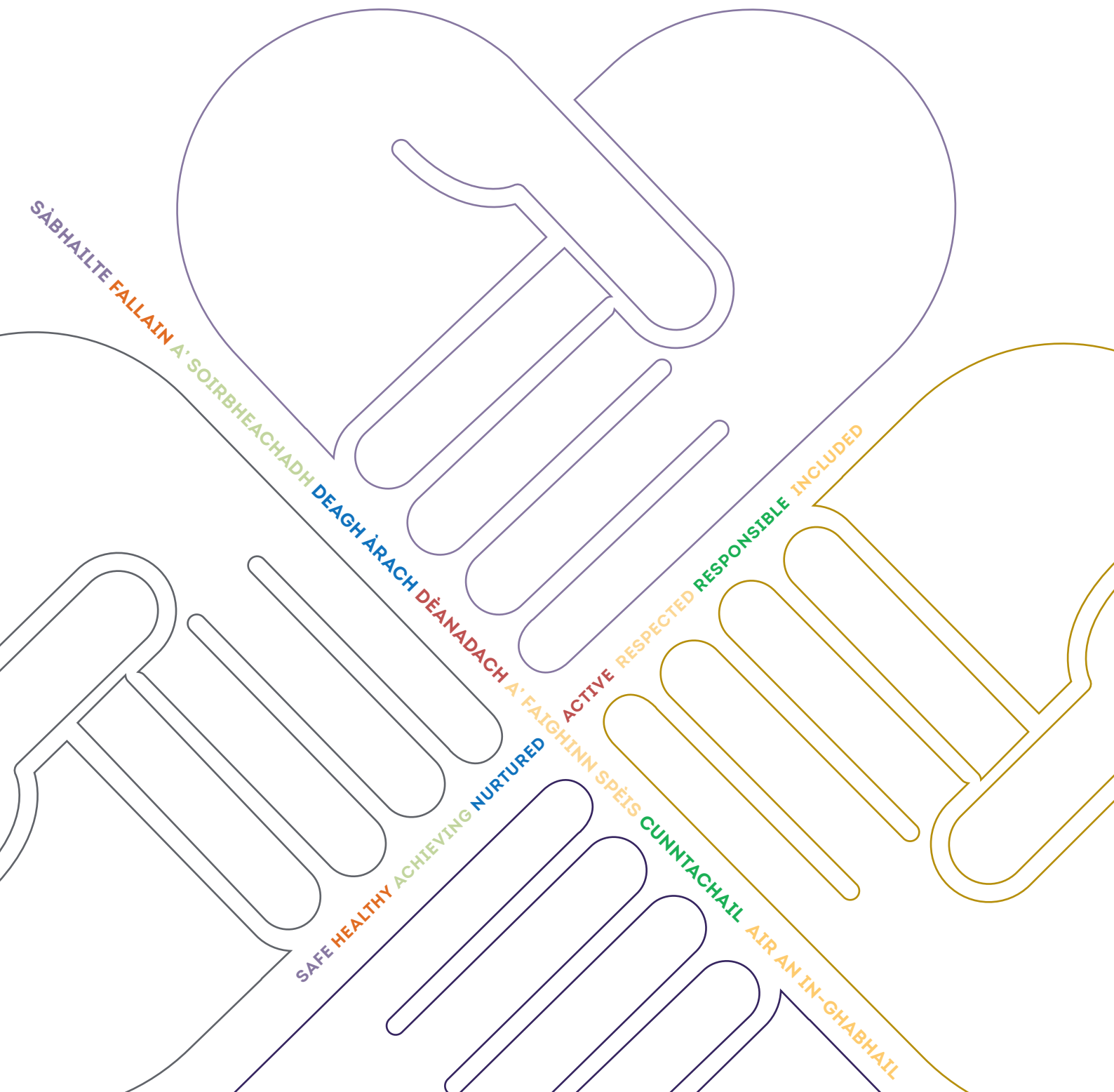




# RO-INNLEACHD IS PLANA GNÌOMHA AIRSON PÀRANT CORPORRA

2018-2021 | CORPORATE PARENTING STRATEGY & ACTION PLAN



## CO-THEACSA

## CONTEXT

### Ro-ràdh is Cùl-fhiosrachadh

Chaidh aontachadh ri [Achd na Cloinne is nan Daoine Òga \(Alba\) 2014](#) sa Mhàrt 2014 agus 's e reachdas cudromach a th' ann a thug atharraichean nach beag a-steach air mar a thèid seirbheisean cloinne a dhealbhadh, a chur an gnìomh agus a libhrigeadh ann an Alba. 'S e as motha a rinn an Achd, gun do chuir i ris no gun do dh'atharraich i reachdas a bh' ann roimhe a bha air frèam laghail a stèidheachadh airson seirbheisean cloinne.

Mar phàirt den Achd (Pàirt 9), tha Bòrd na Gàidhlig a-nis air a chomharrachadh fon lagh mar Phàrant Corporra. Tha sin a' ciallachadh gu bheil dleastanasan reachdail againn a dh'fheumas sinn a choileanadh a thaobh dhaoine òga a tha, no a tha air a bhith, fo chùram. Tha an t-uallach gus na dleastanasan seo a choileanadh a' buntainn ris a' bhuidhinn gu lèir, ach 's ann ris a' Bhòrd Stiùiridh agus an Sgioba Stiùiridh a tha e an urra dèanamh cinnteach gun tèid na dleastanasan seo a choileanadh aig a' cheann thall.

Mar Phàrant Corporra, tha dleastanas air Bòrd na Gàidhlig a-nis sealltainn mar a tha sinn a' dol a choileanadh ar n-uallaichean is dleastanasan mar phàrant corporra. Tha am Plana airson Pàrant Corporra a' cur nan dleastanasan seo an cèill, agus tha e a' sealltainn mar a nì sinn sgrùdadh air coileanadh nan dleastanasan sin, agus tha e ag innse mu dheidhinn mar a bhios sinn a' sgrìobhadh is a' foillseachadh aithisg choileanaidh gach trì bliadhna, a thèid a chur gu Ministearan na h-Alba; agus thèid aithisg stèidhichte air sin a chur air beulaibh na Pàrlamaid. Chaidh Pàirt 9 den Achd a chur an gnìomh sa Ghiblean 2015, agus tha sin a' ciallachadh gu bheil sinn an impis tòiseachadh air cuairt ùr de trì-bliadhna. Mar sin bidh againn ris an ath aithisg againn fhoillseachadh sa Ghiblean 2021.

### Introduction and Background

The [Children and Young People \(Scotland\) Act 2014](#) was passed in March 2014 and is a major piece of legislation which introduced significant changes to the planning, operation and delivery of children's services in Scotland. The Act largely added to or amended previous statutes which have set out the legal framework for children's services.

As part of the Act (Part 9), Bòrd na Gàidhlig is legally designated as a Corporate Parent. This means that we have statutory duties to fulfil with regard to care experienced young people. The responsibility for fulfilling these duties lies across the organisation, although ultimate responsibility lies with the Board and our Senior Management Team.

