-	20,000	20,000	-	20,000	20,000
GLAIF - GIFT	(550)	75,950	125,000	(49,050)	125,000	76,500
GLAIF - Learning	7,029	128,808	200,000	(71,192)	300,000	121,779
Early Years Support Scheme	4,890	20,137	102,750	(82,613)	150,000	15,247
Education and Learning Projects	6,460	34,138	54,998	(20,860)	100,000	27,678
Covid-19 Support - Education	-	26,600	56,000	(29,400)	56,000	26,600
ITE Support	33,220	45,620	70,000	(24,380)	75,000	12,400
Data and Information Commissions	-	15,990	35,000	(19,010)	50,000	15,990
Canadian Scholarships	-	-	-	-	8,000	-
Teacher Recruitment Events	-	-	7,000	(7,000)	10,000	-
Total - Gaelic Learning	129,249	925,128	1,225,668	(300,540)	1,585,150	807,129
Gaelic Promotion						
ACG - Contribution toCore Costs	(1)	32,513	43,350	(10,838)	43,350	32,513
ACG -Royal National Mòd Delivery	-	39,375	52,500	(13,125)	52,500	39,375
Feisean nan Gaidheal - Blas Festival	-	20,000	20,000	-	20,000	20,000
CnL - Marketing	-	7,500	7,500	-	7,500	7,500
CnL - Duais Dhòmhnall Meek	-	3,000	3,000	-	3,000	3,000
ICCI - Contribution to Core Costs	-	19,125	19,125	-	29,500	19,125
Ainmean Àite na h-Alba - Contribution to Core Costs	-	81,600	81,600	-	81,600	81,600
Acair - Marketing	-	10,000	10,000	-	10,000	10,000
GLAIF - Promotion	-	3,500	6,300	(2,800)	6,300	3,500
Covid-19 Support - Promotion	-	29,280	28,000	1,280	56,000	29,280
Marketing Campaigns & Duaisean Gaelic	(25,200)	(19,655)	35,000	(54,655)	65,000	5,545
Total - Gaelic Promotion	(25,201)	226,238	306,375	(80,138)	374,750	251,438
TOTAL - DEVELOPMENT COSTS	**128,055**	**2,346,786**	**2,969,051**	**(622,265)**	**3,855,000**	**2,218,731**

Bòrd & Committee Report

31 December 2020	Expenditure Current Month	Expenditure Year to Date	Budget Year to Date	Variance Year to Date	Annual Budget	Expenditure to Previous Month
	£	£	£	£	£	£

Running Costs

31 December 2020	Expenditure Current Month	Expenditure Year to Date	Budget Year to Date	Variance Year to Date	Annual Budget	Expenditure to Previous Month
Staff Costs	93,216	799,233	873,457	(74,224)	1,164,609	706,017
Premises Costs	666	8,395	9,513	(1,118)	12,684	7,729
Travel & Hospitality	0	2,438	27,382	(24,944)	36,505	2,438
IT Costs	15,615	83,977	64,745	19,232	86,323	68,362
Shared Service Costs	0	39,142	45,750	(6,608)	55,000	39,142
Professional Fees	16,885	71,518	76,950	(5,432)	119,514	54,633
Other Costs	2,794	41,628	62,733	(21,104)	81,310	38,834
Capital Expenditure	0	0	0	0	0	0
Total Running Cost Spend	**129,177**	**1,046,332**	**1,160,530**	**(114,198)**	**1,555,945**	**917,155**
Total Organisation Spend	**257,232**	**3,393,118**	**4,129,581**	**(736,463)**	**5,410,945**	**3,135,886**

For:	Policy and Resources Committee
Date of Meeting:	02/02/2021
Place:	Online
Item on the Agenda	2.5

Title	Draft Budget – Year to 31-03-2022	
Recommendation	For Approval	
Spokesperson	Mairianne Stewart, Head of Finance and Corporate Services (Interim)	
Governance Route	**Date of Meeting**	**Type of Governance**
-	-	-
Appendices	No	

1.0	**Purpose**
1.1	Seeking approval from the Committee for the draft budget for the year ended 31 March 2022, with the following four years to 2025-26 in outline.
2.0	**Background**
2.1	The paper's purpose is to present this information to the members for revising the budget for 2021-22 and onwards to 2025-26. The paper is in English as the report will be in English. Scottish Government awarded grant in aid of £5.179m to BnG in 2020-21, divided into three budgets: £m Gaelic Development Fund £2.405 Gaelic Language Act Implementation Fund (GLAIF) £1.140 Running Costs £1.634 TOTAL £5.179 The national budget will be announced on 28/01/2021 and this may have implications for BnG's budget. The Scottish Government pay policy will also follow this budget, and may again have implications for BnG. The paper is prepared on the basis that the Grant-in-Aid for the years to come will be at the same level as this year. It is also anticipated that £100k will be received via Comann nam Pàrant, taking the total to £5.279m.
3.0	**Main Points**
3.1	A summary of the Grant In Aid allocation, along with proposed Development and Running budgets is detailed below:

Income and Payments

	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
Grant in Aid	5,179	5,179	5,179	5,179	5,179	5,179
Other Income (Corra)	100	100	100	100	100	100
Funding b/f from 2019-20	72	0	0	0	0	0
Returned Monies	60	0	0	0	0	0
Total Income	5,411	5,279	5,279	5,279	5,279	5,279
Payments						
Gaelic Development	3,855	3,645	3,645	3,645	3,645	3,645
Running costs	1,556	1,634	1,634	1,634	1,634	1,634
	5,411	5,279	5,279	5,279	5,279	5,279

Budget: Deveoplment Spend

	2021/22	2022/23	2023/24	2024/25	2025/26
	£'000s	£'000s	£'000s	£'000s	£'000s
Gaelic Usage	1,761	1,761	1,761	1,761	1,761
Gaelic Learning	1,547	1,547	1,547	1,547	1,547
Gaelic Promotion	337	337	337	337	337
Total Running Costs	**3,645**	**3,645**	**3,645**	**3,645**	**3,645**

Budget: Running Costs

	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
Staff Cost	1,122	1,198	1,219	1,266	1,293	1,330
Training	42	25	20	8	8	8
Premises Costs	12	12	12	12	12	12
Travel & Subsistence	37	37	38	32	32	27
IT Costs	86	95	81	71	68	64
Shared Service	40	40	41	42	42	39
Professional Fees	120	117	108	110	91	82
Other Costs	97	109	115	93	88	72
Total Running Costs	**1,556**	**1,634**	**1,634**	**1,634**	**1,634**	**1,634**

Normally, budget cannot be transferred from Development Costs to Running Costs but can with permission, be allocated from Running to Development Costs.

With running costs restricted to £1.634, it can be seen that there is pressure to stay within the Running Costs budget.

4.0	**Recommendation**
4.1	Members are requested to: 1. Consider the financial situation of BnG 2. Note the information in the report, and 3. Agree the draft budget attached for the year to 31 March 2022 and the onward years to 2025-26.
5.0	**Key Strategic Impacts**
5.1	**Impact on Finance**
	The budget is the key tool for controlling finance.
5.2	**Impact on staff**
	The budget includes salary costs as well as the budgets which enable staff to deliver BnG's role and operational plan.
5.3	**Impact on Training**
	The budget includes a budget for training and development.
5.4	**Links to the Strategic and Corporate Aims**
	The budget links to delivery of the four corporate aims.
5.5	**Links to the National Performance Framework**

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

5.6	**Impact on Reputation**
	Effective use of finance is important to BnG's reputation. The budget aims to achieve maximum impact in delivery of BnG's role.
5.7	**Impact on Health and Safety**
	n/a
5.8	**Legal Impact**
	n/a
5.9	**Impact on Equality**
	n/a
5.10	**Impact on Environment**
	n/a

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	02/02/2021
Àite:	Air MS Teams
Nì a' Chlàir-ghnothaich	2.6

Tiotal a' Phàipeir	Adhartas nam Buidhnean Com-pàirteach Lìbhrigidh	
Moladh do Bhuill	Airson Fiosrachadh	
Neach labhairt:	Steven Kellow, Oifigear Maoineachaidh is Phròiseactan	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba Stiùiridh	19/1/2021	Ri Aontachadh
Pàipear-taice air a cheangal ris	Chan eil	

1.0	**Adhbhar**
1.1	Airson fiosrachadh a thoirt seachad do Bhuill na Comataidh air adhartas nam buidhnean com-pàirteach lìbhrigidh ann a bhith a' coileanadh nan aontaidhean taic-airgid aca sa bhliadhna-ionmhais seo.
2.0	**Cùl-fhiosrachadh**
2.1	'S e a' bhliadhna-ionmhais seo (2020/21) an dàrna bliadhna de na h-aontaidhean taic-airgid fad trì-bhliadhna a chaidh aontachadh leis na Buidhnean Com-pàirteach Lìbhrigidh a tha a' cur an gnìomh obair ro-innleachdail dhan a' Ghàidhlig.
2.2	Tha am pàipear seo mar fiosrachaidh gu Buill na Comataidh air adhartas nam buidhnean, is thig molaidhean airson taic-airgid nam buidhnean airson bliadhna-ionmhais 2021/22, a-rèir na chaidh aontachadh ann am prionnsapal a-cheana, a chur air beulaibh a' Bhòrd-stiùiridh aig coinneamh sa Ghearran 2022.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	Tha bliadhna gu math dùbhlanach air a bhith ann do na Buidhnean Com-pàirteach Lìbhrigidh ann an 2020/21 air sgath sgaoileadh a' choròna-bhìorais agus na diofar chuingleachaidhean a th' air a bhith ann air sgàth sin.
3.2	Airson cuid de na buidhnean chan eil e air a bhith comasach dhaibh an obair àbhaisteach aca a choileanadh mar a bhathar an dùil, ach tha gach buidheann air a bhith ag obair a dh'ionnsaigh amasan nan aontaidhean aca a choileanadh ann an dòigh cho freagarrach 's a ghabhas.
3.3	Chaidh aontachadh gus sùbailteachd a thoirt do na buidhnean com-pàirteach a thaobh nam puingean-coileanaidh aca airson 2020/21 fhad 's a bha iad a' cumail fios ri oifigearan a' Bhùird air atharrachaidhean sam bith is gum biodh iad ag obair a dh'ionnsaigh àrd-amasan nan aontaidhean aca is gnìomhan Plana Corporra a' Bhùird.
3.4	San fharsaingeachd tha na buidhnean air an t-uabhas a choileanadh am bliadhna airson cur air adhart cleachdadh, ionnsachadh is ìomhaigh na Gàidhlig ann an suidheachadh a th' air a bhith gu math duilich, is iad air dòighean-obrach ùra agus ùr-ghnàthach a lorg gus an luchd-ùidhe aca a ruighinn.

3.5	Tha deagh chonaltradh air a bhith ann eadar na buidhnean san fharsaingeachd agus luchd-obrach a' Bhùird, is còmhraidhean cunbhalach air a bhith gan cumail eadar ceannardan na buidhne is ceannard/stiùirichean Bòrd na Gàidhlig gus tuigse nas fheàrr fhaighinn air cuspairean leithid a' choròna-bhìorais agus cuideachd mar as urrainnear dòighean-obrach atharrachadh gus cur an gnìomh molaidhean bhon rannsachadh "Gaelic Crisis in the Vernacular Community" aig Soillse.
3.5	Ged a tha seo air a bhith ann, tha duilgheadasan air a bhith ann le cuid de bhuidhnean ann a bhith a' cur nan aithisgean adhartais aca a-steach gu oifigearan a' Bhùird ann an ùine a-rèir clàr-ama an aonta aca. Tha pròiseas foirmeil aontaichte mar phàirt de phròiseasan aig oifigearan airson dèiligeadh ri sgeamaichean taic-airgid, agus thathas ga leantainn an seo – le fios neo-fhoirmeil air a thoirt seachad sa chiad dol-a-mach is an uair sin litir ga chur thuca ma tha aithisg eile air dheireadh.
3.6	Tha adhartas air a bhith ann leis na buidhnean gus fiosrachadh a thional a thaobh slatan-tomhais ann am Plana Corporra a' Bhùird, is fiosrachadh nas mionaidiche is nas soilleire air a bhith a' tighinn a-steach bhon a' mhòr chuid aca sna mìosan seo chaidh. Tha obair fhathast ri dhèanamh an seo ged-tà gus a bheil buidhnean a' neartachadh nan dòighean-obrach aca a thaobh am fiosrachadh seo a thional, ach cuideachd aig a' Bhòrd gus a bheil na slatan-tomhais cho freagarrach 's a ghabhas airson adhartas a dh'ionnsaigh prìomh amasan na buidhne is a' Phlana Chorporra a thomhais.
3.7	Fhuair cuid de na buidhnean taic tro Maoin Taic COVID-19 a' Bhùird, gu sònraichte airson na buidhnean aca a leasachadh no pròiseactan a chur air dòigh tro cuingleachaidhean a' choròna-bhìoras.
3.8	Chaidh am Maoin Co-obrachaidh a ruith cuideachd, ach cha d' fhuaras ach 4 iarrtasan (sìos bho 8 an turas mu dheireadh), ach a rèir conaltradh leis na buidhnean nach do chuir iarrtasan a-steach 's e an t-adhbhar airson seo mi-chinnt a thaobh suidheachadh a' choròna-bhìorais a' ciallachadh nach eil e cho furasta pròiseactan a phlanadh aig an ìre seo.
3.10	Chaidh iarraidh air gach buidheann lèirmheas a dhèanamh air na puingean-coileanaidh aca airson 2021/22 gus a bheil iad a' freagairt nas dlùithe air dè ghabhas a choileanadh leis a' bhuidheann fo bhuaidh chuingleachaidhean ri linn a' choròna-bhìorais, ach cuideachd gum bi iad a' sealltainn adhartas thairis air a' bhliadhna, gus luach an airgid nas fheàrr a thoirt seachad. Bidh toraidhean an lèirmheas seo mar phàirt de mholaidhean aig oifigearan a' Bhùird airson taic-airgid 2021/22 dha na buidhnean, is sin tighinn fa chomhair a' Bhòrd-stiùiridh sa Ghearran.
4.0	**Moladh**
4.1	Gum bi Buill a' toirt fa-near am fiosrachaidh sa phàipear seo.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas**
	Chan eil gin ann aig an ìre seo.
5.2	**Buaidhean air Luchd-obrach**
	Tha luchd-obrach a' Bhùird air barrachd ùine a chur seachad am-bliadhna ann a bhith a' cumail taic ris na buidhnean com-pàirteach is còmhradh leotha gus an urrainnear tighinn còmhla airson freagairt air na dùbhlain shònraichte a tha romhainn uile.
5.3	**Buaidhean air Trèanadh**
	Chan eil gin ann.
5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra**
	Tha dlùth-cheangal eadar gach buidheann com-pàirteach lìbhrigidh agus a bhith a' coileanadh amasan Plana Corporra Plana Gàidhlig, is puingean-coileanaidh sna h-aontaidhean aca ceangailte ri puingean-coileanaidh sa Phlana Chorporra.
5.5	**Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta**
	AR N-ADHBHAR / **AR LUACHAN**

	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
	AR LUACHAN BUILEAN NÀISEANTA			
	Còraichean daonna	☐	Clann	☒
	Cultar	☒	Coimhearsnachdan	☒
	Àrainneachd	☐	Bochdainn	☐
	Slàinte	☐	Eadar-Nàiseanta	☐
	Foghlam	☒	Eaconamaidh	☒
	Gnothachasan soirbheachail is ùr-ghnàthach			☒
5.6	**Buaidhean air Cliù**			
	Tha na dàimhean nas làidire a tha am Bòrd air togail leis na buidhnean com-pàirteach lìbhrigidh air cur ri cliù na buidhne nam measg.			
5.7	**Buaidhean air Slàinte is Sàbhailteachd**			
	Tha na buidhnean com-pàirteach air a bhith ag obair taobh a-staigh lagh, riaghailtean is stiùireadh ri linn a' choròna-bhìorais fad na bliadhna.			
5.8	**Buaidhean Laghail**			
	Tha na buidhnean com-pàirteach lìbhrigidh ag obair ann an co-bhann le Bòrd na Gàidhlig gus Achd na Gàidhlig (Alba) 2005 agus am Plana Nàiseanta Cànain Gàidhlig a chur an gnìomh.			
5.9	**Buaidhean air Co-ionannas**			
	Chan eil gin ann.			
5.10	**Buaidhean air an Àrainneachd**			
	Cha bhi buaidh ann			

A' freagairt ri	Comataidh Poileasaidh is Goireasan
Ceann-latha na Coinneimh	02/02/2021
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	3.1

Tiotal 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	13/01/2021	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	Aig an ìre seo, tha aon phuing gu sònraichte cudromach – buaidh Covid-19. 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. Bha coinneamh den bhòrd-stiùiridh ann air 02/11/2020 gus coimhead a-rithist air a' Phlana Gnìomh, ann an co-theacsa COVID-19. Chaidh aontachadh gun tèid atharrachadh air PCC 3 air sgàth buaidh Covid-19. Tha barrachd fiosrachadh sa phàipear PT1 air gach Prìomh Chomharra Coileanadh agus gach gnìomh.
4.0	**Moladh**
4.1	Tha am pàipear seo airson fiosrachadh is thathar ag iarraidh air Buill toirt fa-near don fhiosrachadh seo
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas**

	Tha 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 treànadh a bharrachd a dhìth air cuid.
5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra**
	Tha am pàipear seo a' cur ris na ceithir amasan corporra aig Bòrd na Gàidhlig.
5.5	**Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta**

AR N-ADHBHAR	AR LUACHAN
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach

AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	☐	Clann is Oigridh	☒
Cultar	☒	Coimhearsnachdan	☐
Àrainneachd	☒	Bochdainn	☐
Slàinte	☐	Eadar-nàiseanta	☐
Foghlam	☒	Eaconamaidh	☒
Gnothachasan soirbheachail is ùr-ghnàthach			☒

5.6	**Buaidhean air Cliù**
	Thathar an dùil gum bi an aithisg seo a' cur ri cliù na buidhne leis an eòlas a tha ri fhaighinn air obair na buidhne.
5.7	**Buaidhean air Slàinte is Sàbhailteachd**
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air Slàinte is Sàbhailteachd.
5.8	**Buaidhean Laghail**
	Chan eil buaidh laghail dhìreach sam bith aig an aithisg seo.
5.9	**Buaidhean air Co-ionannachd**
	Chan eil buaidh sam bith a bharrachd aig an aithisg seo air co-ionannachd.
5.10	**Buaidhean air Àrainneachd**
	Chan eil buaidh sam bith a bharrachd aig an aithisg seo air àrainneachd.

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

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’ lìbhrigeadh na lèirsinn?**	Tha am Plana Corporra 2018-23 aig Bòrd na Gàidhlig gu mòr stèidhichte air a’ Phlana Cànain 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 sgath ‘s COVID-19 agus am buaidh a thug sin air diofar bhuidhnean agus pròiseactan air feadh na dùthcha. Le pròg̀ram banachdach a-nis fo sheòl tha e nas coltaiche gu bheil slighe air adhart ann ach cha bhi cùisean idir air ais dhan àbhaisteachd ro dheireadh a’ Mhàirt agus le cinnt airson greis as dèidh sin. Le sgoilearan a-rithist gu bhith ag ionnsachadh aig an taigh bho 18.01.21 air adhart, tha e deatamach gum bi buidhnean leasachaidh na Gàidhlig ag obair còmhla mar eisimpleir tron iomairt #cleachdiaigantaigh gus taic a chumail ri cleachdadh na Gàidhlig a-measg daoine òga. 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 31/12/2020	Coileanadh gu 31/12/2020	Dùil aig 31/03/2021	Oifigear-stiùiridh aithris
			Dearg/Orainds/ 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 bruidhinn Gàidhlig ri chèile. Thòisich a’ phròiseact mar a bhathas an dùil ach thàinig cùisean gu stad airson greis ri linn COVID-19. Tha am pròiseact a’ dol air adhart a-rithist leis an dùil gum bi toraidhean ann sa Chèitean 2021. Tha e soilleir aig an ìre seo cha bhi coinneamhan rannsachaidh aghaidh-ri-aghaidh a’ dol air adhart idir mar a bhathas an dùil sa chiad dol a-mach.			Stiùiriche Planadh Cànain 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 ionmhais 20-21 tha sinn a’ cumail taic ris na leanas:- - 17 pròiseactan Colmcille - 51 pròiseactan GLAIF - 74 pròiseactan Taic Freumhan Coimhearsnachd (TFC) - 51 tabhartasan foghlaim - 26 buidhnean tràth bhliadhnaichean - 39 pròiseactan ri linn COVID-19 - 13 prìomh bhuidhnean lìbhrigidh - 31 pròiseactan “Eile” nach eil tighinn fo sgèith na sgeamaichean gu h-àrd **302** pròiseactan uile-gu-lèir a bhios a’ cur air adhart cleachdadh na Gàidhlig ann an coimhearsnachdan air feadh Alba.			Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd

		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.			
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 Cànain 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 Sgilean Leasachaidh 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 na duilgheadasan a bh' ann ri linn COVID-19.			Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd

