

## Bòrd na Gàidhlig

Coinneamh den Chomataidh Poileasaidh is Ghoireasan  
 Dimàirt 21/06/2021 16.00 – 17.30  
 Tro Teams  
 CLÀR-GNOTHAICH  
 SEISEAN FOSGAILTE

Policy & Resources Committee Meeting  
 Tuesday 21/06/2021 16.00 – 17.30  
 Via Teams  
 AGENDA  
 OPEN SESSION

1.0	CÙISEAN TÒISEACHAIDH	OPENING ITEMS	16.00-16.05
1.1	Fàilte & Leisgeulan	Welcome & Apologies	
1.2	A' Nochdadh Chom-pàirtean <i>Bu chòir do Bhuill com-pàirt ionmhasail no neo-ionmhasail a th' aca ann an cùis sam bith air am bithear a' beachdachadh a chlàradh, le bhith a' comharrachadh na puinge buntainniche agus an t-seòrsa com-pàirt a th' aca</i>	Declaration of Interests <i>Members should declare any financial and non-financial interest they have in the items of business for consideration, identifying the relevant agenda item, and the nature of their interest</i>	
2.0	PLANAICHEAN GÀIDHLIG	GAELIC LANGUAGE PLANS	16.05-16.35
2.1	Ri Aontachadh Planaichean Gàidhlig PT1 - PGR008 E02 Comhairle Baile Dhùn Dè PT2 - PGR054 E02 Puirt Adhair na Gàidhealtachd is nan Eilean <i>Daibhidh Boag, Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd</i>	For Approval Gaelic Language Plans PT1 - PRG008 E02 Dundee City Council PT2 - PGR054 E02 Highlands and Islands Airports <i>Daibhidh Boag, Director of Language Planning and Community Developments</i>	d. 2
3.0	AMASAN ÀRD-ÌRE	HIGH LEVEL AIMS	16.35-17.05
3.1	Ri Aontachadh Amasan àrd-ìre PT1 - PGR041 E04 Iomairt na Gàidhealtachd is nan Eilean PT2 - PGR049 E04 Oilthigh na Gàidhealtachd is nan Eilean PT3 - PGR036 E02 Comhairle Siorrachd Rinn Friù <i>Daibhidh Boag, Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd</i>	For Approval High Level Aims PT1 - PGR041 E04 Highlands and Islands Enterprise PT2 - PGR049 E04 University of the Highlands and Islands PT3 - PGR036 E02 Renfrewshire Council <i>Daibhidh Boag, Director of Language Planning and Community Developments</i>	d. 77
Ceann-latha na h-ath choinneimh: 01/09/2021 <i>Lèirmheas den choinneimh às dèidh làimh</i>		Date for the next meeting: 01/09/2021 <i>Post-meeting Review of meeting</i>	

## Pàipearan Fiosrachaidh

- Tha pàipearan 'Airson Fiosrachadh' airson a bhi a toirt-fa-near dhiubh agus chan eil ùine deasbad no còmhraidh air an cur mun coinneamh sa chlàr gnothaich.
- Far am bheil cothrom ann deasbad is còmhraidh a chumail air pàipearan 'Airson Fiosrachadh', bidh na pàipearan sin air an comharrachadh le rionnag \* air a chlàr gnothaich.
- Bidh cothrom aig Buill deasbad iarraidh air pàipearan 'Airson Fiosrachadh' air nach eil rionnag \* le bhi a' leigeil fios don Cathraiche 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 air post-d gu [oifis@gaidhlig.scot](mailto:oifis@gaidhlig.scot) co-dhiù dà latha obrach ron choinneamh. Cuiridh an sgioba rianachd a cheist sin air adhart chun oifigear iomchaidh airson am freagairt, agus airson a bhi cothromach thèid am freagairt a' sgaoileadh air na Buill gu lèir airson gum bidh an aon thuigse an uairsin aig a h-uile neach.



<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	21/06/21
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	2.1

<b>Tìotal a' Phàipeir</b>	Planaichean Gàidhlig	
<b>Moladh do Bhuill</b>	Ri Aontachadh	
<b>Neach-labhairt:</b>	Daibhidh Boag, Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Sgioba-stiùiridh	08/06/21	Ri Aontachadh
<b>Pàipear-taice air a cheangal ris</b>	PT1 - PGR008 E02 Comhairle Baile Dhùn Dè PT2 - PGR054 E02 Puirt-Adhair na Gàidhealtachd is nan Eilean	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	A' sireadh aonta air 2 phlana reachdail fo Achd na Gàidhlig (Alba) 2005	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>2.1</b>	Chaidh measadh a dhèanamh air an dreachd phlana PGR008 E02 Comhairle Baile Dhùn Dè le pannal nam planaichean air 01 Màrt 2021 agus mhol am pannal atharrachaidhean.	
<b>2.2</b>	Chaidh measadh a dhèanamh air an dreachd phlana PGR054 E02 Puirt-Adhair na Gàidhealtachd is nan Eilean le pannal nam planaichean air 10 Màrt 2021. Mhol am pannal atharrachaidhean a chaidh thuca air 25.03.21.	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	Ghabh Comhairle Baile Dhùn Dè ris a' mhòr-chuid de na molaidhean aig a' phannal agus far nach do ghabh, tha oifigearan a' Bhùird riarachta leis a' bhriathrachas a chleachd iad. Thathas a' moladh gun tèid aontachadh ris a' phlana seo.	
<b>3.2</b>	Ghabh Puirt-Adhair na Gàidhealtachd is nan Eilean ris a' mhòr-chuid de na h-atharrachaidhean a mhol am pannal ach chur iad fios dhan Bhòrd air 21.04.21 nach robh iad ag aontachadh ri cuid de na molaidhean. Chuir iad barrachd fios leis na h-adhbharan air cùl seo air 04.05.21.	
<b>3.3</b>	Anns an t-suidheachadh far a bheil ùghdarras a leigeil fios don Bhòrd taobh a-staigh mìos nach eil iad ag aontachadh ri cuid de na molaidhean agus le adhbharan, fo sgèith Achd na Gàidhlig (Alba) 2005 tha dà mhìos ann airson aonta a ruighinn eadar an ùghdarras agus Bòrd na Gàidhlig no bidh aig Ministearan na h-Alba ri tighinn gu co-dhùnadh. Ged nach d' fhuair am Bòrd fios mu dheidhinn nan adhbharan eus-aonta gus às dèidh an ceann-là, ghabh oifigearan a' Bhùird ris an iarrtas air sgàth 's gun tàinig fios sa chiad dol a-mach taobh a-staigh mìos.	
<b>3.3</b>	Dh'obraich oifigearan a' Bhùird agus oifigearan Puirt-Adhair na Gàidhealtachd is nan Eilean tro na puingean far nach robh aonta ann, dhan ìre far a bheil oifigearan a' Bhùird riarachta moladh a dhèanamh gun tèid aontachadh ris a' phlana seo.	

4.0	Moladh																																				
4.1	Aire a thoirt don fhiosrachadh ann am PT1 agus PT2																																				
4.2	Aonta a chur ris na dreachd phlanaichean PGR008 E02 Comhairle Baile Dhùn Dè agus PGR054 E02 Puirt-Adhair na Gàidhealtachd is nan Eilean.																																				
5.0	Prìomh Bhuidhean Ro-innleachdach																																				
5.1	Buidhean air Ionmhas Chan eil buaidh ann.																																				
5.2	Buidhean air Luchd-obrach Chan eil buaidh ann.																																				
5.3	Buidhean air Trèanadh Chan eil buaidh ann.																																				
5.4	<p><b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b></p> <p>Tha dlùth cheangal ann eadar na planaichean reachdail seo agus a’ cur air adhart cleachdadh, ionnsachadh agus ìomhaigh na Gàidhlig anns na sgìrean seo agus gu nàiseanta.</p> <p>Bidh na planaichean seo a’ cur air adhart nam prìomh amasan anns a’ phlana chorporra aig Bòrd na Gàidhlig gu sònraichte mar a leanas:-</p> <p><i>“A’ dèanamh cinnteach gum bi buaidh nas motha aig Planaichean Gàidhlig air cùisean agus a’ toirt taic do dh’Ùghdarrasan Poblach gus sanasachd a dhèanamh air an obair a nì iad don Ghàidhlig”</i></p>																																				
5.5	<p><b>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</b></p> <table><tr><th colspan="2">AR N-ADHBHAR</th><th colspan="2">AR LUACHAN</th></tr><tr><td colspan="2">Fòcas air a bhith a’ cruthachadh dùthaich nas soirbheachaile le cothroman do dh’Alba air fad soirbheachadh tro bhith a’ cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach</td><td colspan="2">’S e comann-sòisealta a th’ annainn a tha a’ dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a’ toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach</td></tr><tr><th colspan="4">AR LUACHAN BUILEAN NÀISEANTA</th></tr><tr><td>Còraichean daonna</td><td><input checked="" type="checkbox"/></td><td>Clann</td><td><input checked="" type="checkbox"/></td></tr><tr><td>Cultar</td><td><input checked="" type="checkbox"/></td><td>Coimhearsnachdan</td><td><input checked="" type="checkbox"/></td></tr><tr><td>Àrainneachd</td><td><input type="checkbox"/></td><td>Bochdainn</td><td><input checked="" type="checkbox"/></td></tr><tr><td>Slàinte</td><td><input type="checkbox"/></td><td>Eadar-nàiseanta</td><td><input type="checkbox"/></td></tr><tr><td>Foghlam</td><td><input checked="" type="checkbox"/></td><td>Eaconamaidh</td><td><input checked="" type="checkbox"/></td></tr><tr><td>Gnothachasan soirbheachail is ùr-ghnàthach</td><td><input checked="" type="checkbox"/></td><td></td><td></td></tr></table>	AR N-ADHBHAR		AR LUACHAN		Fòcas air a bhith a’ cruthachadh dùthaich nas soirbheachaile le cothroman do dh’Alba air fad soirbheachadh tro bhith a’ cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach		’S e comann-sòisealta a th’ annainn a tha a’ dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a’ toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach		AR LUACHAN BUILEAN NÀISEANTA				Còraichean daonna	<input checked="" type="checkbox"/>	Clann	<input checked="" type="checkbox"/>	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input checked="" type="checkbox"/>	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>	Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>		
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5.6	<p><b>Buidhean air Cliù</b></p> <p>Tha cunnart ann gum bi eus-aonta eadar Bòrd na Gàidhlig agus ùghdarras poblach a’ toirt droch bhuidh air gach buidheann. Anns an t-suidheachadh seo ge-tà, bha oifigearan a’ Bhùird agus na h-oifigearan aig Comhairle Baile Dhùn Dè agus Puirt-Adhair na Gàidhealtachd is nan Eilean ag obair gu math còmhla, dhan ìre far a bheil e comasach moladh aonta a thoirt seachad.</p>																																				
5.7	<p><b>Buidhean air Slàinte is Sàbhailteachd</b></p> <p>Chan eil buaidh ann.</p>																																				
5.8	<p><b>Buidhean Laghail</b></p>																																				