As a Corporate Parent, Bòrd na Gàidhlig now has a responsibility to set out how we will carry out our corporate parenting duties and functions. This Corporate Parenting Plan will outline these duties, as well as show how we will monitor our performance, write and publish a report on performance every three years, which will be sent to Scottish Ministers, and used to create a report to be laid before Parliament. Part 9 of the Act came into force in April 2015, meaning that we are currently about to enter a new three year cycle. We will be therefore required to publish our next report in April 2021.



## A' Chiall a th' aig Pàiste no Neach Òg fo Chùram

Tha pàiste no neach òg fo chùram nuair a tha Ùghdarras Ionadail a' gabhail uallach laghail os làimh airson cùram is math a' phàiste no an neach òig. Tha iomadh dòigh laghail sam faod pàiste a bhith fo chùram, a' gabhail a-steach taic bhon Ùghdarras ann a bhith gabhail cùram de dhaoine a tha fulang le ciorram corporra no inntinne. Tha dleastanasan Pàrant Corporra a' buntainn ri clann is daoine òga a tha fo chùram, 's gun e gu diofar ciamar a ràinig iad an suidheachadh far a bheil iad fo chùram.

Faodaidh clann a bhith fo chùram ann an diofar shuidheachaidhean, a' gabhail a-steach daltachas, air cùram luchd-dàimh, bhith air an coimhead às an dèidh san dachaigh aca (le aon no dithis phàrant) no clann a tha fo chùram ann an dachaigh-chùraim chòmhnaidheach. Tha an Achd seo a' buntainn ri clann is daoine òga anns gach suidheachadh.

## A' Chiall a th' aig Pàrant Corporra

Tha mineachadh mionaideach air 'Pàrant Corporra' ann an earrainn 56 de dh'Achd na Cloinne is nan Daoine Òga (Alba) 2014, ach airson a' Phlana seo, thèid feum a dhèanamh den mhineachadh a leanas a fhuaras ann an [stiùireadh reachdail airson pàirt 9 den Act](#). Nuair a tha sibh nur Pàrant Corporra tha e a' ciallachadh:

*"Gum bi buidheann a' coileanadh nan gnìomhan a tha dhith gus còraichean is math pàiste a tha fo chùram no a b' àbhaist a bhith fo chùram a dhion, agus ann a bhith dèanamh sin thèid taic a chumail ris mar a bhios am pàiste a' tighinn air adhart gu corporra, gu spioradail, gu sòisealta, a thaobh fhaireachdainnean agus ann am foghlam."*

Tha an stiùireadh seo cuideachd a' mineachadh gu bheil e an urra ris a' bhuidhinn gu lèir dèanamh cinnteach gun tèid dleastanasan pàrant corporra a choileanadh, agus bidh àrd luchd-stiùiridh anns gach roinn a' stiùireadh coileanadh nan dleastanasan. 'S e a tha dhith cuideachd gum bi fios aig luchd-obrach aig gach ìre air dleastanasan na buidhne mar phàrant corporra, agus thathar a' moladh gun toir buidhnean sùil as ùr air na modhan-inntrigidh is modhan-leasachaidh aca airson luchd-obrach ri linn sin.

## Definition of a Looked After Child or Young Person

A child or young person is looked after when a Local Authority takes on some legal responsibility for the care and wellbeing of the child or young person. There are many different legal routes by which a child can become looked after, including assistance in the provision of care for those with physical or mental disabilities. Corporate Parenting duties apply to children and young people who are looked after, regardless of the route which they have taken to arrive there.

Children can be looked after in a number of settings, including foster care, kinship care, looked after at home (by one or both parents) or in residential care homes. The Act applies to children and young people in all settings.

## Definition of a Corporate Parent

Whilst there is a comprehensive definition of a 'Corporate Parent' provided in section 56 of the Children and Young People (Scotland) Act 2014, for the purposes of this Plan the following definition, taken from the [statutory guidance for part 9 of the Act](#), will be used. Corporate Parenting is:

*"An organisation's performance of actions necessary to uphold the rights and safeguard the wellbeing of a looked after child or care leaver, and through which physical, emotional, spiritual, social and educational development is promoted."*

The guidance also sets out that the whole organisation is responsible for fulfilling the duties of a corporate parent, with implementation being led by senior management across all departments. It also requires that staff at all levels should be aware of the organisation's corporate parenting duties and it is recommended that organisations review their induction and staff development processes in this light.



'S ann an urra ri àrd luchd-stiùiridh na buidhne a tha e dèanamh cinnteach gun tèid na dleastanasan gu h-àrd a choileanadh, agus bidh iadsan cunntachail airson mar a choileanas a' bhuidheann na dleastanasan. Bidh uallaichean fìor chudromach orrasan a tha an sàs ann an riaghladh na buidhne ann a bhith sgrùdadh na h-obrach a nì àrd luchd-stiùiridh gus na dleastanasan seo a choileanadh.

### Sgrùdadh, ath-sgrùdadh is aithisgean

Bu chòir do Phàrantan Corporra a bhith dèanamh ath-sgrùdadh air a' phlana aca agus a bhith sior mheasadh nan ìrean-coileanaidh aca mu choinneamh a' phlana. Mus tèid am plana no aithisg fhoillseachadh, bu chòir ath-sgrùdadh foirmeil a dhèanamh air cùisean. Bu chòir na modhan-obrach airson aithisgean fhoillseachadh a bhith mar phàirt den chlàr-ama chunbhalach aig a' bhuidhinn airson aithisgean is aithrisean. Tha Bòrd na Gàidhlig a' cur roimhe gun dèanar ath-sgrùdadh is aithris air na dleastanasan aige mar Phàrant Corporra mar phàirt den Aithisg Bhliadhnail, a bhios air a foillseachadh as t-fhoghar gach bliadhna agus i a' dèanamh aithris air a' bhliadhna ionmhais a dh'fhalbh.

Tha e mar uallach air Pàrantan Corporra aithisg-adhartais fhoillseachadh do Mhinistearan an h-Alba aig deireadh gach cuairt de thrì bliadhna, agus thòisich a' chiad tè air 1 Giblean 2015. Ge-tà, faodaidh Ministearan fiosrachadh air adhartas iarraidh aig àm sam bith, mar sin bu chòir do Phàrantan Corporra modhan-obrach a dhealbh gus dàta a chumail.

Ann an aithisgean, feumar fiosrachadh a thoirt seachad air mar a choilean am pàrant corporra a dhleastanasan agus air mar a choilean iad na h-uallaichean aca a thaobh planadh, co-obrachadh, ag ullachadh aithisgean, agus ma chaidh iarraidh orra, a thaobh a bhith toirt fiosrachadh do Mhinistearan na h-Alba agus a bhith leantainn stiùiridhean a bharrachd sam bith a fhuaras bho Mhinistearan na h-Alba.

It is the responsibility of the organisation's most senior management to ensure that the duties set out above are met and they will be held accountable for the organisation's performance in this. Those involved in the governance of the organisation will have a key role to play in scrutinising the activity of senior management in carrying out these duties.