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 gu math fallain gu sònraichte tro Duolingo (488k) agus tro LearnGaelic.scot. Tha e cudromach gu bheil sinn a' gabhail an cothrom 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 am margaid airson seirbheisean Gàidhlig nas motha. Tha barrachd dhaoine ag obair bhon taigh a-nis agus bidh an t-suidheachadh seo a' leantainn air adhart airson na mìosan ri thighinn. Tha cothroman ann le seo a) nach bi daoine le sgilean Gàidhlig a ghluasad air falbh bho choimhearsnachdan Ghàidhlig agus b) bidh cothrom aig daoine le sgilean Gàidhlig gluasad gu coimhearsnachdan Ghàidhlig. 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 31/12/20	Coileanadh gu 31/12/20	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 thàinig cùisean gu stad airson greis ri linn COVID-19. Tha am pròiseact a' dol air adhart a-rithist leis an dùil gum bi toraidhean ann sa Chèitean 2021. Tha e soilleir aig an ìre seo cha bhi coinneamhan rannsachaidh aghaidh-ri-aghaidh a' dol air adhart idir mar a bhathas an dùil sa chiad dol a-mach.			Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd
	Iomairt #cleachdi air a leasachadh thar nan roinnean poblach, prìobhaideach agus saor-thoileach	Ged a bha riaghailtean COVID-19 fhathast a' cur bacadh air an sgeama #cleachdi, bha e comasach dhuinn bathar a sgaoileadh ann an dòigh sàbhailte gu buidhnean a bha a' feitheamh airson stuth. Tha sgioba BnG air a bhith ag obair air siostam ùr a chur air dòigh airson bathar a sgaoileadh agus tha sinn an dùil taic fhaighinn bho taobh a-muigh na buidhne gus a' mhòr-chuid den obair rianachd a ghabhail os làimh, ged a bhios an sgeama fhèin fhathast fo stiùir BnG.			Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd
	Cuir air dòigh lìonra de charaidean cleachdaidh air-loidhne gus cleachdadh na Gàidhlig a chur am meud	Bha coinneamh ann eadar oifigearan BnG anns an t-Samhain gus beachdachadh air an sgeama seo. Tha sinn den bheachd gur e seo an t-àm as freagarraiche gus seo a dhèanamh leis an àireamh den dhaoine a th' air tòiseachadh Gàidhlig a dh' ionnsachadh agus na sgilean ùr a th' aig daoine a bhith cleachdadh goireasan air loidhne, leithid Zoom is Teams. Chaidh seo a thogail a-measg com-pàirteachasan a tha an sàs le LearnGaelic.scot agus chuir iad fàilte air a' bheachd seo. Tha coinneamh eile a dhìth le riochdairean bho diofar bhuidhnean lìbhrigidh gus seo a thoirt air adhart.			Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd
Cuir am meud cothroman do dh'inbhich 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 gu diofar phròiseactan gus taic a chumail ri cleachdadh na Gàidhlig a-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 lìonradh gu sònraichte làidir anns na h-Eileanan Siar.			Stiùiriche Planadh Cànain 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	Leis an glasadh-sluaigh bho Mhàirt 2020 air adhart, cha robh e comasach cothroman cleachdaidh aghaidh-ri-aghaidh a dhèanamh gu ruige seo agus cha bhi e comasach càil a dhèanamh ro dheireadh a' Mhàirt 2021. Thathas an dùil seo a thoirt air adhart mar phàirt den sgeama Caraidean Cleachdaidh agus cleachdi san àm ri teachd.			Stiùiriche Planadh Cànain 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, a-measg nam prìomh bhuidhnean leasachaidh mar eisimpleir Tobar an Dualchais, An Comunn Gàidhealach agus Fèisean nan Gàidheal.			Stiùiriche Planadh Cànain 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	Tha sinn air fios a thogail bho aithisgean dheireannach thairis air grunn bhliadhnaichean gu bheil ceangal làidir ann eadar a bhith a' gabhail pàirt ann an tachartasan Gàidhlig agus sunnd inntinneil, faireachail, sòisealta agus corporra. Tha barrachd is barrachd tuigse againn air cho cudromach sa tha deagh shunnd ach cha deach an ceist seo a thogail le buidhnean a tha faighinn maoineachadh bhuainn ann an dòigh foirmeil. Thathas a' moladh gun tèid ceist mu dheidhinn deagh shunnd a thogail le buidhnean bho 01 Giblean 2021 agus gum bi seo mar aon de na prìomh chomharran coileanaidh bho seo air adhart.			Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd
	Foillseachadh 6 rannsachaidhean cùise a tha ga dhèanamh nochdte gu bheil ceangal eadar cleachdadh na Gàidhlig agus sunnd	Cha deach fhoillseachadh air rannsachaidhean cùise 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 Cànain is Leasachaidhean Coimhearsnachd
Obair le coimhearsnachdan gus dèanamh cinnteach gu bheil a' Ghàidhlig air a fighe a-	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 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 Cànain is Leasachaidhean Coimhearsnachd

1. A' Cleachdadh na Gàidhlig	Gnìomhan 2020-21	Adhartas gu 31/12/20	Coileanadh gu 31/12/20	Dùil aig 31/03/2021	Oifigear-stiùiridh aithris
			Dearg/Orainds/Uaine		
steach ann an leasachaidhean sòisealta, cultarail is eaconamach					
	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 Sgilean Leasachaidh 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 na duilgheadasan a bh' ann ri linn COVID-19.			stiùiriche Planadh Cànain 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' lìbhrigeadh na lèirsinn?**	Tha an t-adhartas gu ruige seo a' cur ris ar lèirsinn tro: Leasachaidhean le cothroman a bharrachd airson an cànan ionnsachadh (luchd-fileanta agus luchd-ionnsachaidh) Neartachadh ìomhaigh a' chànain (ann an coimhearsnachdan eadar-dealaichte agus gu nàiseanta) A' leudachadh siostaman conaltraidh agus co-obrachaidh airson na targaidean sa Phlana Nàiseanta a choileanadh.
▪ **A bheil adhartas mu choinneamh na lèirsinn mar a bhiodh dùil?**	Ri linn Covid-19 tha sinn a' beachdachadh gu faiceallach air na dòighean-obrach againn – gu seachd àraidh leis gu bheil an galar a' bualadh gu mòr air seirbheisean foghlaim (de gach seòrsa).

Prìomh Chomharra Coileanaidh	Targaid	Adhartas gu 31/12/20	Coileanadh gu 31/12/20	Dùil aig 31/03/2021	Oifigear-stiùiridh aithris
			Dearg/Orainds/Uaine		
Prìomh Chomharra Coileanaidh 3: A' cumail taic ri seirbheisean làithreach. *Maintain support for existing provision.*	Cruinnichidh sinn 'Plana B' bho gach buidheann a fhuair maoineachadh tro sgeama Thabhartasan Tràth-bhliadhnaichean.	Tha 20 buidhnean air planaichean B a chur air adhart thugainn gu ruige seo. is 20 air ath-thòiseachadh eadar air loidhne, aghaidh ri aghaidh no air a' bhlàr a-muigh.			Stiùiriche Foghlam
	Pròg̀ram air an lìbhrigeadh le goireas ri fhaighinn air loidhne gach seachdain eadar Am Faoilleach sa Mhàrt 2021.	Chaidh coinneamh a chumail tràth san Dùbhlachd le Stòrlann Nàiseanta mu dheidhinn sreath de sheiseanan airson a chur air dòigh do inbhich is clann òga a bhios fosgailte do dhuine sam bith. Chaidh aontachadh gun cuir Stòrlann moladh do Bhòrd na Gàidhlig aig toiseach na bliadhna agus gun tòisich na seiseanan san Fhaoilleach 2021.			Stiùiriche Foghlam
	6 cothroman trèanaidh air loidhne ri fhaighinn tron bhliadhna.	Ann an co-bhann le Stòrlann, chaidh 4 seiseanan trèanaidh air goireas Gàidhlig na Òg a chumail gu ruige seo le 24 an làthair.			Manaidsear Foghlam
	Measaidhean deimhinneach air seiseanan trèanaidh air an trusadh, air cnuasachadh orra, is air an cur an gnìomh.	Thèid measadh a dhèanamh air na seisean a chaidh air adhart san Dùbhlachd tràth sa bhliadhn' ùr.			Manaidsear Foghlam
Prìomh Chomharra Coileanaidh 4: Barrachd chothroman aig daoine an sgilean Gàidhlig a leasachadh *More opportunities for people to enhance their Gaelic skills*	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 Foghlam

Prìomh Chomharra Coileanaidh	Targaid	Adhartas gu 31/12/20	Coileanadh gu 31/12/20	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 Coinneamh fhoirmeil LearnGaelic 27.11.20			Stiùiriche Foghlam
	Meudachadh de Churraicealam FtG aig Tràth-ìre na h-Àrd-sgoile	Lèirsinn againn gum biodh seo na leasachadh leantainneach – a' togail suas lìbhrigidh 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. Chruthaich sinn Aithisg sgrìobhte airson An Sgrùdaidh Nàiseanta air A'Churraicealam (ann am compàirteachas le Fèisean / CnamP / Luchd-teagaisg à deifir àrdsgoiltean. Copaidh aig an LPM Iain Swinney, buidhnean nàiseanta Gàidhlig, buill Phàrlamaid le ùidh sa Ghàidhlig, Foghlam Alba, GLAN is msaa.			Stiùiriche Foghlam
	Tha plana Gàidhlig air a chur an gnìomh aig gach Àrd-sgoil a tha a' lìbhrigeadh FtG/FLI	Tha an obair seo a' leantainn agus chaidh planaichean àrd-sgoile a thogail aig coinneamhan le Comhairle Aonghais, Comhairle Siorrachd Pheairt is Ceann Rois agus Comhairle nan Eilean Siar aig deireadh na bliadhna. Tha seo cuideachd air a' chlàr airson coinneamh GLAN far am bi riochdairean bho ùghdarrasan ionadail eadar-dhealaichte an làthair aig deireadh an Fhaoillich 2021.			Stiùiriche Foghlam
Prìomh Chomharra Coileanaidh 5: Barrachd dhaoine ag aontachadh leis an abairt "Tha mi air na sgilean Gàidhlig agam a leasachadh" *More people agreeing with the statement "I have enhanced my Gaelic skills"*	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 Foghlam
	80% de dhaoine ag aontachadh ris a' bharail seo	'S e seo fhathast ar targaid agus bidh sinn ag aithris air adhartas tron bhliadhna.			Stiùiriche Foghlam

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-lìbhrigidh 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 lìbhrigeadh tron Bheurla.

2.1 Gnìomhan 2020-21

2. Ionnsachadh na Gàidhlig	Gnìomhan 2020-21	Adhartas gu 30/09/20	Coileanadh gu 31/12/20	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 Foghlam
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.	Prìomhachas a-nis air a bhith a' cumail taic ri seirbhisean làthaireach. Tha 20 buidhnean air planaichean B a chur air adhart thugainn gu ruige seo. is 20 air ath-thòiseachadh eadar air loidhne, aghaidh ri aghaidh no air a' bhlàr a-muigh.			Stiùiriche Foghlam
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	Chaidh conaltradh a dhèanamh leis a' bhuidhinn Scottish Childminding Association (SCMA), a' feitheamh ri fiosrachadh air ais bhuapa.			Manaidsear Foghlam
Sgrùdadh air ionnsachadh air a' bhlàr a-muigh ann an roinn nan tràth-bhliadhnaichean	Crìoch air a cur air an sgrùdadh	Ullachadh a' dol air suirbhidh eile a thèid a-mach do buidhnean TB le ceistean a-rithist mu ionnsachadh air a' bhlàr a-muigh. Thèid na toraidh seo agus na toraidhean bhon luchar 2020 air an cruinneachadh ann an aithisg.			Manaidsear Foghlam
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	Tha còmhraidhean a' leantainn le Stòrlann gus seo a choileanadh air loidhne. 2 bhuidheann a' libhrigeadh seisean air a' bhlàr a-muigh an-dràsta le beachd gum bi feadhainn eile a' leantainn as dèidh stiùireadh bho BNG / CALA.			Manaidsear Foghlam
A' neartachadh com-pàirteachas le Comann nam Pàrant	Prìomh raointean leasachaidh air an comharrachadh	Tha sinn air sreath de choinneamhan a chumail tron bhliadhna eadar Comann nam Pàrant, Bòrd na Gàidhlig & buidhnean Gàidhlig / foghlam agus chaidh am fear mu dheireadh a chumail san t-Dùbhlachd 2020. Mar thoradh air a' choinneamh sin, choinnich Bòrd na Gàidhlig, Learn Gaelic & Comann nam Pàrant gus beachdachadh air taic a bharrachd a thoirt do phàrantan gus Gàidhlig ionnsachadh. Obair leantainneach le Comann nam Pàrant a thaobh nan tràth-ìrean agus maoineachadh a tha a' tighinn bho CORRA.			Manaidsear Foghlam
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	Obair leantainneach agus tha seo air a' chlàr airson coinneamh le riochdairean bho ùghdarrasan ionadail aig deireadh an Fhaoilleach 2021.			Stiùiriche Foghlam
Co-labhairt Àrd-luchd-stiùiridh	Co-labhairt ga lìbhrigeadh le àrd-sgiobaidhean stiùiridh air an trèanadh	Air còmhraidhean a chumail le Riaghaltas na h-Alba agus Cathraiche GLAN mu dheidhinn trèanadh a' lìbhrigeadh do riochdairean aig Ùghdarrasan Ionadail, tha seo air a' chlàr airson coinneamh GLAN aig deireadh an Fhaoilleach gus fianais a thrusadh air na feumalachdan as motha a th' aig ùghdarrasan ionadail. 'S e tachartas air loidhne a bhios seo.			Stiùiriche Foghlam/ 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	Ann an co-bhann leis an Sgioba Conaltraidh chaidh speac ullachadh airson iomairt sanasachd a chur air dòigh a bhios a' brosnachadh dreuchdan ann am foghlam Gàidhlig, a' gabhail a-steach teagasg agus tràth-bhliadhnaichean. Thèid seo fhoillseachadh tràth sa bhliadhn' ùr. Obair a thaobh an ATQ Gàidhlig a' leantainn - 9.12.20 coinneamh le Oilthigh Srath Chluaidh le Sgioba Foghlaim / Oifigear à Sgioba Planadh Chànain airson taic a thoirt don oilthigh mu phròiseasan maoineachais.			Stiùiriche Foghlam

2. Ionnsachadh na Gàidhlig	Gnìomhan 2020-21	Adhartas gu 30/09/20	Coileanadh gu 31/12/20	Dùil aig 31/03/2021	Oifigear-stiùiridh aithris
			Dearg/Orainds/Uaine		
Obair le SDS air bursaraidhean (mac-samhail STEM)	Frèam bhursaraidhean air bhonn	Obair cruinneachaidh air tòiseachadh a thaobh na diofar cothrom maoineachaidh is taic a tha ri fhaighinn an dà chuid do dh'oileanaich is luchd-teagaisg. Thèid seo a tharraing ri chèile ann an dòigh freagarrach airson sanasachadh, sa bhliadhn' ùr.			Stiùiriche Foghlam
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 Foghlam
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 air iarrtas bho 1 Ùghdarras Ionadail airson triùir luchd-teagaisg (1 bun-sgoile agus 2 àrd-sgoile) a chur air adhart do chothroman bogaidh.			Manaidsear Foghlam
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.	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. Coinneamh Bòrd-stiùiridh LearnGaelic 06.20/ 09.20 / 11.20. 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 Foghlam
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 Foghlam
Co-labhairt NQT	Co-labhairt air a lìbhrigeadh 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 Foghlam
Beachdan a' tighinn air ais thugainn bho ghnìomhachdan 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 Foghlam
Lìbhrigeadh 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 a mheasadh	Measadh dèante & chaidh aontachadh taic a chumail ri 51 (36 do dh'oileanaich teagaisg / tràth-bhliadhnaichean & 15 do luchd-teagaisg clàraichte airson cùrsaichean eile) iarrtasan luach £84,476. Obair a thaobh pàigheadh tabhartasan a-mach do dh'oileanaich a' leantainn air adhart.			Manaidsear Foghlam
2-3 Buidhnean Fòcais còmhla ri Sgoilearan le #cleachdi	Buidhnean Fòcais gan ruith an co-bhonn le feadhainn aig a bheil ùidh	Chaidh 3 buidhnean fòcais a chumail san Dùbhlachd 2020 far an robh 32 an làthair. Thèid an cumail a-rithist san Fhaoilleach 2021.			Stiùiriche Foghlam
Co-obrachadh le LearnGaelic, SDS agus Stòrlann gus sgilean a rannsachadh an taca ris an CEFR	Fiosrachadh air a chruinneachadh is a mheasadh.	Aonta aig coinneamh nan oifigearan (05.20) gun cuir sinn an dòigh coinneamh 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 Foghlam

3. A' Cur na Gàidhlig air Adhart

3. Promoting Gaelic

Prìomhachas Ro-innleachdail 3: Gum bi barrachd dhaoine ann an Alba taiceil is bàidheil don Ghàidhlig agus a cultar	**Strategic Priority 3:** More people in Scotland are positive about Gaelic language and culture

▪ **Ciamar a tha an t-adhartas a' cuideachadh le bhith a' lìbhrigeadh na lèirsinn?**	'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.
▪ **A bheil adhartas mu choinneamh na lèirsinn mar a bhiodh dùil?**	Tha adhartas air a bhith mar a bhiodh dùil. Tha sinn a' faicinn gu bheil na h-àireamhan a tha ag ionnsachadh na Gàidhlig fhathast a' fàs le còrr is 488,000 dhaoine a-nis clàraichte le Duolingo na Gàidhlig agus àireamhan luchd-tadhal LearnGaelic gu math fallain. Tha an deasbad cudromach mu dheidhinn suidheachadh na Gàidhlig anns na h-Eileanan a' leantainn air adhart agus còmhraidhean feumail aig àrd ìre air a bhith ann, le daoine a' togail dlùth ceangal eadar gnothaichean sòiseo-eacanomaigeach agus fàs na Gàidhlig anns na h-Eileanan agus sgìrean dùthchail eile.

Prìomh Chomharra Coileanaidh	Targaid	Adhartas gu 31/12/20	Coileanadh gu 31/12/20	Dùil aig 31/03/21	Oifigear-stiùiridh aithris
			Dearg/Orainds/Uaine		
Prìomh Chomharra Coileanaidh 6: A' dèanamh cinnteach gu bheil barrachd àite aig a' Ghàidhlig ann an aithne nàiseanta na h-Alba, aithne-dùthcha fhosgailte le iomadh taobh is cultar	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 Cànain is Leasachaidhean Coimhearsnachd
	Barrachd còmhraidh, ionnsachaidh is com-pàirtichean 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 prìobhaideach agus buidhnean anns an roinn shaor-thoileach.			Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd
Prìomh Chomharra Coileanaidh 7: Barrachd dhaoine ag aontachadh leis an abairt "Tha Gàidhlig cudromach do dh'Alba"	Meudachadh ann an dol-a-mach ciatach a thaobh na Gàidhlig (còrr is 81% - *Scottish Social Attitudes Survey*)	Tha còmhraidhean a' dol eadar Bòrd na Gàidhlig agus ScotCen leis an t-amas ceistean mu na Gàidhlig a chur anns an Social Attitudes Survey 2021.			Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd
	Stuthan a tha ann agus stuthan ùra air an gabhail os làimh gu soirbheachail	Tha beagan adhartais air a bhith ann leis a' phròiseact seo, leis an dùil gum bi Bòrd na Gàidhlig a' cruthachadh bhideoan gu math coltach ris am fear "Scottish Gaelic Explained" ag amas air sgoilearan ann am bun-sgoiltean agus ann an àrd-sgoiltean, tro mheadhan na Gàidhlig agus tro mheadhan na Beurla.			Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd
	Barrachd phàrtaidhean poilitigeach a' gealltainn taic ri leasachadh na Gàidhlig	Tha Bòrd na Gàidhlig air a bhith ann an conaltradh leis na diofar pàrtaidhean poilitigeach le iomradh air prìomhachasan airson na Gàidhlig anns an àm ri teachd. Cha bhith e follaiseachd dè seòrsa taic a bhios gach pàrtaidh a' gealltainn gus am bi iad a' foillseachadh na manifestoan aca nas fhaisg air an taghadh fhèin. Chuir sinn litir le faidhle le tuilleadh fiosrachaidh air buannachdan na Gaidhlig na chois, do Cheannardan nam Pàrtaidhean Poilitigeach as mò agus Riochdairean Poilitigeach aig Àrd Choinneamh na Gàidhlig san Dùbhlachd 2020 (chaidh seo a mach Am Faoilteach 21).			Stiùiriche Planadh Cànain 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, deasbaid 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 am Plana Nàiseanta Cànain Gàidhlig 2018-23 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 31/12/20	Coileanadh gu 31/12/20	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 mòran adhartais air a bhith ann gu ruige seo ach thathas an dùil co-obrachadh le buidhnean eile mu dheidhinn nan dòighean-obrach aca ro dheireadh a' Mhàirt 2021.			Stiùiriche Planadh Cànain 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 gan cur air adhart tro GLAN, SQA agus Foghlam Alba.	Tha beagan adhartais air a bhith ann leis a' phròiseact seo, leis an dùil gum bi Bòrd na Gàidhlig a' cruthachadh bhideoan gu math coltach ris am fear "Scottish Gaelic Explained" ag amas air sgoilearan ann am bun-sgoiltean agus ann an àrd-sgoiltean, tro mheadhan na Gàidhlig agus tro mheadhan na Beurla.			Stiùiriche Planadh Cànain 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 lìbhrigeadh air làraichean mheadhanan sòisealta bhon Fhaoilleach chun a' Mhàirt 2021	Air sgath COVID-19, thèid an Cunntas-sluaigh air adhart anns a' Mhàirt 2022 a-nis.			Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd
Bheir sinn seachad stiùireadh ann an co-òrdanachadh agus lìbhrigeadh den iomairt Adhartas nas Luaithe a bharrachd air a bhith a' brosnachadh tuilleadh obair chom-pàirteach ann an lìbhrigeadh nam Planaichean Gàidhlig (an dà chuid, reachdail is saor-thoileach)	Meudachadh ann an conaltradh tàr-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 follaiseachd gun robh co-obrachadh math a' dol air adhart eadar buidhnean.			Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd
	Barrachd phlanaichean èifeachdach is air an lìbhrigeadh 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 dràsta. Tha an sgioba ag obair fad na h-ùine gus am bi gach plana èifeachdach. Chan eil an co-theacsa 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 Cànain 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' leantainn an-dràsta. Thathas an dùil gum bi dlùth ceangal ann eadar an gnìomh seo agus na planaichean a th' ann airson bhideoan gu math coltach ris am fear "Scottish Gaelic Explained" a chruthachadh a bhios ag amas air sgoilearan ann am bun-sgoiltean agus ann an àrd-sgoiltean, tro mheadhan na Gàidhlig agus tro mheadhan na Beurla.			Stiùiriche Planadh Cànain 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	Tha Bòrd na Gàidhlig air a bhith ann an conaltradh leis na diofar pàrtaidhean poilitigeach le iomradh air prìomhachasan airson na Gàidhlig anns an àm ri teachd. Cha bhith e follaiseachd dè seòrsa taic a bhios gach pàrtaidh a' gealltainn gus am bi iad a' foillseachadh na manifestoan aca nas fhaisg air an taghadh fhèin. Tha Bòrd na Gàidhlig air a bhith ag obair ann an co-bhonn le Holyrood Magazine agus an Herald, le pìosan mu dheidhinn na Gàidhlig air a bhìth anns na h-irisean seo bho chionn greis. Tha obair air meadhanan sòisealta a' Bhùird a' leantainn air adhart cuideachd.			Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd
	Dèanamh cinnteach gum bi cudromachd na Gàidhlig fhathast ri faicinn.				Stiùiriche Planadh Cànain 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

▪ **Ciamar a tha an t-adhartas a' cuideachadh le bhith a' lìbhrigeadh na lèirsinn?**	Tha an t-adhartas gu ruige seo a' cur ri ar lèirsinn tro: Trèanadh is leasachadh airson an sgioba air fad; 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. Chaidh an aithisg sgrùdaidh bhliadhnail dearbhadh gu bheil adhartas air a bhith ann agus a' sealltainn far a bheil barrachd leasachadh ri dhèaqnamh. Bha an Àrd-neach-Sgrùdaidh riaraichte leis an aithisg sgrùdadh bhliadhnail agus rinn e co-dhùnadh nach biodh Aithisg Earran 22 a dhith am bliadhna.
▪ **A bheil adhartas mu choinneamh na lèirsinn mar a bhiodh dùil?**	Tha e air a bhith dùbhlannach an adhartas a bu mhath leinn a dhèanamh a dhèanamh leis gu bheil barrachd obair ann air sgath 's gu bheil sinn sgaipte agus tha sin fhèin ag adhbharrachadh obair a bharrachd. A dh'aindeoin sin, tha deagh adhartas air a bhith ann.