## Seisean Fosgailte

## Cuspair 2.1

	Tha na planaichean reachdail seo a' tighinn fo sgèith Achd na Gàidhlig (Alba) 2005 agus tha dleastanasan aig Comhairle Baile Dhùn Dè fo sgèith Achd an Fhoghlaim (Alba) 2016 co-cheangailte ri foghlam Gàidhlig a bhrosnachadh.
<b>5.9</b>	<b>Buaidhean air Co-ionannas</b> 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.
<b>5.10</b>	<b>Buaidhean air an Àrainneachd</b> Cha bhi buaidh ann.

# Dundee City Council's Gaelic Language Plan 2021 - 2026



Bòrd na  
Gàidhlig  
logo to  
appear  
once  
approved

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

It was approved by Bòrd na Gàidhlig on  
[date to follow once plan approved]





## Foreword by the Leader of Dundee City Council

Dundee City Council is committed to giving equal respect to the Gaelic language in recognition of its status as one of Scotland's national languages, its contribution to the richness and diversity of Scottish culture and its importance within our nation's heritage.

This is the second edition of the Council's Gaelic Language Plan and it demonstrates our commitment to maintain the progress made in recent years and to increase momentum in line with aims of the National Gaelic Language Plan.

Significant progress has been made in raising awareness of Gaelic and increasing the visibility of the language in the city, and this edition of the Plan aims to further increase the use and learning of Gaelic and to further promote a positive image of Gaelic in Dundee.



Councillor John Alexander  
Leader of Dundee City Council

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# 1. Introduction

## DESCRIPTION OF DUNDEE CITY COUNCIL

Dundee City Council provides all local government services for the city of Dundee, which has a population of 148,270. The Council employs over 6,700 staff, making it one of the largest employers in the city, and has an annual gross revenue expenditure of around £600 million and a programme of capital investment in schools, housing, community facilities, roads, social care, leisure and sport of almost £400 million in the next five years.

In December 2017, the Council adopted an ambitious Dundee Partnership City Plan 2017-2026 and Council Plan 2017-2022 with a clear vision to continue to transform the city over the next ten years to create jobs, social inclusion and improve the quality of life. The plans were developed following extensive engagement with communities and consultation with partners, and include ambitious targets under five key themes of Fair Work and Enterprise, Children and Families, Health Care and Wellbeing, Community Safety and Justice and Building Stronger Communities.

Key strategic priorities include raising levels of attainment for school leavers; responding to increased demand from an ageing population with significant health and social care needs; tackling major issues in relation to drugs; responding to the climate emergency; and reducing levels of deprivation and inequality.

Gaelic is relevant to priorities such as attainment and equalities and will be included in the review of the City Plan and Council Plan to reflect new priorities following the Covid-19 pandemic, and for future plans as they are renewed or developed.

## GAELIC IN DUNDEE

### The History of Gaelic in Dundee

The information below is largely taken from research carried out by Duncan Sneddon, University of Aberdeen, and from information provided by John Morrison, former Chief Executive of An Comunn Gàidhealach, which is gratefully acknowledged.

Gaelic was likely the dominant language in Dundee between around 800 - 1200AD. The influence of Gaelic speakers in the Dundee area was evident throughout the medieval period. Numerous place names within Dundee attest to the presence of Gaelic speakers in the area in the medieval period, before Scots became the dominant language. For instance, the common Gaelic place name element baile (farmstead, settlement) can be seen in Balgowan (Baile a' Ghobhainn, blacksmith's steading), Balgay (Baile (na) Gaoithe, the windy/marshy steading) and Baldragon (from baile and dreagan, meaning 'the farm of the dragon' where dragon has been interpreted as meaning a 'hero').

The Gaelic-speaking population of Dundee began to be seen as a substantial community towards the end of the 18th century. While there must have been Gaels living here in previous decades, and indeed the presence of individuals with Highland names can be traced in tax records from as far back as the 1690s, there was a marked growth in the 1780s, to such an extent that the Gaelic Chapel was opened in Long Wynd in 1791 for 'Highlanders recently arrived in the town'. Estimates put the Highland population at 300-400. There was an auxiliary Gaelic School in 1815.

The Gaelic congregation left the Church of Scotland to join the Free Church at the Disruption of 1843, and built their own Gaelic church at Albert Square in 1869. Services in Gaelic continued to be held in the city until 1923.

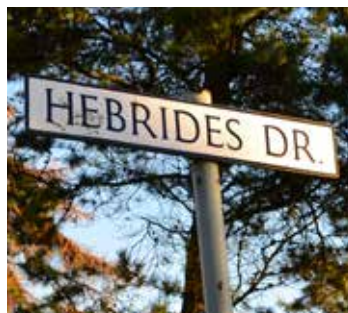
Other important social institutions for Dundee's Gaels included the Dundee Highland Society, established in 1814 for "...the preservation of the dress and antiquities of the ancient Caledonians, also for raising a fund for relieving distressed Highlanders at a distance from their native homes and such other benevolent purposes." The Society is believed to have held its first meeting in the Crown & Thistle pub, located where the rear of the Caird Hall is now. The Society was wound up in 1868 and replaced by the very similar Dundee Gaelic Club, which also held Gaelic social evenings.

In 1851, there were 809 Highland-born people living in Dundee, 1.02% of the city's population. While not all would have been Gaelic speakers, the figure also does not include those Gaelic speakers born in Dundee itself to Highland parents. The Gaelic-speaking community in Dundee fluctuated through the year, as seasonal migration for work in harvesting and the fishing industry brought large numbers of Gaelic speakers to the area for a time each year. These may not have been permanent Dundee residents, but they were part of the ordinary pattern of economic life in the city. The growth of the jute industry in the second half of the nineteenth century, along with the depopulation of vast swathes of the Highlands during the Clearances, saw the Highland-born and Gaelic-speaking population of Dundee increase, with many Gaels living in the Hawkhill and Scouringburn areas of the city. This saw the number of Gaelic speakers in Dundee increase from 237 in 1881 to 736 two decades later. The existence of a Gaelic village in the Claverhouse/Mill O Mains area is recognised by the street names in Mill O Mains, while Claverhouse is linked to the Gaelic speaking John Graham of Claverhouse – Bonnie Dundee or Iain Dubh na Catha in Gaelic.

### Gaelic in Dundee today

According to the 2011 Census, Dundee City had a population of 142,489 people aged three or over. Of these, those with skills in Gaelic were counted as follows:

Understands but does not speak	<b>440</b>
Speaks, reads and writes Gaelic	<b>238</b>
Speaks but does not read or write	<b>192</b>
Speaks and reads but does not write	<b>40</b>
Reads but does not speak or write	<b>119</b>
Other combination of skills in Gaelic	<b>44</b>
<b>Total with some Gaelic skills</b>	<b>1073</b>



*A 'Gaelic Village' existed in the Claverhouse and Mill O' Mains area, a link retained by street names in the area*

Although this represents a fairly small proportion of Dundee's overall population, it is a community not much smaller than that of Barra, and, a community a thousand strong is a fairly substantial one and a community with considerable potential for growth and development, particularly given the numbers in the 20-29 age groups.