### Monitoring, reviewing and reporting

Corporate Parents should review their plan and continually assess their performance against the plan. Before publishing the plan or a report, a formal review should be undertaken. The process for reporting, should be part of the organisation's regular reporting schedule. Bòrd na Gàidhlig proposes to review and report on its Corporate Parenting duties as part of its Annual Report, which is published in the autumn of each year, and covers the previously completed financial year.

Corporate Parents are required to publish a report of progress to Scottish Ministers on a three year cycle, which began on 1st April, 2015. However, Ministers can request information about progress at any time, so Corporate Parents should devise mechanisms for keeping data.

Reports must include information on how the corporate parent has exercised its duties and how they have fulfilled their functions with regard to planning, collaborative working, preparing reports and, if asked, providing information to Scottish Ministers and following any additional directions issued by Scottish Ministers.



## Dè na dleastanasan a th' air Pàrant Corporra?

Feumar dleastanasan Pàrant Corporra a choileanadh airson a h-uile pàiste is neach òg fo chùram no a b' àbhaist a bhith fo chùram. Tha an Achd a' stèidheachadh sia dleastanasan àraid a dh'fheumas pàrantan corporra a choileanadh. 'S iad sin:

*Tha e mar dhleastanas air gach pàrant corporra, cho fad 's a tha e co-chòrdail ri coileanadh ceart nan dleastanasan eile aca -*

- a) A bhith **mothachail** air cùisean a nì cron, no a dh'fhaodadh cron a dhèanamh, air math na cloinne no nan daoine òga ris am buin am Pàirt seo (sin, pàirt 9 den Achd),
- b) **Measadh** a dhèanamh air feuman na cloinne is nan daoine òga a thaobh nan seirbheisean is na taice a bhios e a' toirt seachad,
- c) Math na cloinne is nan daoine òga sin **adhartachadh**,
- d) A bhith obair gus **cothroman** a thoirt don chloinn is na daoine òga sin gus pàirt a ghabhail ann an gnìomhan a tha air an dealbh airson an leas is am math,
- e) Nithean a chur an gnìomh a tha e a' meas freagarrach gus a' chlann agus na daoine òga sin a chuideachadh gus a bhith -
  - i. **Gabhail** nan cothroman a tha am pàrant corporra a' toirt seachad fo pharagraf (d),
  - ii. Dèanamh feum de na seirbheisean, agus **a' gabhail cothrom air** an taic, a tha e a' toirt seachad, agus
- f) Gnìomh sam bith eile a ghabhail os làimh, chun na h-ìre a tha e ga mheas iomchaidh, gus **adhartas** a thoirt air an dòigh sa bheil e a' coileanadh a dhleastanasan airson clann is dhaoine òga (Earrainn 58, Achd na Cloinne is nan Daoine Òga (Alba), 2014)

Tha geàrr-iomradh air na dleastanasan seo san dealbh gu h-ìosal, a tha a' samhlachadh mar a tha coileanadh nan dleastanasan mar chearcall gun stad.

## What are the duties of a Corporate Parent?

The duties of a Corporate Parent must be fulfilled for all looked after children and young people and care leavers. The Act sets out a series of six specific duties which corporate parents must fulfil. They are:

*It is the duty of every corporate parent, in so far as consistent with the proper exercise of its other functions -*

- a) To be **alert** to matters which, or which might, adversely affect the wellbeing of children and young people to whom this Part (ie, part 9 of the Act) applies,
- b) To **assess** the needs of those children and young people for services and support it provides
- c) To **promote** the interests of those children and young people,
- d) To seek to provide those children and young people with **opportunities** to participate in activities designed to promote their wellbeing,
- e) To take such action as it considers appropriate to help those children and young people -
  - i. To **access** opportunities it provides in pursuance of paragraph (d),
  - ii. To make use of services, and **access** support, which it provides, and
- f) To take such other action as it considers appropriate for the purposes of **improving** the way in which it exercises its functions in relation to those children and young people (Section 58, Children and Young People (Scotland) Act, 2014)

These duties have been summarised in the following diagram, which represents the cyclical nature of how the duties should be discharged.





Tha [An Leabhran-mineachaidh aig an Ionad airson Sàr-mhathais airson Clann fo Chùram ann an Alba](#) (ISCCA) mu dheidhinn Pàrantan Corporra a' mineachadh dè cho farsaing 's a tha na dleastanasan aig Pàrantan Corporra:

*“Tha dleastanasan phàrantan corporra a' gabhail a-steach a h-uile pàiste a tha fo chùram, bhon àm a rugadh iad gus an t-àm nuair nach eil iad fo chùram tuilleadh. Tha seo a' gabhail a-steach daltachas, cùram còmhnaidheach, cùram tèarainte, 'clann air an coimhead às an dèidh san dachaigh' (faicibh [Riatanasan airson a bhith Fo Stiùir san Dachaigh](#)) agus clann fo chùram foirmeil le luchd-dàimh. Tha iad cuideachd a' gabhail a-steach clann chiorramach a tha 'fo chùram' rè ùine ghoirid airson taic a thoirt do am pàrantan. Tha dleastanasan phàrantan corporra cuideachd a' gabhail a-steach daoine a b' àbhaist a bhith fo chùram agus a bha fo chùram air a' 16mh ceann-bliadhna aca (no às dèidh sin) agus suas gu agus a' gabhail a-steach an t-àm nuair a bha iad 25.”*

The [Centre for Excellence for Looked After Children in Scotland](#) (CELCIS) [Inform Briefing](#) about Corporate Parenting sets out the extent of Corporate Parenting duties as:

*“Corporate parenting responsibilities' extend to all looked after children aged from birth to when they cease to be looked after. This includes children in foster care, residential care, secure care, 'looked after at home' (on [Home Supervision Requirements](#)) and those in formal kinship care. It also includes disabled children who are 'looked after' during a short break provision. Corporate parenting responsibilities also apply to care leavers who were looked after on their 16th birthday (or subsequently) up to and including the age of 25.”*



## Bòrd na Gàidhlig na Phàrant Corporra

Tha Bòrd na Gàidhlig a' gabhail ris gu bheil dleastanasan a' Phàrant Chorporra a' dol le grunn de na h-amasan is prìomhachasan againn. Chithear an ceangal as follaisiche eadar ar cinn-uidhe is na dleastanasan ann an amasan a' Phlana Cànan Nàiseanta Ghàidhlig, gu h-àraidh "Buinidh a' Ghàidhlig do dh'Alba gu lèir".

Tha na dleastanasan seo cuideachd a' toirt taic don phrionnsapal choitcheann airson co-ionannachd is iomadachd ann an Ìrean Cùraim Nàiseanta Riaghaltas na h-Alba far a bheilear ag ràdh gu bheil a' chòir aig daoine òga a tha fo chùram a bhith *sùileachadh gun cuirear sùim annta air sàillibh nam freumhan cinneachail aca, an cànan, an cultair agus an creideimh* agus cuideachd do Chùmhnant nan Dùthchannan Aonaichte airson Chòraichean Pàiste (CDACP) far a bheil Alt 20 a' comharrachadh gu sònraichte gum bu chòir aire a thoirt don chànan no cànanan san deach neach a thogail, agus gu bheilear a' gabhail ris mar chùis chudromach, nuair a thathar a' beachdachadh air a bhith a' cur an neach sin fo chùram.