Prìomh Chomharra Coileanaidh	Targaid	Adhartas gu 31/12/20	Coileanadh gu 31/12/20	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 don luchd-obrach	A bharrachd air a' cho-labhairt, chum sinn a chiad seisean leasachaidh leth-latha nuair a choimhead sinn air cuspairean eadar-dhealaichte (air am moladh leis an sgioba) agus toraidhean suirbhidh bliadhnail aig an luchd-obrach agus suirbhidh sunnd (gach cairteal). Dh'aontaich am bòrd-stiùiridh gun tèid eòlaiche 'change management' a thrusadh gus taic a thoirt dhan bhuidheann 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 dhleastanasan 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 fhaighinn. 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 smacan ionmhais is solarachadh s/t 28/09/2020.			Ceann an Ionmhais
Prìomh Chomharra Coileanaidh 10: Lùghdaichidh sinn na h-eimiseanan carboin 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 carboin 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' siubhail. Ged nach thaghadh sinn seo, leis gu bheil na dòighean eile airson coinneamhan a chumail ag obair gu math, bidh sinn gan cumail fiu 's nuair a bhios e ceadaichte dhuinn a bhith a' siubhal.			Manaidsear Gnìomhan

Cothroman Ùra Dè na gnìomhan eile a dh'fhaodadh cuideachadh le adhartas leis an lèirsinn
Tha speac a-mach gu tairgse an-dràsta gus eòlaichean stiùireadh atharrachaidh a thrusadh agus thathar an dùil gum bi iadsan ag obair leis a' bhuidhinn ro dheireadh na bliadhna. Bheir seo taic mhòr a thaobh leasachadh na buidhne, an dà chuid tro eòlas sònraichte agus barrachd capacity gus cùisean a ghluasad air adhart. Chùm LPM coinneamhan le riochdairean coimhearsnachd far an robh BnG an làthair is bha iomradh an sin air an obair a tha a' bhuidheann a' dèanamh. Cuideachd, bha BnG mar phàirt den Summit a chaidh a chumail le LPM san Dùbhlachd agus bha cothrom ann gus bruidhinn air obair BnG. Bidh coinneamh eile ann 01/02/2021.

4.1 Gnìomhan 2020-21

4. Deagh Riaghladh	Gnìomhan 2020-21	Adhartas gu 31/12/20	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 mhìosan is thèid measadh a dhèanamh air ciamar a chaidh an inntrigeadh aca. Fhuair am ball ùr inntrigeadh dhan bhuidhinn air-loidhne.			Manaidsear Gnìomhan & Ceannard
	Leasachadh Plana Trèanadh na buidhne gus toirt a-steach trèanadh an luchd-obrach is feumalachdan leasachaidh.	Tha sgioba triùir air a bhith ag obair air seo agus cha mhòr gu bheil dreachd deiseil. Tha trèanadh air a bhith a' dol air adhart tron bhliadhna, eadar cùrsaichean foirmeil agus seiseanan leasachaidh neo-fhoirmeil le duine fa-leth, le sgiobaidhean agus leis a' bhuidhinn air fad.			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 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 don Chomataidh Phoileasaidh is Ghoireasan san Lùnastal. Chaidh suirbhidh a dhèanamh a thaobh sunnd agus ag obair bhon taigh sa Lùnastal is tha còmhraidhean air a bhith air gnìomhan a' leantainn air sin.			Ceannard
Togail agus cumail cùrsa ionmhais leantainneach airson Bòrd na Gàidhlig	Plana Ionmhais Meadhan-ùine (MTFP) air ath-sgrùdadh is ath-nuadhachadh gus stiùireadh ionmhais ro-innleachdach nas èifeachdaich a chur air bhonn	Ath-sgrùdadh den MTFP mar thoradh air COVID-19. Chaidh ùrachadh bhuidseit 20/21 san t-Sultain 2020.			Ceann an Ionmhais
A bhith cunntachail, èifeachdach is buadhmhor agus sinn a' cleachdadh stuthan gus luach an airgid a dhaingneachadh	Prògram de sgrùdaidhean is molaidhean a bhuineas dhaibh 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	Chaidh co-comhairleachadh a-measg luchd-ùidh a thaobh cleachdadh maoineachaidh air adhart anns an Dàmhair 2020, leis an dùil gum bi pàipear aig a' choinneamh Comataidh Poileasaidh is Goireasan sa Ghearran 2021.			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 riaraichte leis a' bharail "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 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'fhaoidte 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 dhìth 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.	Chaidh dreachd seo a dhèanamh agus thathar an dùil a chur gu Comataidh Poileasaidh is Goireasan air 02/02/2021.			Ceannard

4. Deagh Riaghladh	Gnìomhan 2020-21	Adhartas gu 31/12/20	Coileanadh gu 30/09/20	Dùil aig 31/03/21	Oifigear-stiùiridh aithris
			Dearg/Orainds/Uaine		
	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 ris cho dìcheallach 's a tha am manaidsear le uallach air a shon agus cho fìor 's a tha an ìre-adhartais a chaidh a chomharrachadh airson a' phròiseict. Cha bu chòir siostam nan solas-trafaig a chleachdadh gus trioblaidean fhalach, agus 's e an t-amas a th' aige adhartas a chomharrachadh agus sealltainn gu soilleir nuair dh'fheumas an Sgioba-stiùiridh/am Bòrd-stiùiridh rudeigin a dhèanamh mu chion adhartais – m.e, a' tomhas adhartas, a' cur ghnìomhan an sàs gus cùisean a chur ceart, agus a' cumail fios ris an Sgioba-stiùiridh agus ris a' Bhòrd-stiùiridh.

	Adhartas sa bhliadhna seo gu ruige seo	Ro-mheasadh air an t-suidheachadh a bhios ann aig deireadh na bliadhna ionmhais
	• Cha do thòisich an obair seo fhathast. • Tha duilgheadasan mòra ann leis a' phròiseact seo. • Feumaidh manaidsearan cùisean a leasachadh sa bhad.	• Tha cunnart ann nach bi am pròiseact deiseil nuair a bu chòir dha a bhith • Feumar gnìomhan leasachaidh a chur an sàs airson a' phròiseict gus cinn-uidhe ghnothachais a choileanadh agus/no gus dèanamh cinnteach gun tèid an obair thoirt gu buil • [Nota: 1: Ma tha manaidsear an dùil gum bi ìre-adhartais dhearg ann aig deireadh na bliadhna, bu chòir dhaibh innse dè na goireasan is gnìomhan a tha dhìth gus an ìre-adhartais atharrachadh, agus/no carson nach gabh am pròiseact a choileanadh.] • [Nota 2: Bu chòir don Sgioba-stiùiridh coimhead air a' ghnìomh, còmhla ris a' mhanaidsear le uallach air a shon, gus faicinn dè as coireach gu bheil ìre-adhartais dhearg ann agus gus plana gnìomh a dhealbh airson dèanamh cinnteach nach fhàs cùisean nas miosa agus gus an cron a nì an cion adhartais air cliù na buidhne agus air a' bhuidhinn san fharsaingeachd a lùghdachadh gu ìre cho beag 's as urrainn.]
	• Chan eil e air a choileanadh, thathar a' dèanamh adhartas. • Tha obair air tòiseachadh air seo. • Tha an obair a' dol air adhart mar a bhathar an dùil.	• Thathar an dùil gum bithear air adhartas nach beag a dhèanamh air seo aig deireadh na bliadhna, ach cha bhi an gnìomh air a choileanadh gu tur. • [Nota 3: Bu chòir don Sgioba-stiùiridh coimhead air a' ghnìomh, còmhla ris a' mhanaidsear le uallach air a shon, gus bruidhinn air dè na gnìomhan/goireasan a dh'fhaodadh cuideachadh le bhith a' coileanadh na h-obrach gus an gabh e comharrachadh mar Uaine.]
	• Tha an gnìomh seo air a choileanadh, agus chan eil duilgheadasan ann.	• Thathar an dùil gun tèid an gnìomh a choileanadh a rèir a' chlàir-ama/plana/buidseat a chaidh aontachadh.

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	02/02/2020
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	4.1

Tiotal a' Phàipeir	Planaichean Gàidhlig	
Moladh do Bhuill	Ri Aontachadh	
Neach-labhairt:	Daibhidh Boag, Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba-stiùiridh	19/01/20	Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 - PGR019 Eagran 1 Comhairle Lodainn Mheadhanaich	

1.0	**Adhbhar**
1.1	A' sireadh aonta air plana reachdail fo Achd na Gàidhlig (Alba) 2005
2.0	**Cùl-fhiosrachadh**
2.1	Chaidh am plana seo tro phròiseas pannal nam planaichean a-cheana (16.04.2020) far an deach sgrùdadh a dhèanamh air aig ìre mhionaideach.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	PT1 – PGR019 E1 Comhairle Lodainn Mheadhanaich. Ghabh iad ris na molaidhean a thog am pannal.
4.0	**Moladh**
4.1	Aire a thoirt don fhiosrachadh ann am PT1
4.2	Aonta a chur ris an dreachd phlana aig Comhairle Lodainn Mheadhanaich.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas** Chan eil buaidh ann.
5.2	**Buaidhean air Luchd-obrach** Chan eil buaidh ann.
5.3	**Buaidhean air Trèanadh** Chan eil buaidh ann.

5.4 **Ceanglaichean ri Amasan Ro-innleachadh agus Corporra**

Tha dlùth cheangal ann eadar 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:-

"A' dèanamh cinnteach gum bi buaidh nas motha aig Planaichean Gàidhlig air cùisean agus a' toirt taic do dh'Ùghdarrasan Poblach gus sanasachd a dhèanamh air an obair a nì iad don Ghàidhlig"

5.5 **Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta**

AR N-ADHBHAR	AR LUACHAN
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach

AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	☒	Clann	☒
Cultar	☒	Coimhearsnachdan	☒
Àrainneachd	☐	Bochdainn	☒
Slàinte	☐	Eadar-nàiseanta	☐
Foghlam	☒	Eaconamaidh	☒
Gnothachasan soirbheachail is ùr-ghnàthach	☒		

5.6 **Buaidhean air Cliù**

Tha oifigearan Bhòrd na Gàidhlig agus oifigearan aig Comhairle Lodainn Mheadhanaich 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 agus tha dleastanasan aca fo sgèith Achd an Fhoghlaim (Alba) 2016.

5.9 **Buaidhean air Co-ionannas**

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

Midlothian

MIDLOTHIAN COUNCIL
GAELIC LANGUAGE PLAN
2021– 2026

Plana na Gàidhlig

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

FOREWORD

A Foreword from the Chief Executive

This is Midlothian Council's first Gaelic Language Plan, and sets out our ambitions for Gaelic over the next five years, to 2026.

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'.

Midlothian Council commits to an equal respect between Gaelic and English. 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. We will however encourage our services to exceed these commitments. This underlines Midlothian Council's commitment to the aspirations and objectives included in the National Gaelic Language Plan and the Gaelic Language (Scotland) Act 2005.

Dr Grace Vickers
Chief Executive

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Summary

Midlothian Council recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. Midlothian 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.

Midlothian 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 Midlothian 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 Midlothian Council's main areas of operation. It also provides a summary of the use of the Gaelic language in Midlothian.

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 Midlothian 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 during 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

1.1 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. Midlothian Council received official notification from Bòrd na Gàidhlig in July 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 in line with the National Gaelic Language Plan 2018 – 2023 aims.

Using Gaelic – support existing and new Gaelic language and culture groups in Midlothian 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 Midlothian 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' education by Midlothian Council, with the aim of attracting more young people to learn and use Gaelic.

Learning Gaelic – Establishing 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 Midlothian Council area, including an active and on-going dialogue with Newbattle Abbey College.

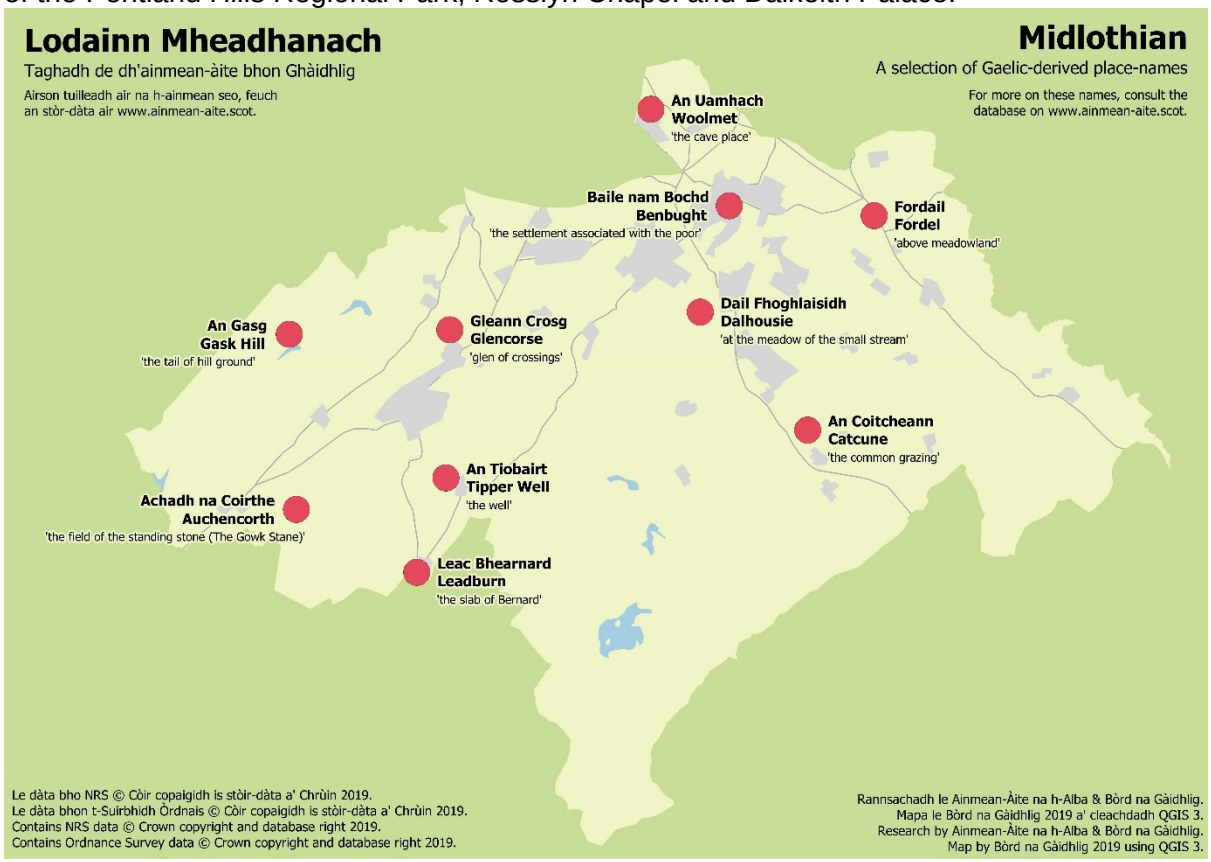
The Act requires public bodies to bring the preparation of their Gaelic Language Plan to the attention of interested parties. Midlothian Council has consulted publicly on the draft of its Gaelic Language Plan and has taken into account representations made during the consultation process.

Midlothian Council commits to demonstrating equal respect to Gaelic and English and commits to making an active offer of it's Gaelic services.

Midlothian Council's Gaelic Plan will also be submitted to Bòrd na Gàidhlig for approval.

1.2 Midlothian Council

Midlothian is a historic county and although one of the smallest council areas in Scotland, it is one of the fastest growing areas in Scotland. Midlothian lies in the east-central lowlands bordering the City of Edinburgh, East Lothian and the Scottish Borders. The county extends to 353.7km2, and contains the towns of Dalkeith, Bonnyrigg and Penicuik as well as a portion of the Pentland Hills Regional Park, Rosslyn Chapel and Dalkeith Palace.



Midlothian has a population of around 90,090 (2017).

Midlothian Council is committed to working together with its partners and the people and communities of Midlothian to achieve the vision Midlothian – A Great Place to Grow.

Midlothian Council is responsible for a number of 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.

Midlothian Council and its Community Planning Partners have made a commitment to treat the following areas as key priorities under the Single Midlothian Plan:

- Reducing inequalities in learning outcomes
- Reducing inequalities in health outcomes
- Reducing inequalities in economic circumstance

Midlothian Council employs around 3,707 Full Time Equivalent (FTE) employees (c.3,192 permanent, 514 fixed term and 1 casual). Over 1,068 fte (28.82% of the total) are employed in the education service as permanent/fixed term teachers.

Midlothian Council operates from three main offices: Midlothian House, Fairfield House and Buccleuch House all located in Dalkeith. The Council has over 100 operational properties which include: an Arts Centre, Care & Children's Homes, Community and Community Education Centres, High Schools and Primary Schools with Nursery Provision, Hostels, Hubs, Leisure Centres with and without pools, Libraries, and Social Work Centres.

1.3 Gaelic in Midlothian

Within Midlothian there are a number of people who understand, speak, read and write Gaelic. The 2011 census records the following:

	All people aged 3 and over	Understands but does not speak, read or write Gaelic	Speaks, reads and writes Gaelic
Midlothian			
	80,280	185	167
Bonnyrigg	15,545	**28**	**47**
Dalkeith	11,297	**29**	**16**
Midlothian East	13,684	**42**	**20**
Midlothian South	12,771	**19**	**23**
Midlothian West	13,582	**39**	**32**
Penicuik	13,401	**28**	**29**

Gaelic in an education setting

Midlothian Council recognises and values the 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).

GME provision – the current national definition
"*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 CfE:

- 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 . One of the Plan's action points is to develop a section of the Council's website with information promoting GME. There are also various other actions which support and promote 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 (GME) in Midlothian Council

GME is currently provided by Midlothian Council 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 Midlothian Council and local partners with local demand being assessed and monitored as part of ongoing future planning. Demand will be assessed by tracking requests and in partnership with local providers in Edinburgh. There is ongoing discussion around this with City of Edinburgh Council partners. This provision is supported by Midlothian 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 Midlothian Gaelic Language Plan and is included in the actions listed below.

An overview of numbers of MLC learners attended GME provision in session 2018/19 is provided below:

Primary: 10

Secondary: 2

These numbers will be tracked as part of ongoing development of GME and in line with the Gaelic Language Plan high level aims.
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 here http://www.gaelicplaygroup.com/

Midlothian Council lead officers support the ongoing development of effective partnership working across the South-East region 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 (EME) 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 Midlothian Council schools. GLE is an area which is currently undeveloped in Midlothian schools, but is planned through the Gaelic Language Planning process. 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 and Midlothian Gaelic Education Steering group has been convened 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.

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.

Midlothian Council is working with other local schools 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

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 small stock of Gaelic language books are available including a very limited number of items available in children's collections mostly held at Library HQ. 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.

In terms of community learning, there are no current classes for adults though the Midlothian Community Learning programmes, however courses and events are currently offered by Newbattle Abbey College. Community Learning & Development in considering the plan will look to identify opportunities to offer Gaelic language in their learning programmes.

Gaelic within Midlothian Council

The council currently has no data on the number of Gaelic speakers or Gaelic learners

amongst its staff. However, it is considering when and how this information can be gathered.

1.4 Implementing the National Gaelic Language Plan

The National Gaelic Language Plan focuses on three key aims, all of which have a vital contribution to make in increasing the numbers of people learning, speaking and using Gaelic in Scotland, and identifies key development outcomes within each:

Development Area	Key Outcomes
Using Gaelic	An increase in the use of Gaelic will be promoted and supported. This will be done in collaboration with key partners and providers and through Bòrd na Gàidhlig initiatives and programmes. This includes speakers and learners increasing their use of the language. It involves developing more situations where Gaelic can be used. It involves using Gaelic in situations where it has not been used previously and the increased use of Gaelic in daily life. The increased use of Gaelic strengthens the community of speakers and contributes to its confidence. This expands opportunities for Gaelic and Gaelic users, thus increasing awareness and the profile of the language.
Learning Gaelic	An increase in the learning of Gaelic will be promoted and supported. This will be done in collaboration with key partners and providers and through Bòrd na Gàidhlig initiatives and programmes. This includes promoting, supporting and expanding Gaelic learning at all levels and in all sectors. The benefits from this are clear: as progress is made with this, it will increase the number of those who understand, speak, read and write Gaelic and their ability to use Gaelic with confidence.
Promoting Gaelic	A positive image of Gaelic will be promoted. This will be done in collaboration with key partners and providers and through Bòrd na Gàidhlig initiatives and programmes. Ensuring that a positive image of Gaelic is promoted and strengthened depends on a number of initiatives. It also includes ensuring that Gaelic is valued and that its important contribution to the social, cultural and economic life of the nation is recognised. The promotion of a positive image of Gaelic is critical to strengthening the appeal and status of Gaelic in Scotland and abroad. This depends on users and non-users alike.

Commitment to the Objectives of the National Gaelic Language Plan

Midlothian 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.

Midlothian 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. Midlothian 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.