Those in Dundee with Gaelic skills can be categorised by age as follows:

Age	Under-stands but does not speak	Speaks, reads and writes	Speaks but does not read or write	Speaks and reads but does not write	Reads but does not speak or write	Any other combination of skills	Total with any skills in Gaelic
3-4	0	1	0	0	0	0	1
5-9	4	1	2	0	1	0	8
10-14	14	6	2	1	1	0	24
15	1	0	1	0	0	0	2
16-17	8	1	3	0	0	1	12
18-19	24	21	10	1	12	0	68
20-24	86	32	34	9	33	9	203
25-29	64	24	28	3	19	9	140
30-34	30	13	8	2	9	3	65
35-39	16	16	14	1	6	3	54
40-44	28	14	12	1	6	1	64
45-49	23	13	19	3	7	3	70
50-54	33	20	16	4	5	5	81
55-59	17	17	8	3	4	3	52
60-64	22	18	9	3	6	1	59
65-69	20	19	9	3	1	2	54
70-74	22	5	6	2	1	4	40
75-79	11	4	2	2	2	0	21
80-84	8	6	6	0	3	0	23
85+	9	7	3	2	3	1	25

### Gaelic organisations in Dundee

First established in 1896, the Dundee Gaelic Choir (Dundee Gaelic Music Association) went into abeyance in 1939 but was re-established in 1966. It performs in the Royal National Mòd, local mòds and holds various charity and community concerts. As well as Dundee residents, it also draws members from Angus, Fife and Perth & Kinross. Dundee City Council has helped to promote the choir and made a small financial contribution towards the cost of uniforms following an influx of new members.

### Progress through the first edition of Dundee's Gaelic Language Plan

Dundee first Gaelic Language Plan was published in 2015. Significant developments since the first edition was produced include:

- Gaelic is now more visible in the city, with Gaelic signage on the three most significant new public buildings in Dundee - the V&A Museum of Design, the Railway Station and the Regional Performance Centre for Sport. V&A also produced its visitors' guide in Gaelic.
- Gaelic appears on the Council's website. The page includes a link to the Gaelic Language Plan, links to local and national organisations and some common words and phrases, with a link to sound recordings. The page also includes information about Gaelic classes and has been used to promote events such as Gaelic concerts.
- The Council takes part in Gaelic Twitter Day and the annual 'language ceilidh' when lots of organisations send a "many languages, one home" message. We also tweeted when the aircraft which flies Dundee-London was named 'Spiorad Dhùn Dè', when the new National Gaelic Plan was launched, on St Andrew's Day and on 'Say a Gaelic Phrase Day'. The Council promoted the film 'Scottish Gaelic Explained' on its website and through Twitter.
- Our first programme of Gaelic awareness-raising sessions was delivered by Ruairidh Maclean, highly respected Gaelic journalist and broadcaster, in September and October 2017, and the sessions were very well received. Employees who deal directly with the public at receptions and contact centres, along with employees across a range of other services, were among over 50 people who attended the sessions. Following on from this, a number of staff are pursuing Gaelic learning opportunities.
- The Council is providing funding to assist two members of staff with Gaelic learning at different levels - one on a fairly advanced course through the University of the Highlands and Islands and the other on a more beginners level Ulpan course in St Andrews.





- Our partners Leisure and Culture Dundee, who provide cultural services on the Council's behalf, have now run three successful series of Gaelic concerts in the city's Marryat Hall. One of the participants in each series was Dundee Gaelic Choir and the Council has helped to promote the choir. Leisure and Culture Dundee have also expanded the range of Gaelic books available in the city's libraries and organised an afternoon of songs, stories and rhymes for toddlers, in Gaelic and English, at Blackness Library.
- Information has been provided on the Council's website about Gaelic Medium Primary Education, the benefits of bilingualism and the rights of parents to request an assessment of the need for GMPE and we will respond to demand should a request be made. There have been no specific requests to provide Gaelic medium education to date.
- Dundee is among a group of local authorities in north east Scotland who commissioned research, funded by Bòrd na Gàidhlig and carried out by Duncan Sneddon from the University of Aberdeen, into the history, current situation and future opportunities for Gaelic. The results of Duncan's research have informed this plan.

## GAELIC IN SCOTLAND

The current National Gaelic Language Plan says that good progress has been made in recent years. The 2011 Census showed that around 87,000 people in Scotland (around 1.7% of the population) have some Gaelic language skills. For the first time there was an increase in the number of speakers aged under 25, even though the overall figure decreased slightly, and there has been a significant uptake of Gaelic Duolingo world-wide. The National Plan says that ensuring that the growing population of young Gaelic speakers is supported to continue using the language, and to pass it on to the next generation, is critical to the maintenance of Gaelic as a living language. The Census also showed that Gaelic speakers live in most communities across Scotland, with approximately 50% living in the Highlands and Islands, and 50% across the rest of the country. The plan also highlights the important role that Gaelic plays in the Scottish economy and in Scotland's cultural life.

The National Gaelic Language Plan concludes that Gaelic development has made good progress yet there is much to do to maintain this progress and increase momentum by means of new commitments. The priorities in the National Plan have been categorised under the headings of:

- Increasing the use of Gaelic
- Increasing the learning of Gaelic
- Promoting a positive image of Gaelic

and this Plan shows how Dundee City Council will contribute to maintaining progress and increasing momentum under each of these headings. We support the statement in the National Plan that Gaelic can make a contribution to the national outcomes that focus on the economy, on education, on young people, on tackling inequality, on communities, on a fair and inclusive national identity and on the quality of public services.

## THE GAELIC LANGUAGE (SCOTLAND) ACT 2005

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

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

This document is the second edition of Dundee City 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. We will also continue to carry forward and deliver commitments made in the first edition of the Plan.

This 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.

## INTERNAL GAELIC CAPACITY AUDIT

We conducted an internal Gaelic capacity audit during the course the first edition of our Gaelic Language Plan, so that the commitments in the plan can be matched to existing skills, and to highlight where additional recruitment and/or training is required.

Key findings of the Gaelic capacity audit are summarised below:

- A total of 252 employees completed the survey, one of whom one said they could speak, read and write Gaelic and 17 more said they had some limited ability or understanding, usually some common words such as greetings.
- Since the first audit, we are aware of at least two new staff joining the Council who have some skills in Gaelic.
- There are two Council employees who are currently taking Gaelic courses as part of their Continuing Professional Development, part-funded by the Council. One is doing the distance learning course run by Sabhal Mòr Ostaig (University of the Highlands and Islands) and one is doing a beginners' Ùlpan course in St Andrews.
- The intention is to make use of these internal resources when implementing the commitments in this Plan eg in supporting the establishment of Gaelic classes and a Gaelic conversation group in the city. We will also explore with these workers and their managers, and especially those learning Gaelic as part of their CPD, what other kinds of support they might be able to offer to develop Gaelic.

We will carry out a further audit of Gaelic capacity during the course of this plan.

There are currently no jobs where the use of Gaelic is a designated responsibility or desired requirements and this will be addressed through commitments in the Plan.

## CONSULTATION ON THE DRAFT GAELIC LANGUAGE PLAN

The 2005 Act requires that public authorities consult on their draft Gaelic Language Plan before submitting it to Bòrd na Gàidhlig.

Due to lockdown restrictions as a result of the COVID-19 pandemic, public consultation on this Plan was carried out online, with interested groups and individuals invited to send comments to a dedicated email address.

Some of those commenting felt the Council should make stronger, more proactive and dynamic commitments than in the draft Plan, others less so. Some of those responding also provided factual information, particularly about Dundee's historic connections with Gaelic and about learning opportunities.

As a result of the consultation process, a number of changes were made to the Plan.

The most significant changes made from the consultation draft are:

- further factual information added on the history of Gaelic in Dundee
- updated information on learning opportunities
- a more specific proposal that Dundee should indicate to An Comunn Gàidhealach a wish to host the National Mòd in 2027
- a commitment to provide more pro-active information on the benefits of Gaelic learning
- a stronger commitment to assist with the re-establishment of an organisation such as Dundee Highland Society
- further emphasis on Gaelic culture as well as language e.g. more references to art, literature and music
- a plan to expand the proposed Dundee City Council Gaelic Language Plan Implementation and Monitoring Group into a wider Dundee Gaelic Group, including partners and community representatives.

In addition to the online consultation described above, a focus group meeting was held in September 2019 as part of the research carried out by Duncan Sneddon, University of Aberdeen, on behalf of the Councils in the north east of Scotland. There was one native Gaelic speaker present, the rest were learners. Most of the people who attended the meeting were members of the Dundee Gaelic Choir. The views and ideas expressed at this meeting, as recorded in Duncan's research report, have also been taken into account in developing this Plan.