Tha e mar phàirt follaiseach de dleastanasan a' Phàrant Chorporra a bhith feuchainn ri piseach a thoirt air math nan daoine òga a tha, no a tha air a bhith, fo chùram le bhith cur às do chnapan-starra a tha gu tric ro na daoine sin nuair a thig e gu cothroman. Tron phlana seo, bidh sinn a' feuchainn ri tuigse nas fheàrr fhaighinn air na cothroman a th' ann don chloinn is na daoine òga seo, air na cnapan-starra a chuireas bacadh orra bho bhith gabhail nan cothroman sin agus air mar as urrainn dhuinn cuideachadh le bhith cur co-ionannachd chothroman air adhart gus am faigh iad cothrom nas fheàrr air Gàidhlig a bhruidhinn, a chleachdadh agus ionnsachadh ann an Alba.

An lùib nam modhan-obrach againn, nì sinn oidhirp gus barrachd aire a thoirt do dh' fheuman dhaoine òga a tha, no a tha air a bhith, fo chùram, agus tuigse fhaighinn air na pròiseactan a gheibh maoinachadh bhainn a tha ag obair còmhla ris a' chloinn is na daoine òga seo mu thràth agus gus modh-obrach a chruthachadh airson clàradh bho seo a-mach a bheil gus nach eil pròiseactan ag obair às leth na buidhne seo.

## Bòrd na Gàidhlig and Corporate Parenting

Bòrd na Gàidhlig acknowledges that Corporate Parenting duties align with a number of our ambitions and priorities. The clearest link is to our National Gaelic Language Plan ambitions, in particular that "Gaelic belongs to all of Scotland."

This also complements the general principle of equality and diversity in the Scottish Government National Care Standards which states that young people in care have a right *to be valued for their ethnic background, language, culture and faith* and also the United Nations Convention on the Rights of the Child (UNCRC) where Article 20 does specifically highlight linguistic background being an important consideration when bringing someone into care.

Corporate Parenting by its nature is seeking to enhance the wellbeing of care experienced young people by removing barriers to opportunities which this population often faces. Through this plan, we will seek to better understand the opportunities available to these children and young people, the barriers which they face in accessing them and how we can help advance the equality of opportunity to improve their access to speaking, using and learning Gaelic in Scotland.

Within our processes, we will seek to enhance the profile of care experienced young people, understand our funded projects which are already working with these children and young people and develop a mechanism to record whether projects in the future are working with this group.



Tro ar dleastanasan leasachaidh, bheir sinn taic do dhaoine gus Gàidhlig a bhruidhinn, a chleachdadh agus ionnsachadh ann an Alba agus don fheadhainn a tha gabhail cùram de dhaoine òga a tha, no a tha air a bhith, fo chùram, agus do dhaoine a' b' àbhaist a bhith fo chùram feuch am bi tuigse nas fheàrr againn air na cnapan-starra a tha romhpa agus air dè na modhan-obrach as fheàrr a chuidicheas le bhith cur às do na cnapan-starra sin, agus gus dèanamh cinnteach nach bi leth-bhreith mhi-laghail ann tuilleadh.

Nì sinn feum de na dleastanasan tosgaireachd againn gus feuman nan daoine òga a tha fo chùram, a thoirt fa-near do dhaoine, an dà chuid taobh a-staigh na buidhne agus air feadh roinn leasachaidh na Gàidhlig.

Through our development function, we will seek to support speaking, using and learning Gaelic in Scotland and those who care for care experienced young people and care leavers themselves to better understand the barriers facing them and what models of practice can best be employed to help remove these barriers, and ensure unlawful discrimination is eliminated.

We will use our advocacy role to raise awareness of care experienced young people, both internally and externally across Gaelic language development.





## An t-eòlas a th' againn aig Bòrd na Gàidhlig an-dràsta

An-dràsta chan eil mòran fios againn air na dòighean sa bheil na buidhnean, pròiseactan agus prògraman a gheibh maoinachadh bhuiainn ag obair còmhla ri daoine òga a tha, no a tha air a bhith, fo chùram, no air na cothroman a gheibh iad bho na buidhnean is pròiseactan sin. Às dèidh dhuinn ciad-sgrùdadh a dhèanamh air fiosrachadh maoinachaidh bhon Ghiblean 2014, cha robh e follaiseach dhuinn dè na pròiseactan, a fhuair maoinachadh bhuiainn, a tha air a bhith ag obair gu dìreach còmhla ri daoine òga a tha, no a tha air a bhith, fo chùram. Ge-tà, san ùine sin chaidh a chomharrachadh gu cinnteach gun robh còrr is 300 pròiseact a fhuair tabhartas ag obair còmhla ri daoine òga.

'S e aon de na duilgheadasan as motha a th' againn nuair a thig e gu bhith tarraing dàta à fiosrachadh mun mhaoineachadh a thug sinn seachad, nach robh againn ri sin a dhèanamh ron seo. Mar sin, tha e doirbh a thuigsinn, le bhith coimhead air na sgrìobhainnean is tuairisgeulan a th' againn an-dràsta airson pròiseactan, dè dìreach am fiosrachadh a tha dhith. Tha e glè chudromach gun stèidhich Bòrd na Gàidhlig modhan-clàraidh, mar phàirt den phròiseas airson maoinachaidh, a bhios a' ciallachadh gun tèid am fiosrachadh a chlàradh le cainnt choitcheann is an aon tuigse. Air sàillibh sin, 's e aon de na gnìomhan a tha air a chomharrachadh sa Phlana seo, modhan gus dàta a chlàradh a chruthachadh.

## Current knowledge within Bòrd na Gàidhlig

Currently we know little about how the organisations, projects and programmes which we fund engage with and provide opportunities for care experienced young people. An initial sweep of funding data since April 2014 has not managed to give us any indication of funded projects which have worked directly with care experienced young people. However, in this period over 300 project grants can be positively identified as working with young people.

One of the key issues with extracting data from historical funding is that we have not been required to record this in the past. It is therefore difficult to understand from existing documentation and project descriptions the exact information which is needed. Creating a common understanding and language around how to record this information as part of the funding process is a key action for Bòrd na Gàidhlig. In light of this, one of the actions identified in this Plan is to create methods for recording data.