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

We are committed to the achieving this aim by focussing our work, on these three headings:-

- Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic, more often when they interact with us

- Increasing the opportunity for people to learn Gaelic as part of our day-to-day operations

- Promoting a positive image of Gaelic whenever we can as part of our day-to-day operations as an organisation

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:

- **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
- **Staffing** including recruitment and training.

This Plan also identifies the actions Midlothian Council will take to meet its commitment to the objectives of the National Gaelic Language Plan for Gaelic in relation to:

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

Midlothian 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 include Gaelic in future surveys and research where appropriate.

Third parties working on behalf of the Council will be encouraged to adhere to the spirit and any relevant commitments of the Gaelic Language Plan.

Recognising the Council's role as a Corporate Parent, the Council will ensure that it will meet the needs of children and young people in care with Gaelic language skills and will ensure that they receive equal opportunities in learning Gaelic.

The lack of demand could be connected to lack of promotion, as identified above under library services. The current economic situation means that additional resources to deliver major inititiatives is limited, however, a lot can be done for Gaelic when services are included on a renewal / replacement basis, including through recruitment processes and the identification of Gaelic skills as an essential or desirable skill.

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. Midlothian 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	Midlothian Council's corporate identify 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	April 2024
Signage	Very little bilingual signage exists in Midlothian	Current provision of signage will be audited to identify 'Welcome to Midlothian' road signs which will include Gaelic when they are renewed	Welcome signs at the main entry points into Midlothian will include Gaelic, demonstrating equal respect for Gaelic and English	Communications Manager and Road Services Manager	February 2026

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.

Midlothian 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	A review of the Council's Translation and Interpretation services will ensure the provision of Gaelic when requested 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 Customers who speak Gaelic will be able to request translation in the Gaelic language	All customer services / contact centre staff will be aware of how to access support for communicating in Gaelic	Equalities Officer and Customer Services Customer Service Manager	Oct – Dec 2022
Telephone	The Council currently does not have any provision for telephone call handling in Gaelic	A review of the Council's Translation and Interpretation services will ensure the provision of Gaelic 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 Customers who speak Gaelic will be able to request translation in the Gaelic language and this	All customer services / contact centre staff will be aware of how to access support for communicating in Gaelic	Equalities Officer and Customer Services Customer Service Manager	Oct – Dec 2022

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
		service will be promoted.			
Mail and E:Mail	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 Any mail or e:mail received in Gaelic will be translated and responses will be provided in Gaelic in the same timescale as would be the case for an English response.	All staff will be made aware of the provision to translate mail and e:mail from and into Gaelic	Communications Manager and Customer Services Manager	Oct – Dec 2022
Forms (including complaints procedure and handling of complaints)	The Council currently does not have any forms in Gaelic	A review of the Council's Translation and Interpretation services will ensure the provision of Gaelic The Council's website includes an accessibility and translation facility that includes Gaelic All forms and document such as the Council's complaints procedure, that are put in the website can be translated into languages including Gaelic Forms or complaints submitted in languages other than English, including Gaelic, will be dealt with appropriately and if	All staff will be made aware of the website facility that allows all on-line forms to be translated into Gaelic	Customer Services Manager	Oct – Dec 2022

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
		requested in the relevant language			
Public Meetings	The Council does not currently provide a Gaelic translation at public meetings.	If requested Gaelic translation will be provided at the meeting.	Gaelic translation will be provided at public meetings if requested	Customer Services Manager	February 2026

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.

Midlothian 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. Where the document is high profile or relating to the Gaelic Language then a professional translator will be used.	All documents and forms that should be available in Gaelic are on the website thereby allowing them to be translated. High profile documents and those relating to the Gaelic Language will be professionally translated.	Communications Manager	December 2021
Public Relations and Social Media	The Council does not have guidelines relating to the use of Gaelic in press releases and social media	Review the use of languages other than English, including Gaelic in press releases and social media	All press releases on the Council website will be translatable into Gaelic. Hard copies will be made available on request.	Communications Manager	April 2022
Printed material – Council	The Council does not have a policy relating	Review the use of languages other than English, including	All printed material that should be available in	Communications Manager	December 2021

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
documents and papers	to the use of Gaelic in printed material	Gaelic in printed material	Gaelic are on the website thereby allowing them to be translated. Hard copies will be made available on request.		
Printed material in libraries	There are few books or other printed resources in Gaelic in Council libraries	The Library service will review its book purchasing policy and practice and source relevant books and printed resources in Gaelic	The Library service will hold a stock of printed and digital resources in Gaelic	Customer Service Manager	April 2023
Public Exhibitions and Heritage	The Council has not made any provision for Gaelic in any exhibitions it holds	The Council will review their exhibitions policies and will make provision for Gaelic in exhibitions	The Council exhibitions policies will make provision for Gaelic in exhibitions	Customer Service Manager	April 2023

2.4 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.

Midlothian Council recognises the importance of seeing Gaelic as an important job skill and of notifying 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 and English COSLA (the body which has responsibility 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 Manager	April – June 2022
Training and Language Learning	No staff training is currently available in Gaelic but training is being developed for teachers to support learning & teaching in Gaelic in schools	Explore & assess demand for Gaelic learning for staff Identify and promote possible training models & approaches (e.g. Gaelic awareness, members' briefings, language learning etc.) Work with local partners to promote Gaelic learning opportunities locally (e.g. Newbattle Abbey College)	Improved staff engagement in and awareness of Gaelic language	Equalities Officer	February 2026

2.5 Gaelic Language Acquisition and Usage

Midlothian 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 Midlothian.

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
Gaelic Medium Education	Currently delivered through partnership agreement with City of Edinburgh Council Local strategic steering group has been convened to support ongoing planning and development GME learner data is being gathered Contact with parents is underway to support collaborative planning	Track and monitor uptake of GME Evaluate council information regarding GME provision Promote GME and the right to request GME in the Council area through communications channels & networks. The right to request GME is promoted and supported with full information readily available to parents and families. Work in partnership with City of Edinburgh to support and sustain current arrangements and to align planning around GME. Promote / support pre-school and school age GME – mainly through existing partnership provision Families – support pack for families, review website info., share opps Engage with parents	Data on numbers of pupils attending GME To support and sustain current provision arrangements. Continue to work with partners (City of Edinburgh Council) to support high quality provision of GME including Gaelic language and culture. The right to request GME is promoted and supported with full information readily available to parents and families. To continue to support the ongoing development of Gaelic language and culture in partnership with City of Edinburgh	MLC lead officers Gaelic Strategic group	February 2026

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
			To ensure clear information is available regarding MLC GME provision To increase uptake of GME in line with local and national plans		
GLE	There is currently no GLE in MLC Teachers interested in or with language skills in Gaelic have been identified through school networks and liaison. A teacher's introduction to Gaelic course took place in May 2019 Partnership development of language resources in Gaelic is being planned with Newbattle Abbey College A Gaelic education steering group has	Support schools with planning and development of GLE through provision of learning and teaching resources and professional development for teachers Promote uptake of regional SQA accredited courses Develop Gaelic learner opportunities as part of 1+2 and via partners (e.g. Newbattle, the E-Sgoil or schools in Edinburgh Continue to develop and promote Gaelic learning as an L3 in schools across Midlothian through resource developing, CLPL opportunities and promotion of Gaelic language and culture.	Increased numbers of schools and pupils engaging with GLE Increased numbers of teachers taking up opportunities for development in Gaelic language Locally developed Gaelic teaching resources available for teachers and schools. A developed network of teachers with an interest in developing Gaelic as an L3.	MLC lead officers (education) Gaelic Steering Group	February 2026

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
	been convened and key actions and areas for development have been identified.				
Adult learning	An adult Beginners Gaelic Language Class has been offered at Beeslack High School as part of Lifelong Learning. Partnership opportunities are available and 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	MLC lead officers Gaelic language strategic implementation group	February 2026
Partnerships and networks	Engagement and partnership working underway with local Gaelic language partners e.g. Newbattle Abbey College Partnership representation on the MLC Gaelic steering group MLC is represented by lead officers on national Gaelic	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.) Continue to attend national network events, communicate opportunities and information relating to Gaelic language and	Enhanced provision of Gaelic learning and development Increased engagement with and awareness of Gaelic language	MLC lead officers Gaelic language strategic implementation group	February 2026

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
	networks e.g. Gaelic Language Network (GLAN)	promote staff development			

3. IMPLEMENTATION AND MONITORING

Midlothian 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 employees via our Intranet.

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

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.

A news release will be published on our website when the final Plan is approved.

Contact details

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

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Policy & Scrutiny Manager
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Queries about the day-to-day operation of the plan should be addressed to:

Lesley Crozier
Corporate Equality, Diversity & Human Rights Officer
Midlothian Council, Midlothian House, Buccleuch Street, DALKEITH, EH22 1DN
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A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	02/02/2021
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	4.2

Tiotal a' Phàipeir	Amasan Àrd-ìre	
Moladh do Bhuill	Ri Aontachadh	
Neach labhairt:	Daibhidh Boag, Stiùiriche Planadh Cànain is Leasachaidhean Coimhearsnachd	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba-stiùiridh	19/01/2021	Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 – PGR065 Eagran 3 Ùghdarras Theisteanas na h-Alba PT2 – PGR034 E3 Comhairle Siorrachd Lannraig a Tuath PT3 – PGR038 E3 Nàdar Alba PT4 – PGR048 E3 Oilthigh Ghlaschu PT5 – PGR058 E2 Seirbheis Smàlaidh is Teasairginn na h-Alba PT6 – PGR064 E2 Ùghdarras Poilis na h-Alba PT7 – PGR053 E2 Poileas Alba PT8 – PGR057 E2 Seirbheis Ambaileans na h-Alba PT9 – PGR011 E2 Comhairle Baile Obar Dheathain PT10 – PGR060 E3 Stòras Mara Caileanach Earranta	

1.0	**Adhbhar**
1.1	A' sireadh aonta na Comataidh airson dreachd de na h-amasan àrd-ìre airson 10 ùghdarrasan poblach.
2.0	**Cùl-fhiosrachadh**
2.1	Chaidh an dreachd de na h-amasan àrd-ìre ann am PT1 – PT10 ullachadh ann an com-pàirteachas leis na h-ùghdarrasan poblach seo.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	Tha na h-amasan àrd-ìre ann an dà phàirt – 1) Amasan Àrd-ìre agus 2) Amasan airson Seirbheisean Corporra
3.2	Tha na h-Amasan Àrd-ìre gu mòr stèidhichte air na prìomhachasan anns a' Phlana Cànain Nàiseanta Gàidhlig 2018-23.
3.3	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.

4.0	**Moladh**
4.1	Aire a thoirt don fhiosrachadh ann am PT1 – PT10.
4.2	Aonta a chur ris na h-amasan àrd-ìre ann am PT1 – PT10.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas** Chan eil buaidh ionmhais ann.
5.2	**Buaidhean air Luchd-obrach** Cha bhi buaidh mhì-àbhaisteach ann air an luchd-obrach.
5.3	**Buaidhean air Trèanadh** Chan eil buaidh ann air trèanadh.
5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra** Tha planaichean Gàidhlig reachdail air aon dè na prìomh dhòighean anns am bi am Bòrd a' cur a' Phlana Cànain Nàiseanta Ghàidhlig agus Plana Corporra na buidhne an gnìomh. Bidh na planaichean seo a' cur air adhart nam prìomh amasan anns a' phlana chorporra aig Bòrd na Gàidhlig gu sònraichte mar a leanas:- *"A' dèanamh cinnteach gum bi buaidh nas motha aig Planaichean Gàidhlig air cùisean agus a' toirt taic do dh'Ùghdarrasan Poblach gus sanasachd a dhèanamh air an obair a nì iad don Ghàidhlig"*
5.5	**Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta**

AR N-ADHBHAR	AR LUACHAN
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach

AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	☒	Clann	☒
Cultar	☒	Coimhearsnachdan	☒
Àrainneachd	☐	Bochdainn	☐
Slàinte	☐	Eadar-nàiseanta	☐
Foghlam	☒	Eaconamaidh	☒
Gnothachasan soirbheachail is ùr-ghnàthach	☒		

5.6	**Buaidhean air Cliù** Le bhith a' co-obrachadh leis na h-ùghdarrasan poblach seo gus na h-amasan àrd-ìre a chur ri chèile, bidh seo a' neartachadh a' cheangail eadar Bòrd na Gàidhlig agus na h-ùghdarrasan.
5.7	**Buaidhean air Slàinte is Sàbhailteachd** Chan eil buaidh air slàinte is sàbhailteachd
5.8	**Buaidhean Laghail** Tha am pròiseas seo stèidhichte air na dleastanasan reachdail aig Bòrd na Gàidhlig gus Achd na Gàidhlig (Alba) 2005 a chur an gnìomh. Tha dleastanasan aig cuid de na ùghdarrasan seo cuideachd fo sgeith Achd an Foghlaim (Alba) 2016.
5.9	**Buaidhean air Co-ionannas** Chan eil buaidh dhìreach air co-ionannas tron phlana seo ach bidh oifigearan a' Bhùird a' cumail sùil air cùisean co-ionannachd mar phàirt den phròiseas dhearcnachaidh ann an co-bhonn leis na h-ùghdarrasan seo.
5.10	**Buaidhean air an Àrainneachd** Bha bhi buaidh ann

Leas-phàipear A | Appendix A

Amasan Àrd-Ìre	High-level Aims
Amasan àrd-ìre airson treasamh eagrain de Phlana Gàidhlig Ùghdarras Theisteanas na h-Alba (2021-2026).	**High-level aims for the third edition Scottish Qualification Authority's (2021-2026) Gaelic Language Plan.**
A' cleachdadh na Gàidhlig	**Using Gaelic**
Brosnaich na aonadan fa leth leis an amas gun tèid an gabhail a-steach mar phàirt de theisteanasan dreuchdail no preantasachdan bun-ìre.	Further promotion of the Gaelic freestanding units with the potential for these to be included within vocational qualifications or foundation apprenticeships.
Dèan cinnteach gun tèid lèirmheas leantainneach a dhèanamh air an t-solar a th' ann airson deuchainnean Gàidhlig leis an amas ceangal a dhèanamh eadar seo agus pròiseas planaidh nan àrd-sgoiltean gus ìre-chleachdaidh agus iarrtas a bhrosnachadh.	Ensure the continuous review of the current Gaelic exam provision with a view to linking this with secondary school planning process to ensure uptake and demand.
Dèan cinnteach gu bheil riochdachadh Gàidhlig cunbhalach air comataidh clàr-ama nan deuchainnean agus dèan cinnteach gu bheil an riochdachadh seo stèidhichte ann an structar na buidhne.	Ensuring that there is continued Gaelic representation within the exam timetabling committee and that this is embedded within the structure of the group.
Ag ionnsachadh na Gàidhlig	**Learning Gaelic**
Cuir ris an obair a tha Learn Gaelic a' dèanamh gus taic a chumail ri luchd-ionnsachaidh a tha nan inbhich.	Contribute to the work being carried out by Learn Gaelic to support adult learners.
Dèan cinnteach gu bheil Gàidhlig air a gabhail a-steach anns an obair leasachaidh airson chùrsaichean agus ann am pròiseasan obrach an SQA.	Ensure that the course development process is Gaelic-proofed within the working practices of the SQA.
Cruthaich barrachd rannsachaidhean-cùise le sgoilearan, tidsearan agus pàrantan air na buannachdan a gheibhear bho theisteanasan Gàidhlig gus, ma dh'fhaoidte, fàs a thoirt air ìre-chleachdaidh theisteanasan Gàidhlig.	Create further case studies with pupils, teachers and parents regarding the advantages of Gaelic qualifications to potentially increase the uptake of Gaelic qualifications.
A' cur na Gàidhlig air adhart	**Promoting Gaelic**

Leas-phàipear B | Appendix B

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

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

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

Leas-phàipear A | Appendix A

Amasan Àrd-Ìre	High-level Aims
Amasan àrd-ìre airson treasamh eagrain de Phlana Gàidhlig Comhairle Lannraig a Tuath (2021-2026).	**High-level aims for the third edition of North Lanarkshire Council's (2021-2026) Gaelic Language Plan.**
A' cleachdadh na Gàidhlig	**Using Gaelic**
Stèidhich agus glèidh buidheann buileachaidh na Gàidhlig le riochdairean bho gach roinn anns a' Chomhairle.	Establish and maintain a Gaelic language plan implementation group with senior representation from all Council departments.
Dèan sgrùdadh ion-dhèantachd air cruthachadh ionad Gàidhlig mar phàirt den mhodh bagaideach airson seirbheisean poblach taobh a-staigh sgìre na comhairle.	Carry out a feasibility study into the creation of a Gaelic hub as part of the cluster approach to public services within the council area.
Ag ionnsachadh na Gàidhlig	**Learning Gaelic**
Gabh os làimh an dleastanas fo Achd an Fhoghlaim (Alba) 2018 gus foghlam tro mheadhan na Gàidhlig agus Foghlam luchd-ionnsachaidh na Gàidhlig a bhrosnachadh do luchd-còmhnaidh na sgìre CSLT mar a thathar a' meas iomchaidh, a' gabhail a-steach an cothrom a th' ann do phàrantan iarraidh gun tèid foghlam tro mheadhan na Gàidhlig (FtG) a stèidheachadh anns an sgìre.	Undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic medium and Gaelic learner education to NLC residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education (GME).
Planaichean air an aontachadh airson campas a thogail ann an sgìre na Comhairle airson foghlam tro mheadhan na Gàidhlig do aoisean 3-18.	Plans agreed for the establishment of a Gaelic Medium 3-18 campus within the Council Area.
A' cur na Gàidhlig air adhart	**Promoting Gaelic**

Leas-phàipear B | Appendix B

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

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

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

Leas-phàipear A | Appendix A

Amasan Àrd-Ìre	High-level Aims
Amasan àrd-ìre airson treasamh eagrain de Phlana Gàidhlig NadarAlba (2021-2026).	**High-level aims for the third edition of NatureScot's (2021-2026) Gaelic Language Plan.**
A' cleachdadh na Gàidhlig	**Using Gaelic**
Cruthaich cothroman do luchd-labhairt na Gàidhlig preantasachdan bun-ìre preantasachdan ùr-nòsach agus greisan-gnìomhachais do luchd-ceumnachaidh a dhèanamh taobh a-staigh Nàdar Alba.	Create opportunities for Gaelic speakers to undertake foundation apprenticeships, modern apprenticeships and graduate placements within Nature Scot.
Cuir taic ri coimhearsnachd Gàidhlig ceangal a dhèanamh ri agus luach a chur air nàdar.	Support Gaelic communities to connect with and enjoy nature.
Stèidhich agus glèidh buidheann buileachaidh na Gàidhlig.	Establish and maintain a Gaelic implementation group.
Ag ionnsachadh na Gàidhlig	**Learning Gaelic**
A' cur na Gàidhlig air adhart	**Promoting Gaelic**
Àbhaistich Gàidhlig taobh a-staigh na sgeamaichean maoineachaidh aig Nàdar Alba.	Normalise the inclusion of Gaelic within Nature Scot funding schemes.
Brosnaich tuigse nas motha air a' cheangal chudromach, shònraichte a th' ann eadar nàdar is duine tron cànain agus cultar.	Encourage a greater understanding of the important and unique connection between nature and people through Gaelic language and culture.
Aithnich cothroman rannsachaidh gus fàs a thoirt air ar tuigse mun àrainneachd nàdarra tron Ghàidhlig.	Identify research opportunities in order to grow and preserve our understanding of the natural environment through Gaelic

Leas-phàipear B | Appendix B

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

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

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

Leas-phàipear A | Appendix A

Amasan Àrd-Ìre	High-level Aims
Amasan àrd-ìre airson treasamh eagrain de Phlana Gàidhlig Oilthigh Ghlaschu (2021-2024).	**High-level aims for third edition of The University of Glasgow's (2021-2024) Gaelic Language Plan.**
A' cleachdadh na Gàidhlig	**Using Gaelic**
Glèidh dàimhean brìoghmhor leis na prìomh chom-pàirtichean Gàidhlig agus luchd-ùidh air feadh Baile Ghlaschu agus nas fhaide air falbh, tro na gnothaichean conaltraidh catharra an oilthighe agus, far a bheil e iomchaidh, tòisich air dàimhean com-pàirteachas ùra gus na h-amasan nàiseanta co-roinnte a choileanadh airson àm ri teachd seasmhach agus soirbheasach a chruthachadh don Ghàidhlig ann an Alba agus tro choimhearsnachd eadar-nàiseanta.	Maintain meaningful relationships with key Gaelic partners and stakeholders across the City of Glasgow and beyond, through our civic engagement agendas and where appropriate, initiate new partnerships to realise shared national ambitions for a prosperous and sustainable future for Gaelic in both Scottish and international communities.
Ag ionnsachadh na Gàidhlig	**Learning Gaelic**
Cùm a'dol le bhith a' freagairt air feumalachdan coimhearsnachd oileanach ioma-dhòigheach tro mhodh teagaisg is ionnsachaidh a tha ceangailte ri feumalachdan oileanaich agus ionnsachadh gnìomhach, a tha air a dhèanamh tron churraicealam a tha a' dèiligeadh ri na feumalachdan agus na dùbhlain a tha ro choimhearsnachdan mion-chànain agus a bheir taic do leasachadh proifeiseanta agus sgilean nan oileanach.	Continue to respond to the needs of the University's diverse student community through a student-centred and active learning approach to learning and teaching, underpinned by curricula that addresses the needs of, and challenges faced by minority language communities and which supports the professional and skills development of students.
A' cur na Gàidhlig air adhart	**Promoting Gaelic**
Thoir air adhart agus gabh a-steach na gealltanasan uile bhon Phlana Gàidhlig Oilthigh Ghlaschu 2018-2021 agus lean ri bhith ag aithneachadh chothroman gus làthaireachd na Gàidhlig a leasachadh ann an obrachaidhean an Oilthighe.	Carry forward and include all commitments from the previous iteration of University of Glasgow's Gaelic Language Plan 2018 – 21 and continue to identify opportunities to develop the presence of Gaelic in our operations.
Ann an co-rèir ri ro-innleachd rannsachaidh an Oilthighe 2020-2025, gabh ri modh cruthachail agus co-obrachail leis an amas àm ri teachd seasmhach a chruthachadh, a' dèiligeadh ri dùbhlain a tha mu choinneimh choimhearsnachdan mion-chànain air feadh an t-saoghail, fhad 's a thathar mothachail air a' bhuaidh a thug COVID-19 air a' chomann-shòisealta againn aig gach ìre.	In line with the University's research strategy 2020 - 2025, adopt a collaborative and creative approach to research with a view to creating a sustainable future for Gaelic, tackling challenges that face minority language communities across the world, while being mindful of the COVID-19 pandemic effect which has impacted our society at every level.