One of the issues highlighted at the focus group was a feeling that there needs to be a greater degree of community organisation among Gaelic speakers and learners in Dundee than currently exists, in order to press for stronger Gaelic provision and to publicise classes and Gaelic events. At present, it seems that this can best be achieved through the Dundee Gaelic Choir, although a desire was also expressed to restart the Dundee Highland Society, perhaps in a different form to what it had before. The society went into abeyance a few years ago due to a difficulty in finding office bearers, and had a membership of about 60 at the time. The society held about five or six events a year, mostly musical events, but also tatties-and-herring suppers (oidhche buntàta's sgàdan). A key strength of the society was that it was a grassroots, community-led organisation, rather than being something that was run by or provided by the Council or any such other official, "top-down" body. It was felt by the focus group that this should continue to be the case were the society to be re-launched. One potential role for the society would be running conversation groups, bringing native speakers together and giving learners a chance to gain conversational experience with them. This could also help to support those experiencing loneliness as a result of Covid-19 restrictions. It was also suggested that a Facebook group be established for Gaelic speakers in Dundee and Angus which could be used to co-ordinate and promote events.

The Council is keen to work with former members and potential new members of the Dundee Highland Society to provide assistance in taking forward the aims set out above.

## 2. Key Principles

This section of the plan confirms Dundee City Council's commitment to three key principles to be applied across the plan and throughout the authority.

### EQUAL RESPECT

Under the terms of the 2005 Act, Bòrd na Gàidhlig works with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language. The Bòrd in turn expects that public authorities will demonstrate in their plans how this principle will be achieved and maintained in practice.

Dundee City Council will ensure that where Gaelic is included as part of our operations and services, they are of an equal standard and quality as those that we provide in English.

### ACTIVE OFFER

Dundee City Council will make an active offer of our Gaelic services to our employees and the public. This will ensure that where Gaelic services are made available by us, Gaelic users are made aware of their existence, and are actively encouraged to use them.

This will give Gaelic users the confidence to know that their needs will be met if that is their choice.

Dundee City Council will ensure that our Gaelic language services are as accessible as our English language services.

### MAINSTREAMING

Dundee City Council will ensure that opportunities for the public and our employees to use Gaelic are mainstreamed in support of the aim in the National Gaelic Language Plan 2018-2023 that Gaelic is used more often, by more people and in a wider range of situations, so it becomes part of the day-to-day fabric of modern Scottish life.





## 3. Plan Commitments

### 3.1 HIGH LEVEL AIMS

Dundee City Council has agreed a set of High Level Aims with Bòrd na Gàidhlig and the Scottish Government Minister with responsibility for Gaelic.

The High Level Aims are a small number of strategic level actions, closely linked to the National Gaelic Language Plan 2018-2023, and framed around the three National Plan headings of:

- Increasing the use of Gaelic
- Increasing the learning of Gaelic
- Promoting a positive image of Gaelic

Dundee's High Level Aims are set out in the tables below, along with proposed outcomes and actions required to achieve these.

#### INCREASING THE USE OF GAELIC

High Level Aim	Increase in Gaelic's presence in arts and culture events and resources.
Proposed Outcome	Dundee should 'play to its strengths' by increasing the presence of Gaelic as part of the city's well established reputation for arts and culture.
Current Practice	<p>A programme of Gaelic Sunday lunchtime concerts, featuring musicians and singers from around Scotland, has proven popular and is now on its third series of six concerts each time.</p> <p>Over the lifetime of the first edition of the Gaelic Language Plan, there was an increase in Gaelic resources held in the libraries which are run on the Council's behalf by Leisure and Culture Dundee. This included not only language learning materials, but also fiction and children's books.</p>
Actions Required	<p>Action - Continue the programme of Gaelic concerts, taking account of the comment during consultation about different days of the week, and take other opportunities to host Gaelic bands at events in the city.</p> <p>Target Date - 2022 and future years</p> <p>Responsibility - Leisure and Culture Dundee</p>

Actions Required	<p>Action - Continue to promote the work of Dundee Gaelic Choir and seek to extend its connections to the Council eg through collaborative projects with schools.</p> <p>Target Date - From 2022 and ongoing</p> <p>Responsibility - Chief Executive's Service/Children and Families</p>
	<p>Action - Work with Leisure and Culture Dundee to host an exhibition in McManus Galleries or Central Library on a topic which features Gaelic, and to host book or poetry readings in Gaelic and English.</p> <p>Target Date - 2022</p> <p>Responsibility - Chief Executive's Service/Children and Families</p>
	<p>Action - Work with Leisure and Culture Dundee to feature Gaelic in annual events such as Local History Week and National Book Week.</p> <p>Target Date - 2022</p> <p>Responsibility - Leisure and Culture Dundee</p>
	<p>Action - Ask Leisure and Culture Dundee to add a page to their website listing Gaelic resources available at Central Library</p> <p>Target Date - From 2021 and ongoing</p> <p>Responsibility - Leisure and Culture Dundee</p>
	<p>Action - Work with Dundee Contemporary Arts to promote the showing of Gaelic films</p> <p>Target Date - From 2021 and ongoing</p> <p>Responsibility - Chief Executive's Service</p>
	<p>Action - Organise a Gaelic Day, with opportunities for language taster sessions, storytelling, place name sessions, nature-based activities, etc.</p> <p>Target Date - During 2021</p> <p>Responsibility - Chief Executive's Service</p>

	<p>Action - Raise awareness among key economic sectors, including design businesses and tourism/hospitality providers, of the economic benefits of using Gaelic, recognising that Gaelic and its associated culture has something unique and engaging to offer visitors to Scotland and buyers of Scottish products, with its distinctiveness enhancing customer perceptions of authenticity and provenance. This awareness raising will include promoting Visit Scotland's 'Gaelic for tourism businesses' portal.</p> <p>Target Date - From 2022</p> <p>Responsibility - City Development</p>
High Level Aim	Explore with neighbouring Councils the scope for sharing resources for Gaelic development.
Proposed Outcome	The positive relationships between the officers responsible for Gaelic in this part of Scotland should be built upon to explore the possibility of further sharing of resources and planning of new initiatives and joint events.
Current Practice	The officers responsible for Gaelic in Dundee, Angus, Fife, Perth & Kinross and Aberdeen meet on a regular basis to share good practice, contacts etc. This group also commissioned a research project on Gaelic in the north east of Scotland (including the history, current situation and future opportunities for Gaelic in the area) which will help to raise the profile of the language.
Actions Required	<p>Action - Explore with our neighbouring Councils, and with Bòrd na Gàidhlig, a suggestion made during consultation that several local authorities could share a Gaelic Language Officer.</p> <p>Target Date - From 2021 and ongoing</p> <p>Responsibility - Chief Executive's Service</p>
	<p>Action - In the meantime, maximise the co operation between officers and the cross marketing of Gaelic events and activities across the different Council areas in this part of the country.</p> <p>Target Date - Throughout the lifetime of the plan</p> <p>Responsibility - Chief Executive's Service</p>

## INCREASING THE LEARNING OF GAELIC

High Level Aim	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 Dundee City Council residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education (GME).
Proposed Outcome	Dundee will meet its duties under the Education (Scotland) Act and will incrementally increase the awareness and visibility of Gaelic in schools.
Current Practice	<p>There is currently no provision for Gaelic in schools in Dundee, at nursery, primary or secondary level. The Council's website does include information about Gaelic Medium Primary Education, the benefits of bilingualism and the rights of parents to request an assessment of the need for GME, and this information has been translated into Gaelic. There have been no specific requests to provide Gaelic medium education to date.</p> <p>There are no regular Bookbug sessions in Gaelic, but our partners Leisure and Culture Dundee did run an afternoon of songs, stories, rhymes, and games for toddlers, in a mix of Gaelic and English, at one of our community libraries.</p>
Actions Required	<p>Action - Include information on parents' night to request GME under the Education (Scotland) Act 2016 on its website within the first 6 months of delivery of this edition of the Plan.</p> <p>Target Date - 2021</p> <p>Responsibility - Children and Families Service</p>
	<p>Action - Take steps to increase the awareness of and visibility of Gaelic in schools eg through music, poetry, awareness-raising sessions and special projects which provide an opportunity to introduce Gaelic to pupils.</p> <p>Target Date - Over the lifetime of the plan</p> <p>Responsibility - Children and Families Service</p>
	<p>Action - Provide at least one Bookbug session through co-operation with Leisure and Culture Dundee, increasing by one yearly.</p> <p>Target Date - From 2021 onwards</p> <p>Responsibility - Leisure and Culture Dundee</p>
	<p>Action - Facilitate online study for any secondary pupil who wishes to study Gaelic as a subject</p> <p>Target Date - From 2022/23 session</p> <p>Responsibility - Children and Families</p>