## PLANA GNÌOMHA

## ACTION PLAN

### Adhbhar is amasan a' Phlana Ghniomha

'S e as adhbhar don Phlana Ghniomha, gnìomhan a shealltainn a ghabhas Bòrd na Gàidhlig os làimh san ùine gun Ghiblean 2021 gus ar dleastanasan reachdail mar Phàrant Corporra a choileanadh. Tha amasan a' Phlana a' gabhail ealla ri Dleastanasan Co-ionannachd na Roinne Poblach agus 's iad sin:

- a' dèanamh cinnteach gun coilean Bòrd na Gàidhlig an dleastanasan ann an dòigh a tha co-chòrdail ris na dleastanasan aca gus an àireamh dhaoine a tha a' bruidhinn, a' cleachdadh agus ag ionnsachadh na Gàidhlig a mheudachadh agus gus leudachadh a thoirt air na suidheachaidhean sa bheil i air a cleachdadh
- a' dèanamh cinnteach gu bheil fios aig an luchd-obrach air fad aig Bòrd na Gàidhlig gu bheil a' bhuidheann na Pàrant Corporra agus air na dleastanasan a dh'fheumas a' bhuidheann a choileanadh
- bidh sreath de gnìomhan air am moladh a ghabhas Bòrd na Gàidhlig os làimh agus nì iad aithris orra do Riaghaltas na h-Alba
- a' toirt taic do chloinn is daoine òga fo chùram agus do dhaoine a b' àbhaist a bhith fo chùram gus cothroman a ghabhail airson a bhith a' bruidhinn, a' cleachdadh agus ag ionnsachadh na Gàidhlig ann an Alba.

### Buidheann Coileanaidh a' Phlana

Taobh a-staigh Bhòrd na Gàidhlig, tha ceangal làidir eadar am Plana seo agus obair Sgioba an Fhoghlaim agus sgioba nam Planaichean Gàidhlig, agus tha ceanglaichean nach beag ann ri obair gus Co-ionannachd a dhèanamh na nì àbhaisteach ann an obair na buidhne. Bheir coileanadh a' phlana buaidh air diofar roinnean sa bhuidhinn, gu h-àraidh air sgioba nan Tabhartasan, Roinn a' Chonaltraidh is Margaidheachd, Rannsachadh, agus Sgiobachd. Chaidh buidheann a stèidheachadh taobh a-staigh Bhòrd na Gàidhlig ann an 2017, air a stiùireadh leis an Neach Ainmichte ris a bheil Dleastanasan a' Phàrant Corporra an urra, gus dèanamh cinnteach gun tèid am Plana a choileanadh, le riochdairean bho air feadh nan roinnean gu h-àrd agus roinnean eile mar a bhios iomchaidh.

### Purpose and aims of the Action Plan

The purpose of the Action Plan is to set out the actions which Bòrd na Gàidhlig will undertake until April 2021 in order to fulfil our statutory duties as a Corporate Parent. The aims of the plan take into consideration the Public Sector Equality Duty and are:

- to make sure that Bòrd na Gàidhlig fulfils its duties in a way which is consistent with its functions to increase the number of people speaking, using and learning Gaelic in Scotland and the number of situations in which it is used
- to ensure all Bòrd na Gàidhlig staff are aware that the organisation is a Corporate Parent and the duties it must fulfil
- to have created a set of proposed actions which Bòrd na Gàidhlig will undertake and report on to Scottish Government
- to enable looked after children and young people and care leavers to access opportunities in speaking, using and learning Gaelic in Scotland.

### Internal Delivery Group

Within Bòrd na Gàidhlig, there is a strong link between this plan and the work of the Education Team and the Language Plans team, as well as a significant synergy with mainstreaming Equalities. The delivery of the plan will also impact across other departments in the organisation, not least the Grants team, Communications and Marketing, Research, and Human Resources. An internal group, led by the Designated Person for Corporate Parenting, was established in 2017 to ensure the delivery of the plan with representatives from across these departments and others as is deemed appropriate.



## A' foillseachadh is a' dèanamh aithris air a' Phlana

Foillsichidh Bòrd na Gàidhlig an Ro-innleachd is Plana Gníomha airson Pàrant Corporra againn air an làrach-lìn againn. Nì sinn aithris air a' Phlana san Aithisg Bhliadhnail againn airson 2017/18 agus gach bliadhna às dèidh sin, agus thèid aithisg iomlan air ar gnìomhan fhoillseachadh ron Mhàrt 2021.

## Dleastanasan is gnìomhan a' Phàrant Chorporra

Tha Bòrd na Gàidhlig a' toirt fa-near mar a bhios an dàrna plana seo ag amas barrachd air a bhith cur ri ar n-eòlas agus a' cruinneachadh fiosrachadh agus air a bhith togail aire dhaoine don àite a th' aig a' Ghàidhlig ann an Alba, seach gu bheil sinn dìreach air tòiseachadh a' coileanadh dleastanasan Pàrant Corporra. Thathar an dòchas gun toir coileanadh na ro-innleachd seo thairis air an ath thri bliadhna bun-stèidh agus eòlas, stèidhichte air fianais, dhuinn air an tèid againn air togail ann am planaichean eile a bhios aig Bòrd na Gàidhlig agus sinn nar Pàrant Corporra.

### a. A bhith mothachail air cùisean a nì cron, no a dh'fhaodadh cron a dhèanamh, air math na dhaoine òga a tha, no a tha air a bhith, fo chùram

- 'S e Ceann nan Seirbheisean Corporra an Neach Ainmichte ris a bheil Dleastanasan a' Phàrant Chorporra an urra an-dràsta. Tha e an urra ris an Neach Ainmichte dèanamh cinnteach gun tèid atharraichean sam bith ann an reachdas buntainneach a chur an gnìomh agus gun tèid math dhaoine òga a tha, no a tha air a bhith, fo chùram, a thoirt air adhart. 'S e an dòigh as motha san dèan iad sin tro bhith coileanadh a' Phlana seo, agus tro bhith cur co-ionannachd chothroman air adhart nuair a bhios sin freagarrach.
- Thèid trèanadh a thaobh a bhith nad Phàrant Corporra a thoirt don a h-uile neach-obrach agus Ball Bùird ùr a thòisicheas aig a' bhuidhinn gus am bi tuigse nas fheàrr aca air daoine òga a tha, no a tha air a bhith, fo chùram, air na feuman aca agus air na tha a' cur bacadh orra bho bhith faighinn cothrom gus Gàidhlig a bhruidhinn, a chleachdadh agus ionnsachadh ann an Alba.

## Publication of the Plan and reporting

Bòrd na Gàidhlig will publish our Corporate Parenting Strategy & Action Plan on our website. We will incorporate reporting on the Plan through our Annual Report 2017/18 and annual thereafter, with a full report on our actions published by March 2021

## Corporate Parenting duties and actions

Bòrd na Gàidhlig recognises that this second plan will be more biased towards building knowledge and awareness of the place of Gaelic in Scotland, as we are still new to Corporate Parenting. It is hoped that the implementation of this strategy over the next three years will provide a sound baseline of evidence-based knowledge to inform the direction of future Bòrd na Gàidhlig Corporate Parenting plans.