Leas-phàipear B | Appendix B

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

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

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

Pàipear-taice - Fiosrachadh a bharrachd bho Oilthigh Ghlaschu air na h-amasan àrd ìre |
Supporting paper - Further information from The University of Glasgow regarding High Level Aims

1. Amasan nan Seirbheasan Corporra | Corporate Service Aims – Carry forward and include all commitments from the previous iteration of University of Glasgow's Gaelic Language Plan 2018 – 21 and continue to identify opportunities to develop the presence of Gaelic in our operations.

1.1 Thèid ar gealltanasan corporra ùrachadh agus a thoirt air adhart a rèir Amasan nan Seirbheasan Corporra (stèidhichte) agus stiùireadh ùr leasachadh planaichean cànain le Bòrd na Gàidhlig.

1.1 Our corporate commitments will be carried forward and updated to reflect new (standard) Corporate Service Aims and revised guidance on the development of Gaelic Language Plans prepared by Bòrd na Gàidhlig.

2. Leasachadh Acadaimigeach | Academic Development – Continue to respond to the needs of our diverse student community through a student-centred and active learning approach to learning and teaching, underpinned by curricula that addresses the needs of, and challenges faced by minority language communities and which supports the professional and skills development of students.

2.1 Cìnn-uidhe Acadaimigeach airson na Gàidhlig - Bidh am measgachadh farsaing de phròglaman agus cùrsaichean againn ag amas air:

- an àireamh de dhaoine a tha ruighinn fileantas sa Ghàidhlig àrdachadh
- mothachadh agus eòlas air cànan agus cultar na Gàidhlig a bhrosnachadh
- cothroman ionnsachaidh tro mheadhan na Gàidhlig a leasachadh
- taic a chumail ri leasachadh sgilean obrach.

2.1 Academic Objectives for Gaelic - Our broad-range of academic programmes and courses aim to:

- increase the number of people learning Gaelic to fluency
- promote knowledge and awareness of Gaelic language and culture
- enhance opportunities to study through the medium of Gaelic
- support the development of employability skills.

2.1 Cùrsa Bogaidh – Ag obair ann an co-bhonn le Comhairle Maoineachaidh na h-Alba, agus na com-pàirteachan againn Ceòlas agus Comhairle nan Leabhraichean, measadh a dhèanamh air a' phìleat seo (2020 - 2023) agus ceumannan a ghabhail a dh'ionnsaigh an cùrsa a stèidheachadh le slighean do dh'oileanaich fo-cheuma agus do dhaoine sa choimhearsnachd, a' gabhail a-steach tidsearan, tron teisteanas CERT HE.
'S e cothrom a tha seo modal a chruthachadh a sheallas mar as urrainn do dh'oilthighean a bhith ag obair gu seasmhach le coimhearsnachdan traidiseanta is dùthchail agus bidh sinn ag amas air eòlas agus tuigse a sgaoileadh air seo aig deireadh a' phìlit.

2.1 Gaelic Immersion Course - In partnership with funders SFC and community partners Ceòlas and Comhairle nan Leabhraichean, assess the impact of the pilot Gaelic Immersion Course (2020 - 2023) and take appropriate steps towards establishing the course as a continuing choice within Celtic and Gaelic. The course will be available to undergraduate students and members of the community, including teachers, via two pathways as part of an undergraduate programme or a CERT HE qualification.
This pilot will help shape a model for how universities can work sustainably with vernacular communities and we will promote and share our knowledge and understanding on this at the end of the pilot phase.

2.2 Leasachadh air Cùrsaichean – A' togail air com-pàirteachan air feadh Cholaiste nan Ealain, barrachd chothroman do dh'oileanaich a bhith ag ionnsachadh Gàidhlig agus / neo ag ionnsachadh mu dheidhinn na Gàidhlig a dhèanamh nas ruigsinniche, tro chùrsaichean ùra agus / neo leasachadh air cùrsaichean a tha ann mar-thà.
Tro bheatha a' Phlana Gàidhlig seo, bidh sinn ag obair a dh'ionnsaigh nan cùrsaichean gu h-ìosal a leasachadh:

- Planadh Mion-chànain na Roinn Eòrpa (ann an co-bhonn le Nuadh-chànain)
- Sgrìobhadh Cruthachail sa Ghàidhlig (cùrsa urramach)
- MOOC – Cànain na h-Alba (ann an co-bhonn le Litreachas na Beurla and Nuadh-chànain) – Coltach ri The Clans of Scotland MOOC air Future Learn, bidh an cùrsa seo saor is an asgaidh air feadh an t-saoghail.

2.2 Course Development - Build on partnerships across the College of Arts to increase accessibility to courses which offer the opportunity to learn Gaelic and or access education about Gaelic and Gaelic-related issues, through new courses and the presence of Gaelic in existing courses.
Throughout the life of our Gaelic Plan, we will work towards the development of the following courses:

- European Minority Language Planning (in collaboration with Modern Languages)
- Creative Writing in Gaelic (Hons course)
- MOOC – Languages of Scotland (in collaboration with English Language and Linguistics and Modern Languages) – Similar to the Clans of Scotland MOOC on Future Learn, this course could be freely available across the world.

3. Rannsachadh & Iomlaid Eòlais | Research & Knowledge Exchange - In line with our research strategy 2020 - 2025, we will adopt a collaborative and creative approach to research with a view to creating a sustainable future for Gaelic, tackling challenges that face minority language communities across the world, while being mindful of the COVID-19 pandemic effect which has impacted our society at every level.

3.1 Planadh Cànain – Ag obair ann an com-pàirteachas le Comhairle Bhaile Ghlaschu, bidh Oilthigh Ghlaschu a' cumail taic ri stèidheachadh na h-iomairt ro-innleachdail seo. Cuiridh an t-Oilthigh ri bunait agus cruth na h-iomairt tro rannsachadh agus eòlas ùr co-cheangailte ri leasachadh mion-chànain ann an suidheachaidhean bailteil às dèidh COVID.
3.2 Cànain - Tron phròiseact LEACAN (2020-23), togaidh sinn air pròiseactan corpais ùra gus comhairle cànanachais a leasachadh airson Gàidhlig sa raon phoblach ann an co-bhonn leis a' choimhearsnachd cànain.

Cuiridh DASG cuideam agus prìomhachas air corpas a thogail airson cainnt thraidiseanta a thèid a chleachdadh airson rannsachadh, ionnsachadh agus leasachadh poileasaidh.

3.3 Eachdraidh agus Cultar – Taic a chumail ri rannsachadh ùr a bhios a' dèiligeadh ri seallaidhean Ceilteach ann an eachdraidh agus cultar na h-Alba, gam brosnachadh dhan mhòr-shluagh agus a' toirt seachad eòlas agus tuigse ùr do phrìomh bhuidhnean Gàidhlig leithid, Ainmean Àite na h-Alba. Thèid an t-eòlas ùr seo a rannsachadh tro phròiseactan ainmean-àite a tha

3.1 Language Planning – In collaboration with Glasgow City Council support the development of a strategic city-wide partnership, *Aon Ghlaschu*. We will make a unique contribution to this inititiave through research that will underpin and help shape it's work, considering approaches to minority language support and development in post-COVID urban contexts.
3.2 Gaelic Language – Through LEACAN (2020-23), we will build upon recent corpus linguistics projects to expand the linguistic guidance for public use of Gaelic in collaboration with the language community.

DASG will increase its focus on building a traditional spoken Gaelic corpus as a resource for research, learning and policy development.

3.3 History and Culture - Bolster new research on the Celtic dimensions of Scottish history and culture, promoting these to the public and providing new knowledge and understanding to primary Gaelic bodies such as, Ainmean Àite na h-Alba. This knowledge will be acquired through community-based place-name projects in Galloway and Ayrshire, and the major AHRC-

stèidhichte ann an coimhearsnachdan ann an Gall-Ghàidhealaibh & Siorrachd Àir agus tron mhòr-phròiseact AHRC, *Iona's Namescape* agus làn-sgrùdadh air ainmeannan-àite Mhuile agus Ulbha fon cho-eòlaiche rannsachaidh LKAS.

funded Iona's Namescape project and its sister project, a comprehensive survey of the place-names of Mull and Ulva, under the LKAS Fellow.

4. Coimhearsnachd & Co-obrachadh | Community Engagement & Partnerships – Maintain meaningful relationships with key Gaelic partners and stakeholders across the City of Glasgow and beyond, through our civic engagement agendas and where appropriate, initiate new partnerships to realise shared national ambitions for a prosperous and sustainable future for Gaelic in both Scottish and international communities.

4.1 Trusadh – Prògram leantainneach de thachartasan air loidhne a stèidheachadh do sgoilearan (AS5/6) bho air feadh Alba a' toirt cothrom dhaibh coinneachadh ri luchd-obrach is oileanaich (bho air feadh an Oilthighe) agus fiosrachadh fhaighinn tro mheadhan na Gàidhlig mu dheidhinn Oilthigh Ghlaschu san fharsaingeachd, cothroman is pròiseactan Gàidhlig agus beatha nan oileanach.

4.1 Recruitment – To establish an annual virtual schools programme for Gaelic speakers in AS5 & AS6 from across Scotland. The online events will provide an opportunity for Gaelic-speaking pupils to meet with staff and students from across the University and access general information on student life and the University of Glasgow more broadly, through the medium of Gaelic.

4.2 Lionra Poileasaidh is Leasachadh na Gàidhlig ann am Foghlam Àrd-ìre – Lìonra a stèidheachadh do luchd-poileasaidh is leasachaidh a tha ag obair ann am foghlam àrd-ìre gus:

- conaltradh a neartachadh
- beachdachadh air cleachdadh as fheàrr
- cothroman ùra a chruthachadh do dh'oileanaich le Gàidhlig aig ìre nàiseanta, a' gabhail a-steach tachartasan nàiseanta agus iomairtean digiteach a' brosnachadh cleachdadh cànain.

(Tha e cudromach a ràdh nach e lìonra acadaimigeach a bhios an seo)

4.2 Policy and Development Network for Gaelic in Higher Education – Establish a network of policy and development practitioners working across Scottish universities to:

- strengthen and support stronger communication
- share best practice
- create new opportunities for Gaelic-speaking students at a national level including events and digital campaigns that promote the use of Gaelic.

(Important to emphasise here that this is not an academic network)

Leas-phàipear A | Appendix A

Amasan Àrd-Ìre	High-level Aims
Amasan àrd-ìre airson dàrna eagrain de Phlana Gàidhlig Seirbheis Smàlaidh agus Teasairginn na h-Alba (2021-2024).	**High-level aims for the second edition of Scottish Fire and Rescue Service's (2021-2024) Gaelic Language Plan.**
A' cleachdadh na Gàidhlig	**Using Gaelic**
Oibrich ann an co-bhann ri Poileas Alba agus Seirbheis Ambaileans na h-Alba air Planaichean Gàidhlig fa leth a chur an gnìomh.	Work in collaboration with Police Scotland and Scottish Ambulance Service on the implementation of our respective Gaelic Language Plans.
Dèan cinnteach gu bheil na goireasan sgoile nàiseanta rim faighinn gu dà-chananach.	Ensure that any national school resources are available bilingually.
Brosnaich luchd-obrach Seirbheis Smàlaidh agus Teasairginn na h-Alba Gàidhlig a chleachdadh nas trice.	Encourage Scottish Fire and Rescue staff who speak Gaelic to use it more often.
Ag ionnsachadh na Gàidhlig	**Learning Gaelic**
Bidh SFRS a' cur air adhart do cho-obraichean an t-ionnsachadh Gàidhlig a tha ri fhaotainn taobh a-muigh na buidhne agus bithear a' cur air adhart dhaibh cuideachd goireasan is mòidealan na buidhne a bhios ag àrdachadh aire air cànan is cultar na Gàidhlig.	SFRS will promote the availability of externally provided Gaelic language training to colleagues and will further promote SFRS Gaelic language and culture awareness modules and resources.
Leasaich na modalan mothachadh Gàidhlig a tha ri fhaotainn do luchd-obrach.	Develop the current Gaelic Language awareness modules that are available to staff.
A' cur na Gàidhlig air adhart	**Promoting Gaelic**
Leasaich an t-susbaint Ghàidhlig air gach ùrlar air-loidhne, a' gabhail a-steach na meadhanan sòisealta agus an làrach-lìn.	Increase the Gaelic content on all online platforms, including social media and website.
Mar phàirt den chonaltradh againn air planaichean ionadail, bidh sinn a' sireadh beachdan choimhearsnachdan air prògram soidhnichean dà-chànanach a chur an àirde air toglaichean agus carbadan SSTA air bun-stèidh ath-sholarach, leis an amas inbhe na Gàidhlig a dhèanamh tèarainte mar aon de chànanan oifigeil na h-Alba.	As part of our engagement on local plans, we will seek the views of communities with regards the roll-out of bilingual Gaelic and English signage on SFRS premises and vehicles on a replacement basis, with a view to securing the status of the Gaelic language as an official language of Scotland.

Leas-phàipear B | Appendix B

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

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

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

Leas-phàipear A | Appendix A

Amasan Àrd-Ìre	High-level Aims
Amasan àrd-ìre airson an dàrna eagrain de Phlana Gàidhlig Ùghdarras Poilis na h-Alba (ÙPA).	**High-level aims for the second edition of the Scottish Police Authority's (SPA) Gaelic Language Plan.**
Amas farsaing	**Overarching aim**
Stèidhich buidheann leasachaidh is buileachaidh airson a' phlana Ghàidhlig le àrd-riochdachadh bho gach roinn ÙPA.	Establish a Gaelic language plan development and implementation group with senior representation from all SPA departments.
A' cleachdadh na Gàidhlig	**Using Gaelic**
Bidh an t-Ùghdarras, a rèir leas a' phobaill, a' brosnachadh agus a' gabhail a-steach beachdan luchd-cleachdaidh agus coimhearsnachdan Gàidhlig gus fiosrachadh a thoirt don sgrùdadh a bhios e a' dèanamh air obair poileis agus mu chùisean poileis.	The Authority, in acting in the public interest, will encourage and include the views of Gaelic users and communities to inform its scrutiny of policing and of policing issues.
Ag ionnsachadh na Gàidhlig	**Learning Gaelic**
Bu chòir gu bheil trèanadh ann am mothachadh Gàidhlig agus sgilean Gàidhlig air fhighe a-steach anns an trèanadh inntrigidh agus trèanadh eile a bhios ÙPA Corporra agus Seirbhisean Foireansach ÙPA a' lìbhrigeadh.	Integrate Gaelic awareness and Gaelic language skills training into SPA Corporate and SPA Forensic Services induction and training.
A' cur na Gàidhlig air adhart	**Promoting Gaelic**
Mar phàirt den chuairt leantainneach de riaghladh agus stiùireadh aca, nì an t-Ùghdarras sgrùdadh air mar a tha obair a' phoileis a' cur taic ri lìbhrigeadh a' Phlana Cànain Nàiseanta Gàidhlig ann an seisean poblach.	As part of its ongoing cycle of governance and oversight of policing, the Authority will examine policing's contribution towards delivery against the National Gaelic Language Plan in public session.

Leas-phàipear B | Appendix B

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

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

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

Leas-phàipear A | Appendix A

Amasan Àrd-Ìre	High-level Aims
Amasan àrd-ìre airson an dàrna eagrain de Phlana Gàidhlig Poileas Alba.	**High-level aims for the second edition of Police Scotland's Gaelic Language Plan.**
Amas tar-ruigheach	**Overarching Aim**
Stèidhichidh Poileas Alba buidheann leasachaidh agus buileachaidh airson a' phlana Ghàidhlig le riochdachadh bho air feadh na buidhne.	Police Scotland will establish a Gaelic language plan development and implementation group with representation from across the organisation.
A' cleachdadh na Gàidhlig	**Using Gaelic**
Meudaichidh Poileas Alba conaltradh agus ceanglaichean coimhearsnachd tro mheadhan na Gàidhlig.	Police Scotland will increase community messaging and liaison through the medium of Gaelic.
Ag ionnsachadh na Gàidhlig	**Learning Gaelic**
-	-
A' cur na Gàidhlig air adhart	**Promoting Gaelic**
Bidh Poileas Alba a' sireadh chothroman gus faicsinneachd na Gàidhlig a mheudachadh gu nàiseanta tro sholarachadh agus branndadh.	Police Scotland will seek opportunities to increase the visibility of Gaelic nationally through procurement and branding.
Bidh Poileas Alba a' gabhail Gàidhlig a-steach ann an grunn iomairtean.	Police Scotland will integrate Gaelic into a range of campaigns.

Leas-phàipear B | Appendix B

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

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

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

Leas-phàipear A | Appendix A

Amasan Àrd-Ìre	High-level Aims
Amasan àrd-ìre airson an dàrna eagrain de Phlana Gàidhlig Seirbheis Ambaileans na h-Alba (SAA).	**High-level aims for the second edition of the Scottish Ambulance Service's (SAS) Gaelic Language Plan.**
Stèidhich buidheann no pròiseas fo am faodadh àrd-luchd-stiùiridh a bhith a' cur gu cunbhalach ri leasachadh agus lìbhrigeadh plana Gàidhlig SAA.	Establish a group or process to enable regular input from senior management into the development and delivery of the SAS Gaelic language plan.
A' cleachdadh na Gàidhlig	**Using Gaelic**
Tog air geallaidhean ann an Eagran 1 le bhith a' toirt taic do luchd-obrach aig a bheil Gàidhlig a bhith a' leasachadh sheirbheisean SAA tro chonaltradh ri: • Coimhearsnachdan, le prìomhachas ga thoirt do sgìrean far a bheil Gàidhlig mar chànan coimhearsnachd • Sgoiltean FtG • Sgoiltean a tha a' teagasg Gàidhlig mar chuspair.	Build on commitments in Edition 1 by enabling Gaelic-speaking staff to enhance SAS services through engagement with: • Communities, with priority given to areas where Gaelic is the community language • GME schools • Schools teaching Gaelic as a subject.
Cuir prìomhachas air lìbhrigeadh gealladh SAA ann an Eagran 1 gus feadhainn aig a bheil sgìlean labhairt Gàidhlig a thrusadh mar chiad luchd-freagairt coimhearsnachd. Bu chòir gun tèid seo a neartachadh ann an Eagran 2 tro bhith ag aithneachadh gu foirmeil agus a' brosnachadh Gàidhlig mar sgil luachmhor, le chiad phrìomhachas ga thoirt do sgìrean far a bheil Gàidhlig ga bruidhinn sa choimhearsnachd gu cumanta.	Prioritise delivery of the SAS commitment in Edition 1 to recruit Gaelic speaking community first responders. This should be strengthened in Edition 2 through formal recognition and promotion of Gaelic as a valued skill, with initial priority given to areas where Gaelic is commonly spoken in the community.
Ag ionnsachadh na Gàidhlig	**Learning Gaelic**
A' cur na Gàidhlig air adhart	**Promoting Gaelic**

Cuir prìomhachas air lìbhrigeadh gealladh SAA ann an Eagran 1 gus siostam a stèidheachadh a tha a' leigeil fios do euslaintich agus don mhòr-shluagh nuair a tha sgilean cànain Gàidhlig aig luchd-obrach. Bu chòir gun tèid seo a neartachadh ann an Eagran 2 tro bhith a' leasachadh sgeama aithnichear Gàidhlig corporra a thèid a sgaoileadh air feadh na buidhne, ann an co-thaobhadh ris an sgeama aithnichear nàiseanta #cleachdi / #useit	Prioritise delivery of the SAS commitment in Edition 1 to establish a system to let patients and the public know when staff have Gaelic language skills. This should be strengthened in Edition 2 through developing a corporate Gaelic identifier scheme to be rolled out across the organisation, aligning it with the national *#cleachdi* / *#useit* identifier scheme

Leas-phàipear B | Appendix B

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

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

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

Leas-phàipear A | Appendix A

Amasan Àrd-Ìre	High-level Aims
Amasan àrd-ìre airson an dàrna eagrain de Phlana Gàidhlig Comhairle Baile Obar Dheathain (CBOD).	**High-level aims for the second edition of Aberdeen City Council's (ACC) Gaelic Language Plan.**
A' cleachdadh na Gàidhlig	**Using Gaelic**
Leudaich làithreachd na Gàidhlig ann an tachartasan agus goireasan ealain is cultair.	Increase Gaelic's presence in arts and culture events and resources.
Cuir taic ri leasachadh chothroman cunbhalach do luchd-labhairt na Gàidhlig ann am Baile Obar Dheathain coinneachadh ri chèile agus taic a thoirt do chàch a chèile tro bhith a' cleachdadh Gàidhlig ann an còmhradh.	Support the development of regular opportunities for Gaelic speakers in Aberdeen City to meet and support each other in using Gaelic in conversation
Ag ionnsachadh na Gàidhlig	**Learning Gaelic**
An dleastanas a th' ann an Achd an Fhoghlaim (Alba) 2016 a ghabhail os làimh gus foghlam tro mheadhan na Gàidhlig agus foghlam luchd-ionnsachaidh na Gàidhlig a bhrosnachadh do luchd-còmhnaidh sgìre CBOD mar a thathar a' meas iomchaidh, a' gabhail a-steach an cothrom a th' ann do phàrantan iarraidh gun tèid foghlam tro mheadhan na Gàidhlig (FtG) a stèidheachadh anns an sgìre.	Undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic medium and Gaelic learner education to ACC residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education (GME).
A' cur am meud an àireamh de sgoilearan clàraichte airson foghlam tro mheadhan na Gàidhlig aig ìre àrd-sgoile agus an taghadh a th' aca air cuspairean tro mheadhan na Gàidhlig.	Increase the numbers enrolled in Gaelic medium education at secondary level and the range of Gaelic-medium subjects taught.
A' cur na Gàidhlig air adhart	**Promoting Gaelic**
Meudaich faicsinneachd na Gàidhlig ann an "slighean dualchais" agus san roinn turasachd.	Increase the visibility of Gaelic in heritage trails and within the tourism sector.