High Level Aim	Look at providing, through a Tayside Collaborative model, access to Gaelic Medium Education where requests are made for families living in the Dundee City Council area.
Proposed Outcome	We will collaborate with neighbouring authorities to maximise access to Gaelic education and ensure effective and sustainable use of resources.
Current Practice	Angus, Perth & Kinross and Dundee Councils are currently involved in a range of collaborative work to improve educational outcomes, but this has not to date included Gaelic.
Actions Required	Action - Explore ideas and share good practice through the Tayside 1+2 Strategy Group. Target Date - From 2021 and ongoing Responsibility - Children and Families Service
	Action - Signpost parents who wish Gaelic medium education for their children to the provision by Angus Council until such time as there is sufficient demand to make provision in Dundee viable. Target Date - On request Responsibility - Children and Families Service
High Level Aim	Support the provision of Gaelic language classes in the community.
Proposed Outcome	There will be opportunities for people to learn Gaelic in Dundee.
Current Practice	<ul style="list-style-type: none"> <li>Until very recently, there were no Gaelic adult education classes in Dundee, and some learners in the city travel to Fife to attend classes. Recently a pilot learners' group has been meeting at Menzieshill Community Centre and provides the basis for future development, while the University of Dundee is again to include Gaelic in its Languages For All programme.</li> <li>Dundee Gaelic Choir has in the past run beginners'-level courses using Ùlpan, funded by Bòrd na Gàidhlig, as they needed to have a certain proportion of Gaelic-speakers in the choir for the Mòd.</li> <li>The University of Dundee offers an online distance learning course, recommended for students who already have some basic knowledge of Gaelic.</li> </ul>

Actions Required	<p>Action - We will establish a beginners' Gaelic class for adult learners, building on the pilot classes which were held at Menzieshill Community Centre , with effective marketing and promotion to encourage students to attend.</p> <p>Target Date - During 2021</p> <p>Responsibility - Chief Executive's Service</p>
	<p>Action - Establish a baseline from which further growth can be attempted (i.e. so that the third edition of the Gaelic Language Plan would include a commitment to increase learners by X% compared to the lifetime of this second edition). We will also plan how to ensure continuity of provision, so that intermediate and advanced courses are available for those who have completed beginners' courses, perhaps working with neighbouring local authorities to establish a pool of tutors.</p> <p>Target Date - Following on from above</p> <p>Responsibility - Chief Executive's Service</p>



High Level Aim	Support the development of a regular opportunity for Gaelic speakers in Dundee to meet and support each other in using Gaelic in conversation.
Proposed Outcome	There will be opportunities, in addition to formal classes, for Gaelic speakers to meet in a less formal setting to use the language. The National Gaelic Language Plan notes that “the primary need in towns and cities is to bring speakers together more often to create dynamic communities which support and grow the use of Gaelic within these urban settings. Gaelic arts and cultural events already play a central role. This needs to expand, as do other types of infrastructure to support using Gaelic whether it be through sports, training or social activities, thus creating vibrant and thriving communities which can capitalise on opportunities for growth”. We will contribute towards meeting that need.
Current Practice	There is no regular gathering of Gaelic speakers in Dundee and few opportunities to use Gaelic, either for native speakers or learners.
Actions Required	Action - Develop a regular opportunity for Gaelic speakers, including young people, to meet up to use the language. Target Date - During 2021 Responsibility - Chief Executive's Service
	Action - Explore ideas with the Gaelic community on how aspirations identified during consultation on this Plan for a dedicated community space for classes, conversation groups, choir rehearsals etc could be taken forward. Target Date - During 2021 Responsibility - Chief Executive's Service
	Action - Develop opportunities for a virtual Gaelic community in Dundee e.g. a Facebook group. Target Date - 2021 Responsibility - Chief Executive's Service

## PROMOTING A POSITIVE IMAGE OF GAELIC

High Level Aim	Increase the visibility of Gaelic in high profile events, heritage and signage .
Proposed Outcome	Gaelic should be more visible in the city and in a wider range of situations and events.
Current Practice	<p>Significant progress has been made in providing Gaelic signage at high-profile locations, with Gaelic appearing on the three most recent major new buildings in the city - the V&amp;A Museum of Design, the new Railway Station and the Regional Performance Centre for Sport.</p> <p>There is nothing visible in Dundee to show the history of Gaelic in the area.</p> <p>During the period of the first edition of the Gaelic Language Plan, Dundee twice hosted the Trad Music Awards which celebrated the best of traditional music in Scotland, including Gaelic, and were broadcast on BBC Alba and streamed worldwide through the BBC Alba website.</p> <p>Dundee has hosted the Royal National Mòd on five occasions - in 1902, 1913, 1937, 1959 and 1974 - and would love to do so again.</p>
Actions Required	<p>Action - Initiate discussions with An Comunn Gàidhealach about the feasibility of Dundee hosting the Royal National Mòd in 2027. For this to happen, there needs to be a local branch of An Comunn Gàidhealach or an affiliated organisation, and the Council will provide assistance to re-starting such a group. During consultation, it was suggested that a more realistic short-term aim would be hosting a provincial mòd for Dundee, Angus and Perth and Kinross, and building on that experience, so there will be further feasibility work done with relevant bodies.</p> <p>Target Date - During 2021</p> <p>Responsibility - Chief Executive's Service</p> <p>Action - Install bi-lingual heritage plaques on sites in the city connected with Gaelic, with a view to raising Gaelic's visibility in the city and contributing to a greater understanding of the historical presence of Gaelic speakers in Dundee.</p> <p>Target Date - By end of 2022</p> <p>Responsibility - Chief Executive's Service</p> <p>Action - Ensure that Gaelic is introduced into new or replacement prominent signage on a phased and incremental basis and demonstrating equal respect.</p> <p>Target Date - Whenever opportunities arise</p> <p>Responsibility - City Development</p>



High Level Aim	Deliver Gaelic awareness training to councillors and staff, with priority given to the education team and those with a key role in ensuring successful implementation of the Gaelic Language Plan.
Proposed Outcome	Councillors and senior officers should have an awareness of the importance of the Gaelic language, its historical spread across Scotland, its rich heritage linked to place and culture, Gaelic's place in a multi-lingual Scotland and the wider world, and Gaelic's benefits in education and economic development.
Current Practice	Very successful awareness sessions were held for Council employees during the course of the Council's first Gaelic Language Plan but have not to date been delivered specifically for councillors or senior officers.
Actions Required	Action - Run a further series of awareness raising sessions targeted more at senior policy and decision makers. Target Date - 2022 and 2024 Responsibility - Chief Executive's Service



### 3.2 CORPORATE SERVICE AIMS

As well as the High Level Aims agreed with the Council, Bòrd na Gàidhlig has developed a set of standardised Corporate Service Aims to be included in all Gaelic Language Plans.

The Corporate Service Aims are based on the Bòrd's experience of approved Gaelic Language Plans to date, with the aim of standardising key Gaelic services over time across the public sector.

All public authorities are expected to address all of these Corporate Service Aims in their plan, describing current practice, actions needed to achieve the aim, timescales and which team will have responsibility for progressing the actions.

Where the aim has been achieved and is being delivered, this is stated below under current practice.

Where the aim has not yet been achieved, we have set out below how and when this will happen, even if it is beyond the lifetime of the current plan and/or as part of future renewal processes.

Subsequent editions of our Gaelic Language Plan will show incremental progress towards delivery of the Corporate Service Aims.

### STATUS

Desired Outcome	<b>Logo and Brand</b> Render the corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process. The logo will demonstrate equal prominence for both languages.
Current Practice	The Council has not rebranded its corporate identity since agreeing the first edition of its Gaelic Language Plan.
Actions Required	Action - The Council remains committed to demonstrating equal respect for Gaelic and English on any rebranding. Target Date - On any rebranding Responsibility - Communications team within Chief Executive's Service
Desired Outcome	<b>Signage</b> Prominent signage will include Gaelic and English as part of any renewal process.
Current Practice	Gaelic signage has been included in the three most significant public buildings in the city in recent years - V&A, Museum of Design, Railway Station and Regional Performance Centre for Sport.
Actions Required	Action - Include Gaelic signage on future prominent buildings and in any renewal of signage on the ambassador routes into the city. Target Date - Whenever opportunities arise Responsibility - City Development

## COMMUNICATING WITH THE PUBLIC

Desired Outcome	<b>Promotion</b> Positive message that communication from the public in Gaelic is always welcome.
Current Practice	A message to this effect has been added to the Gaelic page on the Council's website.
Actions Required	Action - Increase regular and active promotion and encouragement of Gaelic communication. Target Date - From 2021 and ongoing Responsibility - All services
Desired Outcome	<b>Written Communication</b> Written communication in Gaelic is always accepted (post, e-mail and social media) and replies will be provided in Gaelic in accordance with the general policy.
Current Practice	We have not, to date, received any communication solely in Gaelic.
Actions Required	Action - Make an offer to accept and respond appropriately to any written communication in Gaelic. Target Date - From 2021 and ongoing Responsibility - All services
Desired Outcome	<b>Reception and Phone</b> Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public.
Current Practice	We do not currently have staff with these skills.
Actions Required	Action - Include Gaelic language skills in training and recruitment processes to build capacity. Target Date - 2022 Responsibility - Human Resources, within Corporate Services



Desired Outcome	<b>Public Meetings</b> Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.
Current Practice	We have not yet had any meetings for which this service was requested.
Actions Required	Action - Respond to any requests to hold meetings bilingually or in Gaelic. Target Date - On request Responsibility - Chief Executive's Service