### a. To be alert to matters which, or which might, adversely affect the wellbeing of care experienced young people and care leavers

- The Designated Person for Corporate Parenting is currently Bòrd na Gàidhlig's Head of Corporate Services. The Designated Person has have responsibility to ensure that any changes in legislation are implemented and to promote the interests of care experienced young people, primarily through ensuring the delivery of this plan, and advancing equality of opportunity where appropriate.
- Corporate Parent training will be provided for all staff and Board Members joining the organisation to enable them to better understand the young care experienced population, their needs and barriers which they face in accessing opportunities for speaking, using and learning Gaelic in Scotland.



- Thèid trèanadh a thaobh a bhith nad Phàrant Corporra a thoirt don a h-uile neach-obrach co-dhiù a h-uile trì bliadhna gus an t-eòlas aca air a' chuspair ùrachadh, gu sònraichte tro stuthan ionnsachaidh air-loidhne.
- Nì Bòrd na Gàidhlig cinnteach gu bheil fios aig an luchd-obrach uile air na dleastanasan sònraichte a th' aca an lùib a bhith coileanadh ar dleastanasan mar Phàrant Corporra, thèid sin a dhèanamh leis an Neach Ainmichte a nì taisbeanaidhean aig coinneamhan luchd-obrach is sgiobaidhean, agus bidh cothroman ann còmhraidh a dhèanamh air a' bhuidhean a bhios aig na dleastanasan air luchd-obrach is sgiobaidhean.
- Gus dèanamh cinnteach gum bi fios aig Bòrd na Gàidhlig air cùisean co-cheangailte ri Pàrantan Corporra, cuiridh an Neach Ainmichte ùine seachad gach bliadhna a' rannsachadh an litreachais a th' ann bho Riaghaltas na h-Alba, oilthighean is colaistean, agus buidhnean san treas roinn, agus cumaidh e no i còmhraidhean agus nì e no i co-obrachadh le *Cò Ghabhas Cùram? Alba*, Buidheann Phàrantan Corporra Ghlaschu a tha Com-pàirteachas Slàinte is Cùram Sòisealta Ghlaschu air a chur air dòigh agus le Pàrantan Corporra eile.
- Refresher Corporate Parent training will be provided for all staff at least every 3 years, particularly through online learning materials.
- Bòrd na Gàidhlig will ensure that all staff are aware of their specific responsibilities with regard to carrying out its Corporate Parenting duties through the Designated Person presenting at staff and team meetings, along with providing space for discussion of the implication for their teams and themselves.
- To ensure that Bòrd na Gàidhlig will stay informed on Corporate Parenting issues, the designated person will set aside time each year for researching existing literature from Scottish Government, academia, and third sector organisations, as well as dialogue and collaboration with Who Cares? Scotland, the Glasgow Corporate Parents Group organised by the Glasgow City Health & Social Care Partnership and other Corporate Parents.

**b. Measadh a dhèanamh air feuman na cloinne is nan daoine òga a thaobh nan seirbheisean is na taice a bhios e a' toirt seachad**

- Bidh Bòrd na Gàidhlig a' sior shireadh chothroman gus co-chonaltradh a dhèanamh ri Pàrantan Corporra eile, ris na daoine òga fhèin agus ri buidhnean sam bith a tha riochdachadh dhaoine òga a tha, no a tha air a bhith, fo chùram, gus deagh cheanglaichean a chruthachadh agus gus am bi tuigse ann air na cothroman a th' ann airson Gàidhlig a bhruidhinn, a chleachdadh agus ionnsachadh agus air cnapan-starra a chuireas stad air na cothroman sin. Togaidh sinn air a' chonaltradh a bh' againn le Buidheann-rianachd Luchd-aithris Cloinne na h-Alba (BLCA) agus ùghdarrasan poblach eile ann an 2017 gus dàta fhaighinn a bheireadh dhuinn bunait de dh'eòlas stèidhichte air fianais a chuidicheadh sinn le bhith a' stèidheachadh ro-innleachdan Bhòrd na Gàidhlig san àm ri teachd airson a bhith nar Pàrant Corporra.

**b. To assess the needs of those children and young people for services and support it provides**

- Bòrd na Gàidhlig will continually seek to undertake consultation with other Corporate Parents, directly with young people and any groups directly representing care experienced young people to foster good relations to understand the opportunities available for speaking, using and learning Gaelic and any barriers there may be to accessing them. We will follow up on 2017 correspondence with the Scottish Children's Reporter Administration (SCRA) and other public authorities in an effort to obtain data which would provide a sound baseline of evidence-based knowledge to inform the direction of future Bòrd na Gàidhlig Corporate Parenting strategies.



- Ni Bòrd na Gàidhlig cinnteach gu bheil siostam sgrùdaidh bliadhnaile ann gus clàr a chumail den àireamh phròiseactan a gheibh maoineachadh, air feadh nan sgeamaichean maoineachaidh againn, a tha ag obair còmhla ri daoine òga a tha, no a tha air a bhith, fo chùram. Bheir sin barrachd tuigse dhuinn air dè na pròiseactan a gheibh maoineachadh bhuiainn a tha ag obair còmhla ri daoine òga a tha, no a tha air a bhith, fo chùram; bheir e cothrom dhuinn sàr mhodhan-obrach a chomharrachadh; agus bidh e nas fhasa dhuinn aithris a dhèanamh air pròiseactan agus obair a tha buidhnean a' libhrigeadh airson nan daoine òga seo.
- Cruinnichidh Bòrd na Gàidhlig dàta gus cuideachadh le bhith dealbh ghnìomhan airson a bhith nar Pàrant Corporra, agus gus sealladh a thoirt dhuinn air mar a thathar a' frithealadh, an lùib obair leasachaidh a' chànain, air daoine òga a tha, no a tha air a bhith, fo chùram. Thathar an dùil gum bi earrainn a thaobh an àireamh dhaoine òga a tha, no a tha air a bhith, fo chùram sa chùmhnaidh ùr airson 2018 gus dàta a chruinneachadh mu chloinn a tha a' dol gu Foghlam tron Ghàidhlig air feadh Alba, feuch am faighear dàta air na th' ann de chloinn fo chùram a th' ann am FtG.
- Bòrd na Gàidhlig will ensure that an annual analysis process is in place to record the funded projects which are working with care experienced young people across all funded programmes, therefore increasing our understanding of what funded projects are working with care experienced young people; identifying any best practice; and increased capability to report on the project and activities which funded organisations are delivering for this group.
- Bòrd na Gàidhlig will use data collection to inform development of its Corporate Parenting actions and to build a picture of provision across language development work for care experienced young people. It is hoped that the new contract to be issued in 2018 for data collection on children attending Gaelic medium education across Scotland will include a section on the numbers within the system who are care experienced.