Leas-phàipear B | Appendix B

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

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

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

Leas-phàipear A | Appendix A

Amasan Àrd-Ìre	High-level Aims
Amasan àrd-ìre airson an treasamh eagrain de Phlana Gàidhlig Stòras Mara Cailleannach Eta (SMCE).	**High-level aims for the third edition of Caledonian Martime Assets Ltd (CMAL) Gaelic Language Plan.**
A' cleachdadh na Gàidhlig	**Using Gaelic**
Nuair a thig an cothrom, bidh SMCE a' gabhail Gàidhlig a-steach san t-siostam cunnraidh aca leis na companaidhean obrachaidh aiseig leis a bheil iad ag obair.	When the opportunity arises, CMAL will include Gaelic in its contracting system with the ferry operating companies it works with.
Ag ionnsachadh na Gàidhlig	**Learning Gaelic**
Neartaichidh SMCE an teachdaireachd do luchd-obrach gu bheilear a' cur luach agus fàilte air sgilean Gàidhlig, a' gabhail a-steach tro na pròiseasan fastaidh is trèanaidh aca.	CMAL will strengthen its messaging to staff that Gaelic language skills are valued and welcomed, including through its recruitment and training processes.
A' cur na Gàidhlig air adhart	**Promoting Gaelic**
Meudaichidh SMCE ìomhaigh na Gàidhlig air aiseagan, taobh a-staigh bun-structaran puirt agus aig goireasan cala nuair a thig an cothrom.	CMAL will increase the profile of Gaelic on ferries, within port infrastructures and at harbour facilities when the opportunity arises.
Bheir SMCE taic ghnìomhach don sgeama aithnichear Gàidhlig nàiseanta Cleachd i / Use it Gaelic.	CMAL will actively support the national *Cleachd i /Use it* Gaelic identifier scheme.

Leas-phàipear B | Appendix B

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

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

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

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	02/02/2021
Àite:	Air MS Teams
Nì a' Chlàir-ghnothaich	4.3

Tiotal a' Phàipeir	Teachdaireachdan bhon Cho-chomhairle Maoineachaidh	
Moladh do Bhuill	Airson Aontachadh	
Neach labhairt:	Steven Kellow, Oifigear Maoineachaidh is Phròiseactan	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba Stiùiridh	19/01/2021	Ri Aontachadh
Pàipear-taice air a cheangal ris	Tha PT1 – Iomradh air teachdaireachdan	

1.0	**Adhbhar**
1.1	A' toirt fiosrachadh seachad do Bhuill air prìomh theachdaireachdan a thàinig bhon cho-chomhairle maoineachaidh.
1.2	A' sireadh gun tèid buidheann-obrach a stèidheachadh gus molaidhean a chur an gnìomh stèidhichte air na teachdaireachdan a fhuaras tron cho-chomhairle.
2.0	**Cùl-fhiosrachadh**
2.1	Chaidh aontachadh leis a' Chomataidh Poileasaidh is Ghoireasan aig a' choinneamh air 24 Lùnastal 2020 gus Co-Chomhairle Maoineachaidh a ruith airson beachdan a thional air mar a tha Bòrd na Gàidhlig a' cleachdadh a' bhuidseat leasachaidh aige agus mar a thèid seo a leasachadh san àm ri teachd.
2.2	Chaidh a' Cho-Chomhairle seo a ruith eadar 14 Dàmhair agus 30 Samhain 2020, is bha seo fosgailte air-loidhne ri teachdaireachdan bho luchd-ùidhe sam bith.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	Fhuaras 19 freagairtean tron Cho-chomhairle Maoineachaidh bho mheasgachadh de bhuidhnean is dhaoine bho dhiofar sgìrean den dùthaich, is oifigearan toilichte gun d' fhuaras freagairtean a bha a' riochdachadh diofar luchd-ùidhe a' Bhùird.
3.2	San fharsaingeachd bha na teachdaireachdan a' cur an cèill gu bheil atharrachadh a dhìth air mar a tha Bòrd na Gàidhlig a' cur an gnìomh a' bhuidseat leasachaidh is sgeamaichean maoineachaidh gus am feum as fheàrr a dhèanamh den airgead, le cuid de na molaidhean aig ìre mionaideach no beag, is cuid aig ìre ro-innleachdail no mòr.
3.3	Tha iomradh air na freagairtean ri fhaighinn an cois seo, is thèid na freagairtean bho bhuidhnean/dhaoine a dh'aontaich gun tèid am freagairt fhoillseachadh a chur suas air làrach-lìn a' Bhùird gus an urrainn muinntir a' phoball an leughadh.
3.4	Chaidh na freagairtean uile a leughadh le buidheann de dh'oifigearan a' Bhùird gus prìomh theachdaireachdan a thogail sa chiad dol-a-mach, is iad: • Gu bheil taic a bharrachd do choimhearsnachdan ionadail is teaghlaichean a dhìth • Gum bu chòir barrachd guth a bhith aig na coimhearsnachdan ann an co-dhùnaidhean maoineachaidh

	• Gum bu chòir taic fad-ùine a bhith nas ruigsinniche do phròiseactan/iomairtean • Gum bu chòir barrachd co-obrachaidh a bhith ann, gu sònraichte am measg nam buidhnean com-pàirteach lìbhrigidh, agus taic ann do bhuidhnean gus sin a choileanadh • Gum bu chòir am pròiseas iarrtas a dhèanamh do Bhòrd na Gàidhlig a bhith nas fhasa is nas soilleire • Gum bu chòir tuilleadh fiosrachaidh a bhith air a roinn air na pròiseactan a tha am Bòrd a' maoineachadh (gus an urrainn do dhaoine pàirt a ghabhail annta)
3.5	Bha oifigearan a' cur fàilte air na molaidhean seo mar raointean far an gabh leasachadh a dhèanamh is a' moladh gun tèid obair a dhèanamh gus a bheil sgeamaichean taic-airgid a' Bhùird a' freagairt air seo.
3.6	Leis gu bheil còmhraidhean ann gu ro-innleachdail a thaobh na Gàidhlig aig ìre an Riaghaltais, agus co-chomhairle a' dol a thaobh prìomhachasan an ath Phlana Nàiseanta Gàidhlig, tha oifigearan a' moladh aig an ìre seo gum bi buidheann-obrach air a stèidheachadh am measg Buill is luchd-obrach a' Bhùird airson coimhead air mar a ghabhas a' bhuidheann freagairt air na teachdaireachdan a thàinig bhon cho-chomhairle maoineachaidh, is gu bheil seo co-chòrdail le atharraichean eile ann am prìomhachasan na buidhne is planaichean ro-innleachdail dhan Ghàidhlig.
3.7	Thathar a' moladh gum bi a' bhuidheann-obrach seo a' coinneachadh dà no trì thursan sna mìosan ri teachd, le dùil ri molaidhean a chur air beulaibh coinneamh a' Bhòrd-stiùiridh san Ògmhios 2021.
3.8	Tha oifigearan cuideachd an dùil gum bi a' bhuidheann-obrach seo a' coimhead air cruth na sgeama taic-airgid trì bhliadhna airson 2022-2025, ach gum bi moladh air a chur dhan Bhòrd-stiùiridh sa Ghearran airson bun-phrionnsabalan na sgeama seo.
3.9	Ged a bhios a' bhuidheann-obrach a' coimhead air cùisean sna mìosan ri teachd, tha cuid de mholaidhean a thàinig a-mach às a' cho-chomhairle a tha oifigearan an dùil a chur an gnìomh gu luath, nam measg: • A' cur barrachd taic air dòigh do bhuidhnean gus iarrtasan taic-airgid a chur a-steach tro na sgeamaichean againn • Lèirmheas a dhèanamh air an dòigh a tha sinn a' tomhas buaidh chàileachdail na h-obrach a tha sinn a' maoineachadh gus a bheil siostam freagarrach ann airson diofar shuidheachaidhean • A bhith nas luaithe a thaobh fios fhoillseachadh air-loidhne air pròiseactan taic-airgid a tha air taic-airgid fhaighinn bho na diofar sgeamaichean • Comhairle fhaighinn air riaghailtean is deagh-chleachdadh a thaobh fiosrachadh a tha ri fhaotainn mar phàirt de phròiseas iarrtasan-airgid airson dearbhadh far an ghabhadh cùisean a dhèanamh nas fhasa do thagraichean
4.0	**Moladh**
4.1	Gun tèid buidheann-obrach a stèidheachadh le riochdairean luchd-obrach is buill Bhòrd na Gàidhlig gus coimhead air mar as urrainnear molaidhean bho cho-chomhairle maoineachaidh a chur an gnìomh.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas**
	Cha bhi aig an ìre seo.
5.2	**Buaidhean air Luchd-obrach**
	Bidh aig cuid de luchd-obrach is buill pàirt a ghabhail sa bhuidheann-obrach, is bidh ùine aca ri thoirt seachad.
5.3	**Buaidhean air Trèanadh**
	Cha bhi aig an ìre seo.

5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra**
5.4.1	Bidh a' bhuidheann-obrach a' coimhead air mar a ghabhas am buidseat leasachaidh a chleachdadh ann an dòigh a bhios a' freagairt nas fheàrr air feumalachdan luchd-ùidhe ach cuideachd a' freagairt nas fheàrr air amasan Plana Chorporra a' Bhùird.
5.4.2	Bidh a' bhuidheann-obrach cuideachd a' cuideachadh le bhith a' coileanadh gnìomhan a' Phlana Chorporra: • "Bidh sinn a' brosnachadh dhòighean-obrach innleachdach air feadh ar n-obrach" • "Bidh sinn fosgailte agus cunntachail, agus sinn a' sgaoileadh fiosrachadh a tha furasta a thuigsinn gu tric agus gun dàil" • "Nì sinn cinnteach gu bheil na co-dhùnaidhean a nithear stèidhichte air fianais dhearbhte
5.5	**Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta**

AR N-ADHBHAR			
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	☐	Còraichean daonna	☒
Cultar	☒	Cultar	☒
Àrainneachd	☐	Àrainneachd	☐
Slàinte	☐	Slàinte	☐
Foghlam	☒	Foghlam	☐
Gnothachasan soirbheachail is ùr-ghnàthach			☒

5.6	**Buaidhean air Cliù**
	Mas urrainnear cur an gnìomh na molaidhean a tha air tighinn tron cho-chomhairle bidh seo a' cur ri cliù na buidhne.
5.7	**Buaidhean air Slàinte is Sàbhailteachd**
	Cha bhi gin ann.
5.8	**Buaidhean Laghail**
	Bidh seo a' cuideachadh a' Bhùird ann a bhith a' cur an gnìomh dleastanasan a' Bhùird fo Achd na Gàidhlig (Alba) 2005 is a' Phlana Nàiseanta Cànain Gàidhlig.
5.9	**Buaidhean air Co-ionannas**
	Cha bhi buaidh shònraichte ann.
5.10	**Buaidhean air an Àrainneachd**
	Cha bhi buaidh shònraichte ann.

Co-chonaltraidh Maoineachaidh 2020 – Geàrr iomradh air freagairtean

Geàrr-iomradh

Com-pàirtichean Lìbhrigidh

1. A bheil thu den bheachd gu bheil an lìonra chom-pàirtichean lìbhrigidh a th' ann an-dràsta èifeachdach agus a' toirt seachad luach an airgid ann a bhith a' lìbhrigeadh amasan Plana Corporra Bòrd na Gàidhlig?

2. A bheil thu den bheachd gu bheil taic ri fhaotainn bhon a' Bhòrd gus taic a chumail ris a' bhuidheann agaibh a bhith ag obair ann an com-pàirt le buidhnean eile, agus mur eil dè an taic a bhiodh thu smaoineachadh a bhiodh freagarrach?

3. A bheil thu den bheachd gu bheil taic ri fhaotainn bhon a' Bhòrd airson taic a chumail ris a' bhuidheann agaibh a thaobh goireasan is trèanadh a thaobh conaltradh is teicneòlas fiosrachaidh, agus mur eil de an taic a bhiodh thu smaoineachadh a bhiodh freagarrach?

4. A bheil thu den bheachd gu bheil an cothromachadh maoineachaidh a th' ann an-dràsta eadar com-pàirtichean lìbhrigidh, sgeamaichean maoineachaidh agus pròiseactan a gheibh taic bho Bòrd na Gàidhlig a' lìbhrigeadh prìomhachasan a' Phlana Nàiseanta Gàidhlig agus a' dèiligeadh ri feumalachdan na coimhearsnachd Ghàidhlig?

5. A bheil molaidhean sam bith agaibh a bhiodh leasachadh mar a tha Bòrd na Gàidhlig cumail taic ri bhuidhnean a tha lìbhrigeadh pròiseactan Gàidhlig?

Sgeamaichean maoineachaidh

6. A bheil thu den bheachd gu bheil na sgeamaichean maoineachaidh aig Bòrd na Gàidhlig an-dràsta a' dèiligeadh gu h-iomchaidh ri prìomhachasan a' Phlana Nàiseanta Gàidhlig agus na coimhearsnachd Gàidhlig, agus mura h-eil, dè na h-atharrachaidhean a bhiodh tu a' moladh gus an leasachadh?

7. A bheil sgeamaichean maoineachaidh Bòrd na Gàidhlig a' toirt cothrom gu leòr dhut fhèin no don bhuidheann agad taic a thoirt do na h-amasan agad ann an leasachadh na Gàidhlig? Mura h-eil, ciamar a mholadh tu dèiligeadh ri seo?

8. A bheil thu ag aontachadh ris na prionnsabalan maoineachaidh agus a bheil dad sam bith eile a bhiodh tu a' moladh gus an leasachadh?

9. A bheil molaidhean sam bith eile agaibh a bhiodh leasachadh sgeamaichean maoineachaidh Bòrd na Gàidhlig?

San fharsaingeachd

10. A bheil molaidhean sam bith eile agaibh a bhiodh leasachadh mar a tha Bòrd na Gàidhlig a' cleachdadh am buidseat leasachaidh aige?

Com-pàirtichean Lìbhrigidh

Ceist 1

A bheil thu den bheachd gu bheil an lìonra chom-pàirtichean lìbhrigidh a th' ann an-dràsta èifeachdach agus a' toirt seachad luach an airgid ann a bhith a' lìbhrigeadh amasan Plana Corporra Bòrd na Gàidhlig?

Tha	Gu ìre	Chan eil
5	2	5

** Tha na toraidhean sa bhogsa(ichean) seo air an togail bho blas na freagairtean, seach freagairt dìreach*

- Barrachd co-òrdanachadh eadar obair, leithid cùrsaichean Gàidhlig
- Barrachd fiosrachaidh air na tha diofar buidhnean com-pàirteach a dhèanamh
- Bu chòir a' prìomhachas a bhith ann teaghlaichean a thogail tro mheadhan na Gàidhlig, daoine ionnsachadh na cànan saor an-asgaidh, is ionadan/oifigearan Gàidhlig a bhith ann
- Bu chòir airgead dol gu ìre nas ionadail
- Bu chòir barrachd co-obrachadh a' dol eadar buidhnean is sin air am brosnachadh gu ro-innleachdail
- Bu chòir dreuchd stèidhichte anns gach sgìre a bhith ann, is taic-airgid eadar coimhearsnachdan a bhith cunbhalach
- Bu chòir lìonradh coimhead air togail comasan thar nan coimhearsnachdan
- Chan eil airgead air sgaoileadh ann an dòigh mòr gu leòr
- Coimhead air an lìonra tro sùilean is stiùir ro-innleachdail is leasachadh na Gàidhlig
- Coimhead air structaran nam buidhnean is far an gabh pàirtean dhiubh a thoirt còmhla
- Gu bheil an lìonra cur taic ri barrachd sgoiltean a tha tabhann FtMG
- Gu bheil taic-airgid bunaiteach feumail gus obair a chumail a' dol
- Nas èifeachdaiche nan robh iad ag obair mar lìonra
- Tachartasan is cothroman cleachdaidh airson daoine nas sìne na sgoilearan
- Taic do phàrantan airson cùrsaichean SMO a dhèanamh
- Taic ri barrachd sgìrean tron lìonra
- Taic tron lìonra seo ri fhaighinn do bharrachd buidhnean
- Taic-airgid a bharrachd dhan lìonradh feumail airson tuilleadh gnìomhan a choileanadh

Ceist 2

A bheil thu den bheachd gu bheil taic ri fhaotainn bhon a' Bhòrd gus taic a chumail ris a' bhuidheann agaibh a bhith ag obair ann an com-pàirt le buidhnean eile, agus mur eil dè an taic a bhiodh thu smaoineachadh a bhiodh freagarrach?

Tha	Gu ìre	Chan eil
6	1	3

- Barrachd conaltradh eadar buidhnean a tha faighinn taic is oifigearan a' Bhùird
- Barrachd luach air obair saor-thoileach
- Barrachd soillearachadh tro na sgeamaichean gu bheil iarrtasan ann an co-bhann air brosnachadh agus mar a thèid sin làimhseachadh

- Barrachd taic a dhìth airson buidhnean sna h-Eileanan a bhith ag obair còmhla (gu h-àraidh le cosgaisean nas motha a thaobh siubhal is àite-fuirich)
- Barrachd taic airson daoine sna h-Eileanan is na guthan aca a thogail
- Barrachd taic do bhuidhnean ann a bhith sireadh taic-airgid
- Bu chòir Bòrd na Gàidhlig barrachd co-òrdanachadh a dhèanamh eadar pròiseactan gus an urrainn bhuidhnean ag obair ann an com-pàirteachas
- Bu chòir cùisean a bhith nas soilleire a thaobh dè tha ri fhaighinn is cò dhà a tha e
- Bu chòir maoineachaidh a bhith ann do dhaoine òga airson Gàidhlig ionnsachadh is barrachd taic airson teaghlaichean is tràth-ìrean
- Fòram far am biodh fiosrachadh air sgaoileadh air pròiseactan a tha tachairt air am maoineachadh taobh-a-muigh Bòrd na Gàidhlig
- GLAIF a chumail a' dol
- Gum bi Bòrd na Gàidhlig moladh pròiseactan far a bheil beàrn ann is obair le buidhnean eile airson a chur an gnìomh
- Maoin Co-obrachaidh cumail a' dol
- Prìomhachas air taic a thoirt seachad do coimhearsnachdan làithreach
- Ro-innleachd ealain le Alba Chruthachail
- Tha taic do roinn nan tràth-bhliadhnaichean riatanach

Ceist 3

A bheil thu den bheachd gu bheil taic ri fhaotainn bhon a' Bhòrd airson taic a chumail ris a' bhuidheann agaibh a thaobh goireasan is trèanadh a thaobh conaltradh is teicneòlas fiosrachaidh, agus mur eil de an taic a bhiodh thu smaoineachadh a bhiodh freagarrach?

Tha	Gu ìre	Chan eil
2	2	

- Barrachd ceanglaichean a bhith ann eadar buidhnean ionadail
- Barrachd cothroman trèanaidh ri fhaighinn
- Barrachd lèirsinn a dhìth
- Barrachd taic le bhith conaltradh is dèanamh buidhnean coltach
- Barrachd taic trèanadh teicneòlas
- Bu chòir cùisean a bhith nas soilleire a thaobh cò tha maoineachadh dè eadar ùghdarrasan ionadail/BnG
- Bu chòir taic iomchaidh a bhith ann airson uairean daoine
- Bu chòir taic sònraichte mar seo a bhith ann nuair a tha seo a dhìth, cuideigin fhastadh/air cùmhnant thar buidhnean
- Nas soilleire a thaobh dè tha ri fhaighinn agus ciamar a gheibhear an taic
- Taic ionadail feumail

Ceist 4

A bheil thu den bheachd gu bheil an cothromachadh maoineachaidh a th' ann an-dràsta eadar com-pàirtichean lìbhrigidh, sgeamaichean maoineachaidh agus pròiseactan a gheibh taic bho Bòrd na Gàidhlig a' lìbhrigeadh prìomhachasan a' Phlana Nàiseanta Gàidhlig agus a' dèiligeadh ri feumalachdan na coimhearsnachd Ghàidhlig?

Tha	Gu ìre	Chan eil
2	3	6

- Barrachd co-òrdanachadh a thaobh clasaichean Gàidhlig gus a bheil iad leantainn cùrsa is sealltainn adhartais/luach
- Barrachd fòcas air cleachdadh na Gàidhlig ann an tachartasan/pròiseactan air am maoineachadh
- Barrachd taic a dhìth airson leasachadh na Gàidhlig
- Barrachd taic cunbhalach a dhìth do bhuidhnean coimhearsnachd
- Barrachd taic do luchd-labhairt fileanta
- Barrachd taic is iomairt sanasachd airson clann a chur gu FtMG
- Barrachd taic, agus air an lìbhrigeadh gu h-ionadail
- Bu chòir prìomhachasan a bhith air cleachdadh coimhearsnachd is san dachaigh
- Bu chòir tagraidhean lag air a bhith an diùltadh
- Chan eil gu leòr ann aig daoine nas sìne no aig ìre thar-ghinealach
- Chan eil gu leòr tachairt aig ìre coimhearsnachd ann an sgìrean dùthchail
- Coimhead as ùra air na slatan-tomhais càileachdail
- Cothromachd a dhìth eadar taic do choimhearsnachdan Gàidhlig is luchd-labhairt ùra, obair "bottom-up" le coimhearsnachdan a thaobh prìomhachasan
- Feumaidh taic a bhith ann a-rèir àireamh dhaoine a tha gabhail pàirt
- Seasmhachd maoineachaidh cudromach airson gnìomhan fad-ùine a choileanadh
- Taic airson dualchainntean ionadail
- Taic fad-ùine air a thabhann do bhuidhnean, is clàr-ama nas sùbailte ann airson nan sgeamaichean
- Taic gu leòr airson àitichean coinneachaidh is uairean daoine

Ceist 5

A bheil molaidhean sam bith agaibh a bhiodh leasachadh mar a tha Bòrd na Gàidhlig cumail taic ri bhuidhnean a tha lìbhrigeadh pròiseactan Gàidhlig?