## INFORMATION

Desired Outcome	<b>Social Media</b> Gaelic content is distributed regularly through social media, guided by the level of actual and potential users.
Current Practice	We have participated in Gaelic Twitter Day and posted Gaelic tweets at other times.
Actions Required	Action - Increase the distribution of Gaelic content through social media. Target Date - From 2021 and ongoing Responsibility - Communications team within Chief Executive's Service
Desired Outcome	<b>Website</b> Gaelic content will be available on the website, with emphasis given to the pages with the highest potential reach.
Current Practice	Gaelic appears on the Council's website. The page includes a link to the Gaelic Language Plan, links to local and national organisations and some common words and phrases, with a link to sound recordings. The page also includes information about Gaelic classes and we have used it to promote events such as Gaelic concerts.
Actions Required	Action - Continue to keep the Gaelic page up-to-date, increase the amount of bi-lingual content and implement Bòrd na Gàidhlig's advice on local authority website content. Target Date - From 2021 and ongoing Responsibility - Communications team within Chief Executive's Service

Desired Outcome	<b>Corporate Publications</b> Produced in Gaelic and English, with priority given to those with the highest potential reach.
Current Practice	The Council's Gaelic Language Plan has been produced bilingually, in both electronic and paper formats.
Actions Required	Action - Identify further publications to be produced bilingually. Target Date - From 2021 and ongoing Responsibility - All services, with assistance from the Communications team within Chief Executive's Service.
Desired Outcome	<b>Language Utility</b> A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.
Current Practice	We have used a professional translator for our plan, for information on our website and Twitter account, and to provide bilingual email contact details for staff who requested that. Our translator was recommended to us by other local authorities who testified to the quality of her work.
Actions Required	Action - Our commitment to using professional translation is confirmed. Target Date - Whenever translation is required Responsibility - Chief Executive's Service
Desired Outcome	<b>Exhibitions</b> We will work with Leisure and Culture to deliver public exhibitions bilingually or in Gaelic, with priority given to those with the highest potential impact.
Current Practice	We have not, to date, delivered a public exhibition bilingually or in Gaelic.
Actions Required	Action - Work with our partners Leisure & Culture Dundee to feature Gaelic in exhibitions and events. Target Date - By the end of 2022 Responsibility - Leisure & Culture Dundee



## STAFF

Desired Outcome	<b>Internal Audit</b> Conduct an internal audit of Gaelic skills and training needs through the life of each plan.
Current Practice	We carried out our first audit during July and August 2017, and repeated this specifically for teaching staff in early 2018. A total of 252 employees completed the survey, of whom one said they could speak, read and write Gaelic and 17 more said they had some limited ability or understanding, usually some common words such as greetings. 62 staff said they were interested in attending a Gaelic awareness session - most of these have now attended.
Actions Required	Action - Carry out a further audit during the period of this plan, including a survey of teachers. Target Date - By end of 2022 Responsibility - Chief Executive's Service
Desired Outcome	<b>Induction</b> New staff are made aware of the Council's Gaelic Language Plan.
Current Practice	Our induction materials include a link to the Council's Strategic Plans, one of which is the Gaelic Language Plan.
Actions Required	Action - Ensure Gaelic is included in the information given to new employees as part of induction. Target Date - From 2021 and ongoing Responsibility - Learning and Organisational Development, within Corporate Services



Desired Outcome	<b>Language Training</b> Gaelic language skills training and development is offered to staff, particularly in relation to implementing the public authority's Gaelic Language Plan.
Current Practice	No direct training has been provided. However the Council has part funded two members of staff pursuing Gaelic learning through a course at the University of the Highlands and Islands and the Ulpan course in St Andrews.
Actions Required	Action - Actively encourage and support staff to improve their Gaelic language skills e.g. by considering applications for funding support from members of staff who wish to undertake Gaelic language skills training. Target Date - From 2022 and ongoing Responsibility - Learning and Organisational Development, within Corporate Services

Desired Outcome	<b>Awareness Training</b> Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing with the public.
Current Practice	Our first programme of Gaelic awareness-raising sessions were delivered by Ruairidh Maclean, highly respected Gaelic journalist and broadcaster, in September and October 2017, and were very well received. Employees who deal directly with the public at receptions and contact centres, along with employees across a range of other services, were among over 50 people who attended the sessions.
Actions Required	Action - Offer further sessions, targeted at senior officers and councillors. Target Date - By end of 2022 Responsibility - Chief Executive's Service

Desired Outcome	<b>Recruitment</b> Recognising and respecting Gaelic skills within the recruitment process throughout the public authority.
Current Practice	We have not yet identified any posts for which Gaelic is essential or desirable.
Actions Required	Action - Recognise, respect and actively welcome Gaelic skills as part of the Council's recruitment process. Target Date - 2021 Responsibility - Human Resources, within Corporate Services

Desired Outcome	<b>Recruitment</b> 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.
Current Practice	We have reviewed our approach to this as requested but have not to date identified any posts for which Gaelic would be essential or desirable.
Actions Required	Action - Include Gaelic as a desirable skill in the Council's standard recruitment documentation. Target Date - 2021 Responsibility - All services
Desired Outcome	<b>Recruitment</b> Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
Current Practice	No such posts have yet been identified.
Actions Required	Action - If we identify posts for which Gaelic is an essential skill, adverts will be bilingual. Target Date - Whenever such a post is advertised Responsibility - Human Resources, within Corporate Services

## GAELIC LANGUAGE CORPUS

Desired Outcome	<b>Gaelic Orthographic Conventions</b> The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced.
Current Practice	There is a commitment in the first edition of our Gaelic Language Plan that Dundee City Council will adhere to Gaelic orthographic conventions.
Actions Required	Action - Re-affirm existing commitment. Target Date - Whenever materials are being produced Responsibility - All services
Desired Outcome	<b>Place-Names</b> Gaelic place-name advice from Ainmean-Àite na h-Alba is sought and used.
Current Practice	There is a commitment in the first edition of our Gaelic Language Plan to use the services of Ainmean-Àite na h-Alba for guidance on place names.
Actions Required	Action - Re-affirm existing commitment. Target Date - Whenever guidance is needed Responsibility - All services

## 4. Links to the National Performance Framework

The commitments in this Gaelic Language Plan will help to advance the following priorities of the National Performance Framework:

- **Children and young people** - we grow up loved, safe and respected so that we realise our full potential.
- **Communities** - we live in communities that are inclusive, empowered, resilient and safe.
- **Culture** - we are creative and our vibrant and diverse cultures are expressed and enjoyed widely.
- **Economy** - we have a globally competitive, entrepreneurial, inclusive and sustainable economy.
- **Education** - we are well educated, skilled and able to contribute to society.
- **Human Rights** - we respect, protect and fulfil human rights and live free from discrimination.

Full details of the National Performance Framework can be accessed at <https://nationalperformance.gov.scot/>

## 5. Links to Local and Regional Frameworks

Dundee's City Plan - the Local Outcome Improvement Plan developed by Dundee's Community Planning Partnership - includes a vision that Dundee:

- will have a strong and sustainable city economy that will provide jobs for the people of Dundee, retain more graduates and make the city a magnet for new talent.
- will offer real choice and opportunity in a city that has tackled the root causes of social and economic exclusion, creating a community which is healthy, safe, confident, educated and empowered.
- will be a vibrant and attractive city with an excellent quality of life where people choose to live, learn, work and visit.

The commitments in this plan will contribute towards achieving that vision.

Further work will be done during the course of this plan to demonstrate links to Regional Improvement Collaboratives and Regional Skills Investment Plans as part of our commitment to explore the scope for joint working on Gaelic with neighbouring authorities.

## 6. Publication

This section of the plan sets out how Dundee City Council will publish this Gaelic Language Plan and how we will let both internal and external stakeholders know about it.

### INTERNAL

The Council will let all staff and other internal stakeholders at all levels of the organisation know about the Gaelic Language Plan, what responsibility they have in terms of delivery and the opportunities that exist for them to use their Gaelic and/or develop their skills. This will be done by:

- publishing information on our staff intranet.
- positive references in the Chief Executive's monthly blog.
- including Gaelic in induction and in employee development reviews.

### EXTERNAL

Dundee City Council's Gaelic Language Plan will be published in Gaelic and in English on our website. In addition, we will:

- issue a bilingual press release announcing the plan.
- publicise the plan through a variety of social media platforms.
- distribute copies to arms-length organisations and other third-party organisations, explaining their role in the delivery of the plan.
- distribute copies of the plan to key stakeholders in the public, private and third sectors.
- distribute copies of the plan to relevant Gaelic organisations and other interested bodies.
- make hard copies available on request.



## 7. Resourcing the Plan

Most of the costs involved in implementing this plan will be mainstreamed within existing budgets and/or as part of ongoing renewal processes. Where there are any extra cost implications, these will be agreed by the Council in line with normal budget processes.

## 8. Monitoring the Plan

The ongoing monitoring of approved Gaelic Language Plans is a requirement of the Gaelic Language (Scotland) Act and Bòrd na Gàidhlig ask all public authorities to produce a monitoring report annually, from 12 months after the date of the plan's approval and each year thereafter.