### c. Math na cloinne is nan daoine òga sin adhartachadh

- Cuiridh Bòrd na Gàidhlig math dhaoine òga a tha, no a tha air a bhith, fo chùram air adhart air feadh nan sgeamaichean maoineachaidh uile aige.
- Thèid feuman nan daoine òga a tha, no a tha air a bhith, fo chùram, fhighe a-steach do na h-ìomairtean Co-ionannachd a thathar a' libhrigeadh an-dràsta, agus rè ùine a' Phlana seo coimheadaidh sinn feuch dè na dòighean san gabh 'ùine ann an cùram' a chomharrachadh mar adhbhar a bhith fo dhion taobh a-staigh phoileasaidhean na buidhne.
- Airson gach sgeama maoineachaidh bidh earrainn ann sam bithear a' faighneachd a bheil am pròiseact a' cur air dòigh tachartasan, cur-seachadan no a' toirt chothroman do dhaoine òga a tha, no a tha air a bhith, fo chùram, agus sam bithear ag iarraidh fiosrachadh air builean ris a bheilear an dùil.
- **c. To promote the interests of those children and young people**
- Bòrd na Gàidhlig will promote the interests of care experienced young people across all of its funding streams.
- The interests of care experienced young people will be integrated into current Equality initiatives being delivered, and in the lifetime of this plan we will explore how care experience could be treated as a protected characteristic within the organisations policies.
- All funding schemes will incorporate a section asking if the project provides activities or opportunities for care experienced young people, and to provide information on the intended outcomes.





**d. Ag obair gus cothroman a thoirt do chloinn fo chùram is daoine a b' àbhaist a bhith fo chùram gus pàirt a ghabhail ann an gnìomhan tha air an dealbh airson an leas is am math**

- Cumaidh Bòrd na Gàidhlig air a' cur math nan daoine òga a tha, no a tha air a bhith, fo chùram air adhart air feadh nan sgeamaichean maoineachaidh uile aige, agus bidh e a' brosnachadh nam prìomh bhuidhnean a gheibh maoineachadh bhuaithe gu h-àraidh gu bhith stèidheachadh gnìomhan a tha air an dealbh airson math is leas dhoine òga a tha, no a tha air a bhith, fo chùram.
- Airson gach sgeama maoineachaidh bidh earrainn ann sam bithear a' faighneachd a bheil am pròiseact a' cur air dòigh tachartasan, cur-seachadan no a' toirt chothroman do dhaoine òga a tha, no a tha air a bhith, fo chùram, agus sam bithear ag iarraidh fiosrachadh air builean ris a bheilear an dùil.
- Bidh sinn a' brosnachadh bhuidhnean a gheibh maoineachadh bhuainn gu bhith a' tabhann ghreisean gnìomhachais do dhaoine òga a tha, no a tha air a bhith, fo chùram.
- Coimheadaidh sinn air a bhith a' toirt gealladh a-steach gus agallamh a thoirt do neach-iarrais sam bith a tha, no a tha air a bhith, fo chùram a tha a' coileanadh nan slatan-tomhais riatanach airson dreuchd bhàn sam bith aig Bòrd na Gàidhlig a chuir iad a-steach air a shon.

**e. Nithean a chur an gnìomh gus clann a tha fo chùram agus daoine a b' àbhaist a bhith fo chùram a chuideachadh gus a bhith:**

- Gabhail nan cothroman a thathar a' toirt seachad agus**
  - Dèanamh feum de na seirbheisean, agus a' gabhail cothrom air an taic, a thathar a' toirt seachad**
- Feuchaidh Bòrd na Gàidhlig ris na dòighean as èifeachdaiche a chomharrachadh san urrainnear na cothroman airson Gàidhlig a bhruidhinn, a chleachdadh agus ionnsachadh a shanasachd do dhaoine òga a tha, no a tha air a bhith, fo chùram, agus an luchd-cùraim aca, agus iad a' cleachdadh rannsachadh is fiosrachadh a chaidh a chruinneachadh le gnìomhan fo earrainn (b). Le sanasachd sam bith, thèid beachdachadh air na dòighean as fheàrr san urrainnear co-ionannachd chothroman a thoirt air adhart.

**d. To seek to provide care experienced young people and care leavers with opportunities to participate in activities designed to promote their wellbeing**

- Bòrd na Gàidhlig will continue to promote the interests of care experienced young people across all its funding streams and encourage main funded organisations in particular to provide activities designed to promote the wellbeing of care experienced young people.
- All funding schemes will incorporate a section asking if the project provides activities or opportunities for care experienced young people, and to provide information on the intended outcomes.
- We will encourage funded organisations to offer work experience placements for care experienced young people.
- We will look to introducing a guarantee to interview any care experienced applicants who meet the essential requirements for any job they've applied for at Bòrd na Gàidhlig.

**e. To take action to help care experienced young people and care leavers:**

- Access the opportunities being provided and**
  - Make use of the services, and access the support, which they provide**
- Bòrd na Gàidhlig will seek to identify the most effective ways in which opportunities for speaking, using and learning Gaelic in Scotland can be promoted to care experienced young people and their guardians, using research and information gathered as part of actions under section (b). Any promotion will take into consideration how best to advance the equality of opportunity.



- Nì Bòrd na Gàidhlig oidhirp gus faighinn a-mach a bheil daoine òga a tha, no a tha air a bhith, fo chùram, a' gabhail cothrom, no air cothrom a ghabhail, air slighean gus dreuchd a thoirt a-mach le ceangal ris a' Ghàidhlig. Bhiodh sin a' gabhail a-steach beachdachadh air ciamar as fheàrr a ghabhas sanasachd a dhèanamh air na cothroman cosnaidh do dh'òigridh ann am buidhnean Gàidhlig a gheibh maoinachadh bhuainn am measg dhaoine òga a tha, no a tha air a bhith, fo chùram agus a' beachdachadh air na cnapan-starra a tha romhpa nuair a tha iad a' sireadh cosnadh san roinn seo.
  - Coimheadaidh Bòrd na Gàidhlig agus Sabhal Mòr Ostaig air mar as urrainn dhaibh obrachadh còmhla gus bursaraidh a stèidheachadh a bheir cothrom do dhaoine òga a tha, no a tha air a bhith, fo chùram cùrsa ceuma làn-thìde a dhèanamh aig a' cholaiste, agus/no gus cùrsaichean thar ùine nas giorra a dhèanamh aig a' cholaiste.
- f. Gnìomh sam bith eile a ghabhail os làimh, chun na h-ìre a tha e ga mheas iomchaidh, gus adhartas a thoirt air an dòigh sa bheil e a' coileanadh a dhleastanasan airson clann fo chùram is dhaoine a b' àbhaist a bhith fo chùram.**
- 'S e sgrìobhainn bheò a th' anns an ro-innleachd is plana seo agus thèid sùil a chumail air coileanadh na ro-innleachd agus thèid a h-ùrachadh nuair a bhios feum air sin.
  - Gabhaidh Bòrd na Gàidhlig gnìomhan eile os làimh nuair a bhios, agus ma bhios, feum orra rè ùine a' Phlana seo; thèid an comharrachadh an lùib ath-sgrùdaidhean is aithrisean.
  - Nì sinn aithris air a' Phlana san Aithisg Bhliadhnail againn airson 2017/18 agus gach bliadhna às dèidh sin, agus thèid aithisg iomlan air ar gnìomhan fhoillseachadh ron Mhàrt 2021.
- g. Co-obrachadh is obair chom-pàirteach le Pàrantan Corporra eile**
- Bidh Bòrd na Gàidhlig a' co-obrachadh le Pàrantan Corporra eile gus measadh a dhèanamh air feuman dhaoine òga a tha, no a tha air a bhith, fo chùram, a thaobh mar a tha e comasach dhaibh cothrom fhaighinn Gàidhlig a bhruidhinn, a chleachdadh agus ionnsachadh ann an Alba.
- Bòrd na Gàidhlig will seek to understand if care experienced young people currently access pathways to pursue a career in Gaelic language related employment. This would include how youth employment opportunities in the funded Gaelic organisations can best be advertised to care experienced young people and the barriers they face in securing employment in the sector.
  - Bòrd na Gàidhlig and Sabhal Mòr Ostaig will explore collaborating on establishing a bursary to enable care experienced young people to attend a full-time degree course at the college, and/or attend short term courses at the college.
- f. To take any other action it considers appropriate for the purpose of improving the way in which it exercises its function in relation to care experienced young people and care leavers.**
- This strategy and action plan is a live document and its implementation will be kept under review and updated as and when required.
  - Bòrd na Gàidhlig will take any other actions if and when they should arise in the lifetime of this plan, which will be identified through the review and reporting process.
  - We will incorporate reporting on the Plan through our Annual Report 2017/18 and annual thereafter, with a full report on our actions published by March 2021
- g. Collaboration and partnership working with other Corporate Parents**
- Bòrd na Gàidhlig will collaborate with other Corporate Parents to assess the needs of care experienced young people in relation to their ability to access opportunities for speaking, using and learning Gaelic in Scotland.