- Barrachd conaltradh eadar Bòrd na Gàidhlig agus buidhnean ionnsachaidh
- Barrachd conaltradh is taic-airgid dha na h-Eileanan an Iar
- Barrachd co-roinn fiosrachaidh eadar buidhnean san lìonra agus buidhnean eile air dè tha dol gus beachdan brosnachadh
- Barrachd faicsinneach do BnG sna h-Eileanan
- Barrachd fòcas air tar-chur eadar-ghinealach agus rannsachadh
- Barrachd taic airson dreuchdan "air cùl ghnothach"
- Barrachd taic airson gu bheil seirbhisean com-pàirteach lìbhrigidh ri fhaighinn do gach sgoil a tha tabhann foghlam tro mheadhan na Gàidhlig

- Barrachd taic-airgid a dhìth air leasachadh na Gàidhlig
- Bòrd na Gàidhlig moladh pròiseactan far a bheil beàrn ann is obair le buidhnean eile airson an lìbhrigeadh
- Brosnachadh co-obrachadh eadar buidhnean a tha faighinn taic-airgid airson an aon seòrsa rud
- Coimhead as ùr air mar a tha airgead air an cumail gu deireadh na phròiseact
- Coimhead as ùr air slatan-tomhais measadh càileachdail airson obair
- Cumail a' dol le maoineachadh fad-ùine
- Dèanamh nas fhasa iarrtas a chur a-steach (nas lugha riaghailtean a thaobh buidhnean cur a-steach airson taic)
- Foillseachadh iarrtasan is aithisgean maoineachaidh (barrachd fios air pròiseactan a fhuair taic)
- Gluasad Bòrd na Gàidhlig dha na h-Eileanan an Iar no Eilean Sgitheanach
- Gu bheil na com-pàirtichean ag obair le sgoiltean gus planadh is measadh na h-obrach aca, is seo mar pàirt de measadh obair nan com-pàirtichean
- Leudachadh maoineachadh fad-ùine do bhuidhnean eile
- Ma tha Urras na Gàidhlig gu bhith ann, gu bheil coinneamhan cunbhalach ann eadar coimhearsnachdan airson bruidhinn air adhartais air far an tèid airgead a chur airson taic a chumail ri choimhearsnachdan Gàidhlig
- Ma tha Urras na Gàidhlig gu bhith ann, gu bheil e tòiseachadh aig ìre ionadail/bailtean suas an àite sgìre na h-Eileanan sìos, agus gum bi pròiseas co-chonaltraidh bliadhna ann airson a stèidheachadh
- Maoineachadh ann an themes (leasachadh, leudachadh no taic)
- Moladh coinneamhan adhartais is coinneamhan còmhla le Bòrd na Gàidhlig
- Obair leis an SQA airson gu bheil teisteanasan nàiseanta nas ruigsinneach do dh' oileanaich is luchd-ionnsachaidh inbhich
- Prìomhachas air obair "air an talamh" is airson ionadan Gàidhlig
- Prìomhachasan eadar-dhealaichte airson diofar sgìrean
- Ro-innleachd ealain is cultar eadar bhuidhnean agus ro-innleachd Eileanan
- Seisean fiosrachaidh aig tòiseach sgeama maoineachaidh gus bruidhinn air riaghailtean, mar a tha ann le specific grant
- Taic nas fad-ùine ri fhaighinn do phròiseactan

Sgeamaichean Maoineachaidh

Ceist 6

A bheil thu den bheachd gu bheil na sgeamaichean maoineachaidh aig Bòrd na Gàidhlig an-dràsta a' dèiligeadh gu h-iomchaidh ri prìomhachasan a' Phlana Nàiseanta Gàidhlig agus na coimhearsnachd Gàidhlig, agus mura h-eil, dè na h-atharrachaidhean a bhiodh tu a' moladh gus an leasachadh?

Tha	Gu ìre	Chan eil
4	1	2

- Barrachd ceangail eadar planadh ionadail is planadh nàiseanta
- Barrachd co-òrdanachadh ionadail bho BnG air pròiseactan a tha faighinn taic is ceanglaichean a thogail
- Barrachd luach le tachartasan beaga ionadail
- Barrachd taic "air an talamh" sa choimhearsnachd
- Barrachd taic airson curaicealaim àrd-sgoile, solar 3-18, trusadh is glèidheadh luchd-teagaisg, ASN agus cothroman 18+ airson obair/eile
- Barrachd taic airson obair Gàidhlig lìbhrigeadh
- Barrachd taic ri tràth-bhliadhnaichean
- Bu chòir prìomhachasan a bhith air togail teaghlach Gàidhlig, oifigearan cànan anns gach coimhearsnachd, ionadan Gàidhlig anns na coimhearsnachdan, cùrsaichean Gàidhlig saor an-asgaidh
- Freagairtean eadar-dhealaichte do dhiofar coimhearsnachdan
- Iomairt sanasachd anns na h-Eileanan is air a' Ghàidhealtachd airson ìomhaigh na Gàidhlig a thogail is misneachd Gàidheal a thogail.
- Leudachadh clàr-ama am Maoin Co-obrachaidh
- Nas soilleire air dè na phròiseactan a tha faighinn taic
- Oifigearan leasachaidh
- Ro-innleachd Ealain & Cultar agus Ro-innleachd Eileanan
- Seisean fiosrachaidh air prìomhachasan Bòrd na Gàidhlig aig tòiseach sgeama taic-airgid
- Siostam far a bheil an coimhearsnachd a' toirt stiùir air taic
- Tagraidhean lag a dhiùltadh is airgead a chur mu choinneamh prìomhachasan eile

Ceist 7

A bheil sgeamaichean maoineachaidh Bòrd na Gàidhlig a' toirt cothrom gu leòr dhut fhèin no don bhuidheann agad taic a thoirt do na h-amasan agad ann an leasachadh na Gàidhlig? Mura h-eil, ciamar a mholadh tu dèiligeadh ri seo?

Tha	Gu ìre	Chan eil
3		3

- Clàran-ama nas sùbailte airson gun urrainn dhaibh freagairt air pròiseactan eadar-dhealaichte
- Coimhead as ùr gum feum buidhnean 20% taic-airgid lorg iad fhèin
- Làthaireachd BnG (no ceangail nas làidire aig cuideigin) ri coimhearsnachdan sna h-Eileanan

- Ma tha rudeigin soirbheachail gum faigh e barrachd airgead no cothrom leudachadh an àite giorrachadh
- Nas soilleire a thaobh dè na chothroman maoineachaidh a tha ri fhaighinn
- Pròiseasan iarrtas is dearcnachaidh ro thoinnte
- Taic airson cosgaisean bunaiteach nas fheumaile na airson pròiseactan
- Taic airson dreuchdan nas fhaide, is e duilich daoine lorg airson dreuchd aon bhliadhna
- Taic airson siubhal is àite-fuirich airson na h-eileanan
- Taic ann airson buidhnean ùra
- Taic coitcheann airson eadar-theangachadh
- Taic do dhaoine òga gus Gàidhlig ionnsachadh is barrachd taic airson teaghlaichean is na tràth-ìrean

Ceist 8

A bheil thu ag aontachadh ris na prionnsabalan maoineachaidh agus a bheil dad sam bith eile a bhiodh tu a' moladh gus an leasachadh?

Tha	Gu ìre	Chan eil
3		4

- Barrachd cuideam air tar-chur eadar-ghinealach is rannsachadh
- Barrachd fòcas air mar a tha pròiseactan ag obair còmhla, ionnsachadh a' dol gu cleachdadh
- Barrachd obair ann an com-pàirteachas airson luach an airgid a bhrosnachadh is ceanglaichean a thogail le coimhearsnachdan is luchd-ionnsachaidh
- Bu chòir neartachadh na Gàidhlig a bhith ann an àite fàs
- Coimhead air mar a tha aithisgean maoineachaidh freagairt air pròiseact/coimhearsnachdan a tha air am frithealadh leotha
- Coimhead as ùr air na slatan-tomhais càileachdail agus coimhead orra gu h-ionadail
- Coimhead as ùr air prionnsapal gum bi ìsleachadh taic-airgid ann bliadhna-air-bliadhna
- Feumar coimhead air cosgaisean lìbhrigidh slàn ann an comas ri taic BnG
- Gu bheil beachdachadh air luach an airgid a' toirt fa-near suidheachaidhean ionadail
- Gun tèid maoineachadh riaghladh leis a' choimhearsnachd
- Prionnsabalan 's dòcha ro farsaing – ach 's dòcha nas dlùithe air gach sgeama
- Taic airson pròiseactan ùra feuchainn ged nach eil toraidhean air a ghealltainn

Ceist 9

A bheil molaidhean sam bith eile agaibh a bhiodh leasachadh sgeamaichean maoineachaidh Bòrd na Gàidhlig?

- Barrachd mìneachadh far a bheil suim airgead nas lugha air am moladh bho iarrtas is cuin/carson a tha sin a' tachairt
- Barrachd obair airson gu bheil cothromachd ann eadar sgìrean a thaobh planadh ionadail/nàiseanta is far a bheil maoineachadh air toirt seachad
- Barrachd taic do bhuidhnean a chuireas taic ri cothroman do chloinne, gu sònraichte airson barrachd brosnachadh FtMG

- Barrachd taic do choimhearsnachdan na "ionadan mòra"
- Bu chòir co-dhùnaidhean maoineachaidh air a bhith an dèanamh le luchd-rannsachaidh is eòlaichean
- Cothrom do luchd-iarrtais bruidhinn ri Bòrd na Gàidhlig mun iarrtas aca ma tha pròiseactan nas motha ann
- Faighneachd beachdan air daoine neo-proifeasanta sa choimhearsnachd
- Fiosrachaidh nas soilleire air dè tha ri fhaighinn do bhuidhnean
- Gu bheil e feumail pròiseactan fad-ùine a dhìon
- Leasachadh bho coimhearsnachdan suas
- Nas lugha airgead air cuirmean is duaisean, is ma tha iad ann gu bheil iad tachairt nas fhaisge air coimhearsnachdan Gàidhlig
- Planaichean eadar-dhealaichte a dhìth airson na h-Eileanan is bailtean
- Pròiseas dearcnachaidh nas làidire air pròiseactan gus dearbhadh gun do choilean iad na thuirt iad
- Sealladh air an làrach-lìn air pròiseactan a fhuair taic roimhe le dealbhan
- Taic a bharrachd ann airson seasmhachd cànan is taobh a-muigh buidseatan sònraichte
- Taic do dhaoine airson "tilleadh" dhan chànan
- Taic-airgid do choimhearsnachdan far a bheil prìomhachas air a Ghàidhlig a thaobh sgoil ("Gaelic-first")
- Taic-airgid nas fad-ùine do phròiseactan coimhearsnachd

Beachdan san fharsaingeachd

Ceist 10

A bheil molaidhean sam bith eile agaibh a bhiodh leasachadh mar a tha Bòrd na Gàidhlig a' cleachdadh am buidseat leasachaidh aige?

- A' brosnachadh com-pàirtichean
- Àrd-sgoil Gàidhlig sna h-Eileanan
- Barrachd taic airson fileantachd Gàidhlig brosnachadh do chloinn is taic-airgid do phàrantan airson seo agus ionnsachadh iad fhèin
- Coimhead air an riaghailt a thaobh ìre taic-airgid as àirde (80%)
- Cothromachd eadar ro-innleachd nàiseanta is lìbhrigeadh air an talamh
- Cothroman do dh' inbhich Gàidhlig a chleachdadh taobh a-muigh clas
- Gàidhlig nas làidire air curraicealam na sgoile nàiseanta
- Gearradh air an "bureaucracy"
- Gu bheil co-dhùnaidhean maoineachaidh is air riaghailtean beachdachadh air coimhearsnachdan ionadail is feumalachdan aca
- Gum bu chòir cuideigin a bhith stèidhichte anns gach baile no sgìre is taic air-loidhne ann dhaibh, is measadh air èifeachdas
- Maoineachadh nas lugha de phròiseactan, ach barrachd pròiseactan ro-innleachdail gu seasmhach
- Sùil nas fharsainge na foghlaim
- Taic do luchd-ionnsachaidh airson bogadh cànan fhaighinn agus cùrsaichean air-loidhne a dh' ionnsaigh teisteanasan nàiseanta (gu sònraichte a thaobh èisteachd)
- Taic do sgìrean "Gaelic-first" le tachartasan coimhearsnachd

- Taic do trèanadh tidsearan tràth-bhliadhnaichean
- Taic GLAIF a chleachdadh air tachartasan ionadail/tràth-bliadhnaichean
- Taic-siubhal do sgoilearan FtMG taobh a-muigh catchment sgoile
- Tòiseachadh le luchd-labhairt fileanta

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	02.02.2021
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	5.1

Tiotal a' Phàipeir	Bogadh do Luchd-obrach Foghlaim 2021-22	
Moladh do Bhuill	Ri Aontachadh	
Neach-labhairt:	Jim Whannel, Stiùiriche Foghlaim	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba-stiùiridh	19.01.21	Ri Aontachadh
Pàipear-taice air a cheangal ris	Chan eil	

1.0	**Adhbhar**
1.1	Gus cothrom nàiseanta a chruthachadh do luchd-obrach a th' ann am Foghlam tro mheadhan na Beurla a bhith a' gluasad gu Foghlam tron Ghàidhlig às dèidh dhaibh cùrsa bogaidh a dhèanamh gu soirbheachail. Bhiodh seo a' gabhail a steach luchd-teagaisg agus luchd-obrach ann an sgoiltean-àraich.
2.0	**Cùl-fhiosrachadh**
2.1	Chaidh pàipear le molaidhean a thaobh bogadh airson luchd-teagaisg clàraichte a chur air adhart agus aontachadh aig a' Chomataidh Poileasaidh is Ghoireasan air 28/01/2020. Airson seisean 2020-21 thabhainn sinn air ùghdarrasan ionadail, cothroman airson luchd-teagaisg clàraichte àiteachan maoinichte fhaighinn air cùrsaichean ann an: ➢ Oilthigh na Gàidhealtachd agus nan Eilean (SMO agus Colaisde a' Chaisteil) agus ➢ Oilthigh Ghlaschu. Fhuaireadh aonta a-rithist ann am prionnsapal bho na trì solaraichean a thaobh luchd-obrach freagarrach a bhith a' dèanamh nan cùrsaichean bogaidh aca an an seisein 2021-22. Bhuail Covid-19 air an àireamh de luchd-teagaisg a fhuair an cothrom a thighinn air cùrsaichean bogaidh ann an seisean 2020-21 (leis nach robh gach Ùghdarras Ionadail deònach luchd-teagaisg a leigeil a-mach às an sgoil airson cùrsaichean trèanaidh làn-thìde). Tha coltas ann gum bi seo a' leantainn air adhart airson seisean 21-22. Mar sin dheth chan eil sinn an dùil gum bidh na h-àireamhan a tha a' sireadh àiteachan a' dol am meud gu mòr. Fhuair a h-uile tagraiche an cothrom a dhol air cùrsa bogaidh ann am 20-21. Ma thèid am pàipear seo aontachadh leis a' Chomataidh, obraichidh an Sgioba Foghlaim le oifigearan Ùghdarrais Ionadail fa leth gus tagraichean freagarrach a chomharrachadh airson nan cùrsaichean seo. Mar a thachair ann am bliadhnachan eile, feumaidh gealltanas a bhith ann, gun rachadh an obair aca a ghluasad bho Fhoghlam tron Beurla gu Foghlam tron Ghàidhlig, às dèidh dhaibh an cùrsa a choileanadh gu soirbheachail. Tro chòmhraidhean proifeiseanta le diofar Ùghdarrasan Ionadail tha sinn mothachail gu bheil e gu math dùbhlanach Oifigearan Leasachadh Chloinne fhastadh airson beàrnan ann an sgoiltean-àraich Foghlam tron Ghàidhlig, agus mar thoradh air sin mholamaid gun tèid an sgeama a leudachadh do dh'Oifigearan Leasachadh Chloinne cuideachd.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	Às dèidh don Chomataidh am moladh seo aontachadh, obraichidh Sgioba an Fhoghlaim le oifigearan eile aig Bòrd na Gàidhlig agus aig Ùghdarrasan Ionadail gus cosgaisean obrachadh a-mach airson thagraichean.
4.0	**Moladh**

4.1	1. Gun aontaich a' Chomataidh gun tèid loidhne buidseit GLAIF-GIFT a chleachdadh, anns a bheil buidseat bliadhnail de £175k, airson a bhith a' toirt seachad chùrsaichean do luchd-obrach a' cleachdadh frèam-obrach airson gach tagraiche coltach ris an fhear a bh' ann airson GIFT (m.e. cosgaisean airson luchd-obrach ionaid agus cìsean cùrsa.) 2. Nì oifigearan nan Ùghdarrasan Ionadail iarrtas airson taic-airgid don Ùghdarras tro iarrtas GLAIF. 3. Tha am moladh airson dòigh lìbhrigidh eadar-amail airson seisean 2021-22 a-mhàin aig an ìre seo. 4. Gheibh a' Chomataidh fiosrachadh ùraichte mu sholarachadh aig an ath choinneimh dhen Chomataidh Poileasaidh is Ghoireasan às dèidh do dh'Ùghdarrasan Ionadail aontachadh air lìbhrigeadh cùrsa le Sgioba Foghlaim Bhòrd na Gàidhlig. Bu chòir toirt fa-near gum bi sinn a' moladh airson a' chiad uair gum bidh cothroman bogaidh fosgailte an dà chuid do luchd-teagaisg (clàraichte aig an CCTA/GTCS) agus do dh'Oifigearan Leasachadh Chloinne (clàraichte le CSSA/SSSC). 5. Bidh an sgeama bogaidh nàiseanta a-nis fosgailte do luchd-obrach ann an sgoiltean-àraich leis na dearbh chumhaichean seirbheis 's a bha ann airson luchd-teagaisg m.e. Oifigearan Leasachadh Chloinne ann an dreuchdan ann am FtB a' gluasad do dhreuchdan ann am FtG anns an Lùnastal 2022, às dèidh dhaibh an cùrsa bogaidh a choileanadh gu soirbheachail
5.0	**Prìomh Bhuaidhean Ro-innleachdach**
5.1	**Buaidhean air Ionmhas**
	Mholamaid gun cleachdar an sruth-ionmhais airson GLAIF - GIFT airson an sgeama a mhaoineachadh.
5.2	**Buaidhean air Luchd-obrach**
	Ùine bhon Sgioba Foghlaim / Sgioba Planadh Cànain is Leasachaidhean Coimhearsnachd airson an sgeama a chur an dòigh.
5.3	**Buaidhean air Trèanadh**
	Cha bhi buaidh ann.
5.4	**Ceanglaichean ri Amasan Ro-innleachdail agus Corporra**
	Tha am moladh seo a' cur ris an amas: Gum bi barrachd chothroman ann do dhaoine aig aois sam bith na sgilean Gàidhlig aca a thoirt air adhart agus gum bi e nas fhasa dhaibh na cothroman sin a ghabhail.
5.5	**Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta**

AR N-ADHBHAR	**AR LUACHAN**
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach

AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	☐	Clann	☒
Cultar	☐	Coimhearsnachdan	☒
Àrainneachd	☐	Bochdainn	☐
Slàinte	☐	Eadar-nàiseanta	☐
Foghlam	☒	Eaconamaidh	☐
Gnothachasan soirbheachail is ùr-ghnàthach			☐

5.6	**Buaidhean air Cliù**
	A' neartachadh ìomhaigh a' Bhùird gu nàiseanta, le àireamh an luchd-teagaisg ann am FtG a' leudachadh, mar thoradh an sgeama seo.
5.7	**Buaidhean air Slàinte is Sàbhailteachd**
	Cha bhi buaidh ann.
5.8	**Buaidhean Laghail**
	Cha bhi buaidh ann.

5.9	**Buaidhean air Co-ionannas**
	Cha bhi buaidh ann.
5.10	**Buaidhean air Àrainneachd**
	Cha bhi buaidh ann

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	02.02.21
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	5.2

Tiotal a' Phàipeir	Ath-sgrùdadh air an Stiùireadh Reachdail	
Moladh do Bhuill	Ri Aontachadh	
Neach-labhairt:	Jim Whannel, Stiùiriche Foghlaim	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
Sgioba-stiùiridh	19.01.21	Ri Aontachadh
Pàipear-taice air a cheangal ris	Chan eil	

1.0	**Adhbhar**
1.1	'S e adhbhar na h-aithisg seo cothrom a thoirt do Bhuill na Comataidh beachdachadh air moladh gun tèid ath-sgrùdadh a chur air dòigh air buaidh an Stiùiridh Reachdail.
2.0	**Cùl-fhiosrachadh**
2.1	Tha an Stiùireadh Reachdail seo air ullachadh le Bòrd na Gàidhlig fo Earrann 9 de dh'Achd na Gàidhlig (Alba) 2005 agus tha dà phrìomh phàirt ann. Ann am Pàirt 1 tha stiùireadh ann a tha gu sònraichte co-cheangailte ri Achd an Fhoghlaim (Alba) 2016 agus mu phròiseas nan tagraidhean airson foghlam bun-sgoile tron Ghàidhlig (FBG) agus mun dleastanas a th' air ùghdarrasan foghlaim gus taic a thoirt do dh'fhoghlam Gàidhlig agus a chur air adhart.. Ann am Pàirt 2 tha stiùireadh a bharrachd ann co-cheangailte ri mar a thèid foghlam Gàidhlig a lìbhrigeadh ann an sgoiltean. Feumaidh ùghdarrasan poblach na h-Alba aire a thoirt don Stiùireadh Reachdail nuair a tha na dleastanasan aca a' buntainn ri foghlam Gàidhlig no lìbhrigeadh foghlam Gàidhlig, a' gabhail a-steach FtG. Mar sin, tha ceanglaichean ann eadar an Stiùireadh seo agus prìomh sgrìobhainnean reachdail eile a bhuineas ris a' Ghàidhlig, leithid a' Phlana Cànain Nàiseanta Ghàidhlig agus an Stiùireadh air Deasachadh Phlanaichean Gàidhlig, dà sgrìobhainn a thèid fhoillseachadh fo Achd na Gàidhlig (Alba) 2005.
3.0	**Prìomh Aithris/Fiosrachadh**
3.1	Às dèidh dhan Chomataidh am moladh seo aontachadh, cuiridh Sgioba an Fhoghlaim coinneamh air dòigh sa Ghearran 2021 airson pròiseas an Ath-sgrùdaidh a thòiseachadh.
4.0	**Moladh**
4.1	1. Gun aontaich buill na Comataidh ath-sgrùdadh air an Stiùireadh Reachdail a chur an dòigh. 2. Gum bi riochdairean aig coinneamh an ath-sgrùdaidh às na buidhnean a leanas: ➢ Foghlam Alba ➢ Sgioba an Riaghaltais ➢ Comhairlean a bha an sàs ann an deasachadh an Stiùiridh Reachdail, leithid Comhairle Baile Ghlaschu ➢ Comann nam Pàrant ➢ Buidhnean iomchaidh sam bith eile, a mholar leis na buidhnean a dheasaich an Stiùireadh Reachdail bho thùs 3. Gun tèid Geàrr-chunntas bhon choinneimh ath-sgrùdaidh, còmhla ri fios a bharrachd air molaidhean sam bith, air ais don ath choinneimh dhen Chomataidh Poileasaidh is Ghoireasan airson deasbaid a bharrachd.
5.0	**Prìomh Bhuaidhean Ro-innleachdach**

5.1	**Buaidhean air Ionmhas**			
	Cha bhi buaidh ann aig an ìre seo.			
5.2	**Buaidhean air Luchd-obrach**			
	Taic leantainneach bhon Stiùiriche Foghlaim.			
5.3	**Buaidhean air Trèanadh**			
	Cha bhi buaidh ann.			
5.4	**Ceanglaichean ri Amasan Ro-innleachdail agus Corporra**			
	Tha am moladh seo a' cur ris a' gnìomh: "A' toirt comhairle seachad air poileasaidhean agus a' toirt stiùireadh don obair gus ro-innleachdan a dhealbh airson foghlam na Gàidhlig."			
5.5	**Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta**			
	AR N-ADHBHAR		**AR LUACHAN**	
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
	AR LUACHAN BUILEAN NÀISEANTA			
	Còraichean daonna	☐	Clann	☒
	Cultar	☐	Coimhearsnachdan	☒
	Àrainneachd	☐	Bochdainn	☐
	Slàinte	☐	Eadar-nàiseanta	☐
	Foghlam	☒	Eaconamaidh	☐
	Gnothachasan soirbheachail is ùr-ghnàthach			☐
5.6	**Buaidhean air Cliù**			
	1. Neartaichear ìomhaigh a' Bhùird, mar bhuidheann a tha a' meòrachadh gu proifeiseanta air na dleastanasan foirmeil aige. 2. Neartaichear ìomhaidh a' Bhùird mar bhuidheann a tha a' leasachadh na h-obrach aige gu soirbheachail, mar thoradh air fèin-luachadh èifeachdach.			
5.7	**Buaidhean air Slàinte is Sàbhailteachd**			
	Cha bhi buaidh ann.			
5.8	**Buaidhean Laghail**			
	Cha bhi buaidh ann.			
5.9	**Buaidhean air Co-ionannas**			
	Cha bhi buaidh ann.			
5.10	**Buaidhean air Àrainneachd**			
	Cha bhi buaidh ann.			