Dundee City Council will compile an annual progress report that will be provided to Bòrd na Gàidhlig and made available to the public.



*Location of Eaglais Ghaidhlig Dhun Deagh / Dundee Gaelic Church*

## 9. The Gaelic Language Plan in Dundee City Council

### OVERALL RESPONSIBILITY FOR THE PLAN

The Chief Executive has overall responsibility for the preparation, delivery and monitoring of Dundee City Council's Gaelic Language Plan. He can be contacted as follows:

Name:	Greg Colgan
Position:	Chief Executive
Department:	Chief Executive's Service
Name of Organisation:	Dundee City Council
Address:	5 City Square Dundee DD1 3BA
Telephone Number:	(01382) 434201
Email Address:	gregory.colgan@dundeecity.gov.uk

### DAY-TO-DAY RESPONSIBILITY FOR THE PLAN

The Corporate Planning Officer has day-to-day responsibility for the delivery and monitoring of Dundee City Council's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

Name:	Bill Findlay
Position:	Corporate Planning Officer
Department:	Chief Executive's Service
Name of Organisation:	Dundee City Council
Address:	5 City Square Dundee DD1 3BA
Telephone Number:	(01382) 434094
Email Address:	bill.findlay@dundeecity.gov.uk

### GAELIC LANGUAGE PLAN IMPLEMENTATION AND MONITORING GROUP

To ensure that the Gaelic Language Plan is embedded across the corporate structure of the authority, Bòrd na Gàidhlig recommends the establishment of a Gaelic Language Plan Implementation and Monitoring group, consisting of staff from across the authority with responsibility for developing, implementing and monitoring different aspects of the plan. We intend to widen this out into a broader Dundee Gaelic Group, including partners and community representatives.

The group will be established as follows:

- Remit - to oversee the implementation and monitoring of this plan and to develop further actions to achieve its objectives.
- Representation - officers from Chief Executive's Services, Corporate Services, City Development, Children and Families, Neighbourhood Services, Leisure & Culture Dundee, other partners and community representatives.
- Frequency of meetings - quarterly.

## ENGAGING WITH STAFF

The Council will engage with staff, particularly with regards to their duties in relation to plan implementation and monitoring, as follows:

- through the Implementation and Monitoring group described above.
- through employee development reviews.
- through communication on the staff intranet, all staff e-mails and the Chief Executive's blog.

## ARM'S LENGTH ORGANISATIONS AND THIRD PARTIES

The Council will ensure that those who deliver services on its behalf (eg contractors, arm's length organisations and other third parties) are aware of and will deliver the commitments of the authority's Gaelic Language Plan.

This applies in particular to Leisure & Culture Dundee who manage libraries, museums and venues on the Council's behalf. When the Council's service level agreement with Leisure & Culture is renewed, we will include a requirement to feature Gaelic in their provision and programmes.



Bòrd na  
Gàidhlig  
logo to  
appear  
once  
approved

# Highlands and Islands Airports Limited

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## GAELIC LANGUAGE PLAN 2021-2026

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



## Foreword

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Highland and Islands Airports Limited (HIAL) airports are integral to the social and economic well-being of regional Scotland, connecting Scotland's remote Highland and Island locations and the cities of Inverness and Dundee to the rest of the world. We are committed to creating social benefit and economic prosperity by building Scotland's sustainable regional airport network of the future.

The Gaelic language and culture is an important part of Scotland's communities, heritage and identity. With airports across Scotland and over 1.7 million UK and international passengers in 2019, HIAL is determined to play its part in supporting the development of Gaelic, and in raising its profile across Scotland.

This second edition of our Gaelic Language Plan sets out how we intend to achieve this ambition, in line with the aspirations and objectives of the National Gaelic Language Plan and the Gaelic Language (Scotland) Act 2005.

We are proud of our achievements and the progress we have made to date. However, we are conscious that we still have more to achieve. HIAL, like other public sector bodies, have been impacted by the restraints on finance and resource, and as a result there are a number of objectives that will continue into our current Plan.

To ensure we achieve our commitments to support and develop the Gaelic language, this Plan will focus on the areas we can best progress and deliver the most impact over the coming five years.

The plan was in the final stages of completion following public consultation. However, the impact of the Coronavirus pandemic has had a significant affect all sectors of industry and continues to have a considerable impact, particularly on the aviation industry. HIAL intends to progress the plan and meet its objectives, with the caveat that we are yet to see the full impact of the pandemic and what restrictions on a practical level will permit us to achieve.

*Inglis Lyon*

***Managing Director, HIAL***

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## INTRODUCTION

Highlands and Islands Airports Ltd (HIAL) was first established in 1986 and is wholly owned by Scottish Ministers.

HIAL operates 11 airports across Scotland at Barra, Benbecula, Campbeltown, Dundee, Inverness, Islay, Kirkwall, Stornoway, Sumburgh, Tiree and Wick John O’Groats. The company employs over 600 people across the 11 airports and Head Office in Inverness.

Each airport plays an integral part in regional operations, development and growth, providing lifeline and essential services as well as a mix of tourism and business travel. By promoting and transforming aviation connectivity, HIAL continues to play a key role in supporting social benefit and economic prosperity in the communities we serve, as well as providing vital and sustainable transport links to the rest of the UK, Europe, and worldwide via international hub airport connections.

With more than 1.7 million people using HIAL airports in 2019, and an ongoing commitment for significant investment in new technology to build Scotland’s regional airport network of the future, the group is committed to further growth in passenger numbers and services.

HIAL receives subsidies from the Scottish Government in accordance with section 34 of the Civil Aviation Act 1982.

Out with the commitment to a bilingual HIAL logo and the provision of Gaelic translations on the website, Kirkwall and Sumburgh airports are exempt from the plan, in recognition of the distinct cultural and linguistic characteristics of those locations.

## THE GAELIC LANGUAGE (SCOTLAND) ACT 2005

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

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

This document is HIAL’s second edition 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.

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

## APPROVAL OF HIAL'S GAELIC LANGUAGE PLAN

The 2005 Act requires public authorities to bring the preparation of their Gaelic language plans to the attention of all interested parties. HIAL held a public consultation on this Gaelic Language Plan from 1 October 2019 to 15 November 2019. No formal responses were received during this consultation. See the Appendix for further information on the public consultation.

HIAL's second edition Gaelic Language Plan was approved by Bòrd na Gàidhlig on **xxx** 2021.

## SUMMARY OF GAELIC IN SCOTLAND

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

According to the 2011 Census, some 87,000 people in Scotland aged three and over have some Gaelic ability (1.7% of the population). This compares with 92,400 (1.9% of the population) in the 2001 Census. The number of people who speak, read and write Gaelic in 2011 was 32,000 (0.6% of the population), broadly unchanged since 2001.

The age profile of Gaelic speakers is weighted towards the upper end of the demographic. However, the number of young people speaking Gaelic has increased, particularly among the 3 to 4 and 5 to 14 age groups.

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

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

## GAELIC WITHIN HIAL'S AREA OF OPERATION

HIAL airports encompass six local authority areas: Argyll & Bute, Dundee City, Highland, Na h-Eileanan Siar (Western Isles), Orkney Islands and Shetland Islands. The greatest concentration of people with some Gaelic ability is in the Highlands and Islands, particularly in Na h-Eileanan Siar, which includes Barra, Benbecula and Stornoway airports. Here, around 16,500 people (62% of the population) have some Gaelic ability, the highest proportion of any area of Scotland.

In Highland, around 16,600 people have some Gaelic ability, though this accounts for a smaller proportion of the overall population, at 7.3%. The majority of Gaelic speakers in Highland are concentrated in Inverness, the administrative capital of the region, with smaller but significant Gaelic speaking communities in the neighbouring towns and villages, including Daviot, Dingwall, Dores and Nairn.

The north-west Highlands also have a relatively high proportion of Gaelic speakers, particularly in areas such as Applecross, Gairloch, Lochcarron, and areas of Lochaber including Ardnamurchan and Arisaig. Areas of Sutherland, including Tongue, also have a high proportion of Gaelic speakers.

Argyll & Bute records around 5,000 people with some Gaelic ability, accounting for almost 6% of the population.

Outwith Na h-Eileanan Siar, Highland and Argyll & Bute, the proportion of people within HIAL's area of operation with some Gaelic language ability is relatively small, accounting for around 1% of the population in Orkney Islands, and approximately 0.8% in Dundee City and Shetland Islands respectively.

The variance between Gaelic skills in our areas and in Scotland as a whole are shown below, based on data from the 2011 census. The downward trends of the use of these skills since the 2001 census are also shown, indicating why corporate support for the use and development of Gaelic is so important.