- Bidh Bòrd na Gàidhlig a' sireadh cothroman gus obrachadh agus cuideachadh le pròiseactan is tachartasan còmhla ri Pàrantan Corporra eile nuair a dh'èireas na cothroman sin.
- Bidh Bòrd na Gàidhlig a' sireadh cothroman gus obrachadh còmhla ri buidhnean a tha riochdachadh dhaoine òga a tha, no a tha air a bhith, fo chùram, gus deagh cheanglaichean a bhrosnachadh, agus bidh sinn gu h-àraidh a' sireadh cothroman gus obrachadh còmhla ri Pàrantan Corporra eile leithid Buidheann Phàrantan Corporra Ghlaschu a chaidh a chur air dòigh le Com-pàirteachas Slàinte is Cùram Sòisealta Ghlaschu; Comhairle na Gàidhealtachd; Sabhal Mòr Ostaig agus Foghlam Alba airson measadh a dhèanamh air feuman dhaoine òga a tha, no a tha air a bhith, fo chùram a thaobh iad a bhith a' faighinn cothrom gus Gàidhlig a bhruidhinn, a chleachdadh agus ionnsachadh ann an Alba.
- Bòrd na Gàidhlig will seek to work with and contribute to projects and events with other Corporate Parents as and when the opportunities arise.
- Bòrd na Gàidhlig will seek to work with any groups representing the interests of care experienced young people to foster good relations, and especially collaborate with other Corporate Parents such as the Glasgow Corporate Parents Group organised by the Glasgow City Health & Social Care Partnership; Highland Council, Sabhal Mòr Ostaig and Education Scotland to assess the needs of care experienced young people in relation to their ability to access opportunities for speaking, using and learning Gaelic in Scotland.



## A' Bhuaidh air Goireasan

Bu chòir cuimhneachadh gu bheil e an urra ris a' bhuidhinn air fad na dleastanasan aice a choileanadh a thaobh dhaoine òga a tha, no a tha air a bhith, fo chùram. Thathar a' toirt fa-near gum bi na dleastanasan seo gan coileanadh a rèir comasan is dleastanasan na buidhne.

Tha an earrainn gu h-ìosal a' sealltainn nan roinnean sa bhuidhinn ris am bi e an urra ma dh'fhaodte dleastanasan a' Phàrant Chorporra a choileanadh agus dè na gnìomhan a bhios aca ri dhèanamh. Bu chòir coimhead air an liosta seo mar mholaidhean, ach dh'fhaodadh barrachd dhleastanasan no ghnìomhan a bhith ann.

- An Sgioba Stiùiridh is am Bòrd – tha làn-uallach airson chùisean co-cheangailte ri dleastanasan a' Phàrant Chorporra aig an Sgioba Stiùiridh agus am Bòrd
- Planaichean Gàidhlig – a' dèanamh cinnteach gum bi feuman dhaoine òga a tha, no a tha air a bhith, fo chùram mar phàirt de Phlanaichean Gàidhlig ùra a dh'ullaicheas Ùghdarrasan Poblach Albannach
- Sgeamaichean maoinachaidh – a' toirt air an aire don chùis seo nuair a thathar a' dèanamh co-dhùnadh mu dheidhinn maoinachaidh; aithrisean air pròiseactan agus cothroman; ciamar a ghabhadh cothroman a shanasachd do dhaoine òga a tha, no a tha air a bhith, fo chùram
- Co-ionannachd – thèid feuman dhaoine òga a tha, no a tha air a bhith, fo chùram, fhighe a-steach ann an iomairtean a th' ann an-dràsta
- A' Cruinneachadh Dàta – a' cruthachadh shiostaman sgrùdaidh agus a' sgrùdadh an fhiosrachaidh a th' ann mu thràth; a' cuideachadh le bhith comharrachadh dè an dàta a th' ann an-dràsta
- Sgiobachd – trèanadh a thoirt don luchd-obrach, don Sgioba Stiùiridh agus don Bhòrd
- Conaltradh – a' sgaoileadh fios mu dhleastanasan Bhòrd na Gàidhlig agus eisimpleirean de mar a tha iad gan coileanadh
- Ro-innleachd – taic bho air feadh na buidhne gus am Plana airson Pàrant Chorporra a thoirt gu buil agus ann a bhith dèanamh cinnteach gun tèid na dleastanasan a dhaingneachadh ann an ro-innleachdan iomchaidh aig Bòrd na Gàidhlig

## Resource implications

It should be noted that it is the responsibility of the organisation as a whole to fulfil its duties with regard to care experienced young people. It is recognised that duties must be proportionate and in line with functions of organisation.

The following section details areas of the organisation which may be involved in fulfilling Corporate Parenting duties and what actions may be required. This should be considered a suggested list which is not exhaustive.

- Leadership Team and Board – overall responsibility for matters relating to Corporate Parenting will sit with the SMT and the Board
- Language Plans – ensuring the interests of care experienced young people will be integrated into new Gaelic Language Plans developed by Scottish Public Authorities
- Funding schemes – awareness when making funding decisions; reporting of projects and opportunities; how might opportunities be promoted to care experienced young people
- Equalities – the interests of care experienced young people will be integrated into current initiatives
- Data Collection – building monitoring systems and analysing current information; assisting with identification of current data
- HR – administration of training for staff, Leadership Team and Board
- Communications – communicating Bòrd na Gàidhlig's responsibilities and case studies
- Strategy – organisation wide support in implementing the Corporate Parenting plan and ensuring responsibilities are embedded in appropriate Bòrd na Gàidhlig strategies