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	02/02/2021
Àite:	Air Loidhne
Nì a' Chlàir-ghnothaich	06.1

Tiotal a' Phàipeir	Suirbhidh luchd-obrach 2021	
Moladh do Bhuill	Airson Fiosrachadh	
Neach labhairt:	Louise NicIlleathain	
Cùrsa Riaghlachais airson na h-Aithris	**Ceann-latha na Coinneimh**	**Seòrsachadh na h-Aithris**
-	-	-
Pàipear-taice air a cheangal ris	Chan eil	

1.0	**Adhbhar**	
1.1	Airson fiosrachadh a thoirt do bhuill na Comataidh Poileasaidh is Goireasan mu dheidhinn suirbhidh luchd-obrach Bhòrd na Gàidhlig 2021.	
2.0	**Cùl-fhiosrachadh**	
2.1	Thathas air an aon suirbhidh cunntas bheachd an luchd obrach a ruith ann an 2018, 2019 agus 2020.	
2.2	Chaidh mòran obair a dhèanamh stèidhichte air na toraidhean bho na bliadhnaichean a dh'fhalbh agus thathas a' cumail oirnn leasachaidhean a dhèanamh stèidhichte air na toraidhean. Tha gnìomhan anns a' phlana leasachaidh a thàinig bho shuirbhidh 2020 agus tha gnìomhan anns a' phlana gnìomh 2021/22 a' cleachdadh toraidhean an t-suirbhidh mar slatan-tomhais.	
3.0	**Prìomh Aithris/Fiosrachadh**	
3.1	Thèid an aon ceisteachan a ruith a-rithist anns a' Ghiblean 2021. Bidh an ceisteachan fosgailte airson cola-deug agus thèid aithisg a dhèanamh air na toraidhean anns an aon cruth gus am bi e nas fhasa coimeas a dhèanamh eadar na bliadhnaichean.	
3.2	Tha an obair air leth cudromach don bhuidhinn gus a' cur ri fosgailteachd agus conaltradh taobh a-staigh na buidhne.	
4.0	**Moladh**	
4.1	Gun toir na buill fa-near an fhiosrachadh anns a' phàipear seo.	
5.0	**Prìomh Bhuaidhean Ro-innleachdach**	
5.1	**Buaidhean air Ionmhas**	
	Bidh sinn a' cleachdadh cunnradair taobh a-muigh na buidhne airson an aithisg a chur ri chèile.	
5.2	**Buaidhean air Luchd-obrach**	
	Bidh seo a' toirt cothrom don luchd-obrach a bhith a' cur beachdan air adhart don bhuidhinn.	
5.3	**Buaidhean air Trèanadh**	
	Cha bhi buaidh air trèanadh ri linn na h-obrach seo.	
5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra**	
	Tha seo a' cur ri ar n-amas corporra 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 seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
	AR LUACHAN BUILEAN NÀISEANTA			
	Còraichean daonna	☐	Clann	☐
	Cultar	☐	Coimhearsnachdan	☐
	Àrainneachd	☐	Bochdainn	☐
	Slàinte	☐	Eadar-Nàiseanta	☐
	Foghlam	☐	Eaconamaidh	☐
	Gnothachasan soirbheachail is ùr-ghnàthach			☒
5.6	**Buaidhean air Cliù**			
	Cuiridh seo ri cliù na buidhne le a bhith fosgailte agus a' cur ri conaltradh taobh a-staigh na buidhne.			
5.7	**Buaidhean air Slàinte is Sàbhailteachd**			
	Cha bhi buaidh air slàinte is sàbhailteachd.			
5.8	**Buaidhean Laghail**			
	Cha bhi buaidh laghail ann.			
5.9	**Buaidhean air Co-ionannas**			
	Cha bhi buaidh air co-ionnanas.			
5.10	**Buaidhean air Àireannachd**			
	Cha bhi buaidh air àireannachd.			

For	Policy and Resources Committee
Date of Meeting	02/02/2021
Location:	Online
Item on Agenda	6.2

Title	Policy for Identification and Treatment of Information Considered to be Confidential or Highly Sensitive	
Request	For Approval	
Spokesperson	Louise Maclean, Operations Manager	
Governance route for the report	**Date**	**Type of Governance**
Leadership Team	05/08/2020	For approval
Appendices	Yes – Appendix 1 – Confidentiality Policy	

1.0	**Adhbhar/Reason**
1.1	The purpose of this paper is to present the draft Confidentiality Policy to the Policy and Resources Committee. The paper is in English as the draft policy is in English. It was prepared by an external organisation. Once approved, the statement will be translated to Gaelic.
2.0	**Cùl-fhiosrachadh/Background**
2.1	Bòrd na Gàidhlig moved to holding board and committee meetings online and open to the public in May 2020. This includes making available the majority of the papers for meetings online as well.
3.0	**Prìomh Aithris/Fiosrachadh / Main points**
3.1	The policy sets out how to categorise information and the systems to ensure that it is handled appropriately.
3.2	BnG already has a Data Security and Information Risk Policy and as the next stage of development, this will be revised and updated and brought to the Committee.
4.0	**Moladh /Recommendation**
4.1	The Committee is requested to: - Consider the policy, make recommendations for improvement as appropriate; - Approve the policy.
5.0	**Prìomh Bhuaidhean Ro-innleachdach/ Key Strategic Impacts**
5.1	**Buaidhean air Ionmhas/Impact on Finance**
	Minimal impact
5.2	**Buaidhean air Luchd-obrach/Impact on Staff**
	The policy will provide guidance to staff on how to deal appropriately with different categories of information.
5.3	**Buaidhean air Trèanadh/ Impact on Training**
	Once approved, there will be training on how to ensure compliance with the policy.

5.4	**Ceanglaichean ri Amasan Ro-innleachadh agus Corporra/Links to Strategic and Corporate Aims**
	Corporate Plan Aim: 4 That Bòrd na Gàidhlig will continue to improve how it works.
5.5	**Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta/ Links to the National Performance Framework**
	n/a
5.6	**Buaidhean air Cliù/Impacts on Reputation**
	It is important the BnG continues to demonstrate improvement and this policy supports the move to holding committee and board meetings in public.
5.7	**Buaidhean air Slàinte is Sàbhailteachd/Impacts on Health and Safety**
	n/a
5.8	**Buaidhean Laghail/Legal Impacts**
	There are a number of legal requirements, particularly relating to GDPR, which will be met by following this policy.
5.9	**Buaidhean air Co-ionannas/Impacts on Equality**
	n/a
5.10	**Buaidhean air Àrainneachd/Impacts on the Environment**
	n/a

Policy for Identification and Treatment of Information Considered to be Confidential or Highly Sensitive

Introduction

Confidentiality and the way in which it applies to information is governed by Scots law and can be very complex. For information to be legitimately confidential, it must either satisfy a claim to maintaining the confidentiality of communications (such as information subject to legal professional privilege) or have the necessary quality of confidence.

It is often difficult to know whether information constitutes confidential information. Additionally, there is other information which may have a degree of sensitivity and therefore, in practice, should be considered confidential.

The purpose of this policy is to identify information in Bòrd na Gàidhlig that is considered to be of a confidential nature and to establish guidelines for the storage and use of that confidential information thereby increasing employee awareness of the risks of loss or misuse.

Background

There is a need to establish a system of classification of information across Bòrd na Gàidhlig. Bòrd na Gàidhlig has adopted the UK Government Security Classifications, which simplifies previously existing structures. There are 3 levels:

- Official - the majority of information that is created or processed by the public sector. This includes routine business operations and services, some of which could have damaging consequences if lost, stolen or published in the media, but are not subject to a heightened threat profile;
- Secret - Very sensitive information that justifies heightened protective measures to defend against determined and highly capable threat actors. For example, where compromise could seriously damage military capabilities, international relations or the investigation of serious organised crime;
- Top Secret – Her Majesty's Government's most sensitive information requiring the highest levels of protection from the most serious threats. For example, where compromise could cause widespread loss of life or else threaten the security or economic wellbeing of the country or friendly nations.

Information that is unclassified effectively has no restriction and therefore should be considered public.

Bòrd na Gàidhlig is very unlikely to hold any information that constitutes a Secret or Top-Secret classification. Therefore, to provide some differentiation between routine, operational information that may be generally accessible by those who work in the organisation, and that which may be more sensitive or considered confidential and should have more restricted access, Bòrd na Gàidhlig also uses Official-Sensitive. This designation is outlined in the classification scheme guidance. Information that is considered confidential should always be classified and marked as Official Sensitive.

On no account should Bòrd na Gàidhlig information be marked as Confidential unless it has been legally certified as being of a genuinely confidential nature. It should be noted that Confidential is no longer a security classification and therefore information should be marked as Official-Sensitive-Confidential.

On receipt of any third-party information that is marked as confidential, the sender should always be informed that Bòrd na Gàidhlig is unable to hold the information on that basis, and the classification should be replaced with Official Sensitive. This does **not** mean that some types of information should not be treated as if it is confidential, and further details are provided below.

Policy statement

Bòrd na Gàidhlig recognises that the loss, theft or leaking of personal data and other information that is considered to be of a confidential nature can have devastating consequences for individuals and cause severe financial and reputational damage to the organisation, including possible legal action and fines. It is therefore essential that employees and Board Members do not misuse information that has a security classification of Official or above. Employees are covered by a Confidentiality Agreement signed on appointment and Board Members are covered by a Code of Conduct which covers this subject. Employees should note that they remain covered by this Agreement after their employment with Bòrd na Gàidhlig is terminated for any reason.

Suppliers and contractors are addressed through Bòrd na Gàidhlig standard terms and conditions.

Definitions

Information that is considered to be of a confidential nature generally consists of information not freely available in the public domain about a person or an entity that, if disclosed, lost, altered, corrupted or misused could cause significant harm to the person, entity or Bòrd na Gàidhlig. Bòrd na Gàidhlig is bound by law or contract to protect some types of information that is considered confidential, e.g. under the General Data Protection Regulation or Data Protection Act 2018.

Freedom of Information (Scotland) Act 2002

The Freedom of Information (Scotland) Act 2002 gives a general right of access to all types of recorded information held by public authorities, sets out exemptions from that right and places a number of obligations on public authorities. Any person who makes a request to a public authority for information is entitled to receive that information, subject to exemptions relating to confidentiality etc.

Information may be withheld where Bòrd na Gàidhlig considers that the disclosure may fall within one of the exemptions contained in the Act. For example, Bòrd na Gàidhlig may withhold information if its disclosure would breach the law of confidentiality or substantially prejudice the commercial interests of any person or organisation. Bòrd na Gàidhlig will also withhold information which is personal data under the General Data Protection Regulation where disclosure would breach one or more of the data protection principles or would cause substantial and unwarranted damage or distress. Regardless of security classification, Bòrd na Gàidhlig must consider the applicability (or continued applicability) of an exemption at the time the request is made.

Non-Disclosure Agreements

Bòrd na Gàidhlig does not generally enter into non-disclosure agreements (NDAs) and appropriate legal advice must be taken before entering into any type of agreement that places a restriction on the disclosure of information. NDAs are not recognised by FOI or Environmental Information (Scotland) Regulations 2004 (EIRs), and information being requested can only be withheld if one or more of the exemptions (or exceptions under the EIRs) applies. As stated above, the confidentiality exemption can only be applied where the information is of a genuinely confidential nature and, by law, this requires a number of criteria to apply.

All staff should be aware that should they enter into an NDA that relates to information the

organisation is subsequently compelled to disclose, that disclosure is likely to be considered a breach of contract by the other party to the NDA and penalties are likely to be imposed.

Information that should be considered to be of an official-sensitive nature in the context of Bòrd na Gàidhlig includes but is not limited to:

Personal information	personal data about a living person who can be identified by that information, either by itself or in combination with other data
	payroll records, salary, pension and benefits information (other than SMT/Board published pay in the annual report and as required by law)
	national Insurance numbers, driver's licence numbers, other personal identification data, passport numbers
	credit and debit card numbers and information, financial account information
	personnel records, including information regarding an employee's work history, CV, qualifications, salary and salary grade, benefits, length of service, performance appraisal and discipline (other than SMT/Board published pay in the annual report and as required by law)
	individual reference and criminal background check information
	individual conflict of interest information (other than SMT/Board public register of interests)
	individually identifiable biometric information
Organisational finance information	credit and debit card numbers and information, and financial account information about suppliers
	credit and debit card numbers and information, and financial account information about suppliers about organisations or individuals applying for grants or funding
Security details	computer system passwords and security codes
	door or premises access codes or other information which would compromise security
Documents, records and other data	unpublished research data
	unpublished reports, strategies, policy documents and Board papers
	grant applications
	legal advice from lawyers
	detailed budgetary, departmental, or corporate planning information
	non-public financial, procurement, health & safety, audit, insurance and claims information
	sensitive committee or meeting minutes
	internal fraud investigation information, litigation, audit and enquiry information
	proprietary or intellectual property in which Bòrd na Gàidhlig asserts ownership that is created by employees in connection with their work
	all information, materials, data and records designated confidential by law.
	credit and other checks on third party companies or individuals
	correspondence between the Scottish Ministers and Bòrd na Gàidhlig

	Board/SMT members
	any information, document or file marked as "Official-Sensitive" or higher classification in order to protect it and restrict access to it

Using security classifications

Additional security of highly sensitive documents can be achieved by password-protecting them and only sharing the password with intended recipients.

To save a document in SharePoint and all file servers within the organisation and all file servers within the organisation and add a password:

1. Select "Save as"
2. In the lower left corner select "Tools" then "General options"
3. Enter a "Password to open" and click "OK"

Guidelines for handling information considered confidential

1. All employees and Board Members who are required to handle information that is of a confidential nature must safeguard such information and only use it or disclose it as expressly authorised or specifically required in the course of performing their specific duties.

2. Misuse of information that is considered to be of a confidential nature can be intentional (acts and/or omissions), or a product of negligence. Misuse includes but is not limited to:
    - accessing information not directly relevant to the employee's specifically assigned tasks
    - disclosing, discussing and/or providing information considered to be confidential to any individual not authorised to view or access that data, including but not limited to third parties, other employees, stakeholders, public and media
    - reckless, careless, negligent, or improper handling, storage or disposal of data considered to be confidential, including electronically stored and/or transmitted data, printed documents and reports containing information considered to be confidential
    - deleting or altering information without authorisation
    - generating and/or disseminating false or misleading information, and
    - using information viewed or retrieved from the systems for personal or any other unauthorised or unlawful use.

3. Employees who have been assigned personal access codes and passwords to work with systems that generate, store or manage information considered to be of a confidential nature bear the responsibility for preserving the complete confidentiality of such codes to ensure against unauthorised use by any other person.

4. Employees who have any reason to believe or suspect that someone else is using their personal access codes must immediately notify their line manager.

5. Employees are expected to:
    - identify information considered to be confidential and materials with an appropriate information security classification

- proactively seek information regarding and comply with any restrictions on the use, administration, processing, storage or transfer of the information considered to be confidential in any form, physical or electronic
- learn about and comply with any procedures regarding the appropriate handling of such information and materials
- understand their responsibilities related to information security

6. Employees who have access to information that is considered to be of a confidential nature are expected to know and understand associated security requirements, and to take measures to protect the information, regardless of the data storage medium being used, e.g., printed media (forms, work papers, reports, books), computers, data/voice networks, physical storage environments (offices, filing cabinets, drawers), and magnetic and optical storage media (hard drives, diskettes, tapes, CDs, flash drives).

7. PC and laptop display screens should be positioned so that only authorised users can view any information with a security classification. Employees that regularly process highly sensitive information should have screen protectors fitted on all electronic devices that are regularly used for Bòrd na Gàidhlig business including mobile phones.

8. Information with a classification of Official-Sensitive or higher should be discarded in a way that will preserve security (e.g., in a shred box, not in a waste or recycling bin).

9. Employee misuse of Bòrd na Gàidhlig information and/or the systems in which the information is stored is a serious breach of job responsibilities and may result in disciplinary action.

Reporting breaches

Employees must notify the Head of Finance and Corporate Services, who is our Senior Information Risk Officer, of any violation of these guidelines. Employees may report any concerns immediately to their line manager or head of department or to Bòrd na Gàidhlig's Data Protection Officer where the violation relates to personal data.

Guidelines for storage and transfer of confidential information and data

Good practice dictates that all information with a classification of Official-sensitive or higher, including waste, should be locked away in appropriate lockable containers, drawers, desks or cupboards when not in use or whenever an office is left unattended. Such documents should not normally be removed from the office but if they are then the carrying employee is solely responsible for their security. Generally:

- protected documents must not be left in an unattended motor vehicle
- they must not be read or left unattended in a public place
- they should not be discussed in a public place where the employee can be overheard
- they must remain in the possession of the carrying employee at all times.

The physical security of desktop PCs, laptop computers and ipads, use of passwords and email are all covered in the Acceptable Use Policy for Bòrd na Gàidhlig IT Systems. If you need to send or receive sensitive to or from external sources, please contact the Corporate Services Team in advance.

Further information and advice can be obtained on:

- Electronic data, transfer, storage etc – The Corporate Services Team can advise on these matters
- Data protection laws - the Operations Manager or the Data Protection Officer
- Data security and information risk - the Head of Finance and Corporate Services is Bòrd na Gàidhlig's Risk Manager
- Fraud and whistleblowing - the Fraud Response Co-coordinator is the Head of Finance and Corporate Affairs and any concerns about confidentiality may be discussed with this manager.

A' CHOMATAIDH POILEASAIDH IS GHOIREASAN

Plana Obrach 2020/21 (14/01/2021)

	MÌOS	Gear 2020	Màrt 2020	Gibl 2020	Cèit 2020	Ògmh 2020	Iuch 2020	Lùn 2020	Sult 2020	Dàmh 2020	Samh 2020	Dùbh 2020	Faoi 2021	Gear 2021
Ceann-latha Coinneamh na Comataidh				**21/04**		**09/06**		**24/08**		**27/10**				**02/02**
A h-uile Coinneamh Puingean Stèidhichte	Cùisean Tòiseachaidh / Fàilte													
	Geàrr-chunntas na Coinneimh mu Dheireadh													
	Clàr Ghnìomhan													
	Sùil air a' Phlana Obrach			√		√		√		√				√
Deagh Riaghladh	Poileasaidhean Daonna			√		√		√		√				√
	Suirbhidh luchd-obrach									√				
	Ro-Innleachd ICT					√		√						
	Ùrachadh Bun-Riaghailtean na Comataidh			√										√
	Dàta daonna			√										
	Slàinte is Sàbhailteachd			√										
	Aithisg Bhliadhnail							√						
	Sgrùdadh Ràitheil den Phlana Gnìomh 2020/21			√		√		√		√				√
Ionmhas	Aithisg Ràitheil air Ionmhas			√		√		√		√				√
	Tabhartasan eadar £50,001 agus £100,000			√		√		√		√				√
	Plana ionmhais meadhan-ùine			√										√
	Buidseat bliadhnail							√						√
Cleachdadh	Planaichean Gàidhlig			√		√				√				√
	Amasan Àrd-ìre			√		√				√				√
	Adhartas nam prìomh bhuidhnean lìbhrigidh													√
	Molaidhean taic-airgid nam prìomh bhuidhnean													√
	Adhartas le cuir an gnìomh nam planaichean					√								
Ionnsachadh	Àireamhan foghlam – clann is inbhich									√				
	Àireamhan luchd-teagaisg ùra			√		√								
	Adhartas air ro-innleachd foghlaim àrd-sgoile			√						√				√
	Adhartas air a' Trusadh agus a' Glèidheadh luchd-teagaisg			√										√
Puingean Ad Hoc	Buaidh bho thaic BnG air obair òigridh			√		√								