## Gaelic Population Data

Census 2011			HiAL	Scotland
With any Gaelic skill (age 3+)	43,687	5.0% of the area's population		1.7%
people who can speak Gaelic	32,667	3.8% of the area's population		1.1%
		74.8% of those with a Gaelic skill		66.2%
speak & read but not write Gaelic	22,446	68.7% of those who can speak Gaelic		67.1%
Gaelic-literate speakers	18,556	56.8% of those who can speak Gaelic		56.3%
source: NRS table AT_234_2011				
Using Gaelic in the home	18,104	2.1% of the area's population		0.5%
		55.4% of those who can speak Gaelic		43.4%
source: NRS table KS206SC				
With any Gaelic skill (age 3+)				
age 3–15	5,710	11.0% of those with a Gaelic skill		11.1%
age 16–24	3,878	10.3% of those with a Gaelic skill		11.1%
age 25–34	3,903	11.2% of those with a Gaelic skill		12.5%
age 35–49	8,804	22.4% of those with a Gaelic skill		22.0%
age 50–64	10,133	24.1% of those with a Gaelic skill		21.8%
age 65+	11,259	21.0% of those with a Gaelic skill		21.5%
source: NRS table LC2120SCdr				
Census 2001			HiAL	Scotland
With any Gaelic skill (age 3+)	49,294	-11.4% change to 2011		-5.8%
people who can speak Gaelic	35,794	-8.7% change to 2011		-1.8%
speak & read but not write Gaelic	25,007	-10.2% change to 2011		-1.9%
Gaelic-literate speakers	19,678	-5.7% change to 2011		+2.8%
source: NRS table AT_001_2001				

data presented by Bòrd na Gàidhlig

NB The area covered by Highlands & Islands Airport Ltd is considered for the purpose of this data to include the local authority areas in which the airports are situated (Western Isles, Orkney, Shetland, Highland, Argyll & Bute, Dundee) and the local authority areas for which these airports are more closely associated than other airports (Moray, Angus, Perth & Kinross).

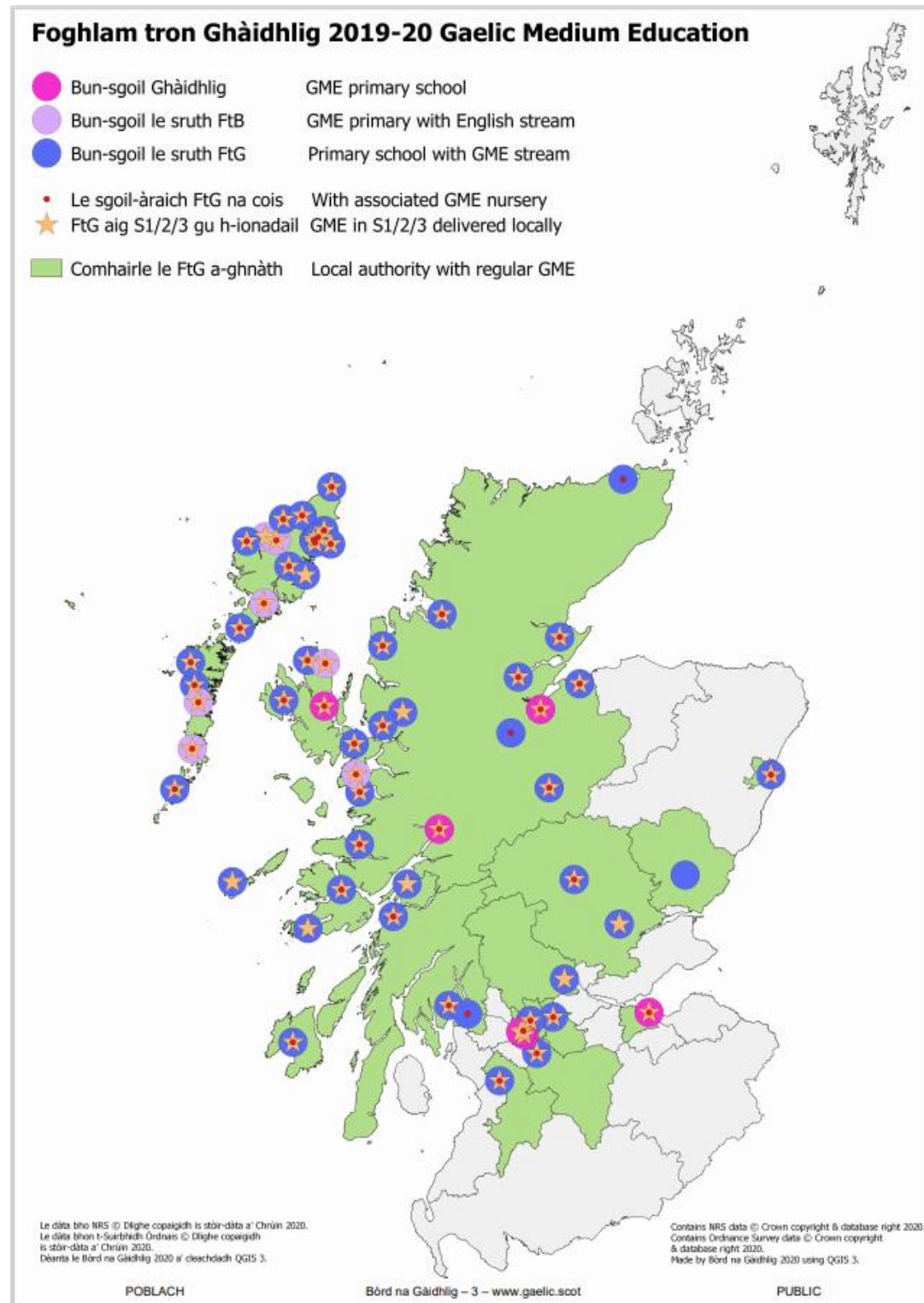
## Dàta Sluaigh na Gàidhlig

Cunntas-sluaigh 2011			HiAL	Alba
Le sgil Gàidhlig sam bith (aois 3+)	43,687	5.0% de shluaigh na sgìre		1.7%
daoine a labhras Gàidhlig	32,667	3.8% de shluaigh na sgìre		1.1%
		74.8% de dhaoine le sgil Gàidhlig		66.2%
labhairt is leughadh gun sgrìobhadh	22,446	68.7% de dhaoine a labhras Gàidhlig		67.1%
luchd-labhairt litearra na Gàidhlig	18,556	56.8% de dhaoine a labhras Gàidhlig		56.3%
NRS cùr AT_234_2011				
Le Gàidhlig san dachaigh	18,104	2.1% de shluaigh na sgìre		0.5%
		55.4% de dhaoine a labhras Gàidhlig		43.4%
NRS cùr KS206SC				
Le sgil Gàidhlig sam bith (aois 3+)				
aois 3–15	5,710	11.0% de dhaoine le sgil Gàidhlig		11.1%
aois 16–24	3,878	10.3% de dhaoine le sgil Gàidhlig		11.1%
aois 25–34	3,903	11.2% de dhaoine le sgil Gàidhlig		12.5%
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aois 65+	11,259	21.0% de dhaoine le sgil Gàidhlig		21.5%
NRS cùr LC2120SCdr				
Cunntas-sluaigh 2001			HiAL	Alba
Le sgil Gàidhlig sam bith (aois 3+)	49,294	-11.4% atharrachadh gu 2011		-5.8%
daoine a labhras Gàidhlig	35,794	-8.7% atharrachadh gu 2011		-1.8%
labhairt is leughadh gun sgrìobhadh	25,007	-10.2% atharrachadh gu 2011		-1.9%
luchd-labhairt litearra na Gàidhlig	19,678	-5.7% atharrachadh gu 2011		+2.8%
NRS cùr AT_001_2001				

dàta air a thaisbeanadh le Bòrd na Gàidhlig

NB Tha an sgìre aig Puirt-adhair na Gàidhealtachd is nan Eilean air a tomhas airson an dàta seo mar gu bheil i a' gabhail a-staigh nan sgìrean comhairle anns a bheil na puirt-adhair (Na h-Eileanan Siar, Arcaibh, Sealtainn, a' Ghàidhealtachd, Earra Ghàidheal is Bòd, Dùn Dè) agus nan sgìrean comhairle ris a bheil na puirt-adhair sin nas dlùithe na puirt-adhair eile (Moireibh, Aonghas, Peairt is Ceann Rois).

Within HIAL's operating area, three of the local authorities provide Gaelic Medium Education (GME) from nursery to secondary school. In the 2019/20 academic year, GME nursery education in Argyll & Bute stood at 3.2%, in Highland at 9.3% and in Na h-Eileanan Siar at 73.4%. The percentage of children accessing Primary Gaelic Medium Education in 2019/20 were 3.8% in Argyll & Bute, 6% in Highland and 40% in Na h-Eileanan Siar. For Secondary school these figures stood at 1.4% in Argyll & Bute, 3.2% in Highland and 23.4% in Na h-Eileanan Siar. The map below highlights the location of GME provision across Scotland.



In November 2019, it was estimated that there were 3,935 adults formally learning Gaelic in Scotland, based on responses to an annual survey.

Respondents also listed their motivations for learning Gaelic - shown below - with the vast majority of learners practising Gaelic during their Gaelic classes, online or at home.



*Chart 4 – Gaelic learning motivations of learners active during the week beginning 4th November 2019*

It is also worth noting the increasing popularity of online learning such as Duolingo, which claims to be “the world's most popular way to learn Scottish Gaelic online” and is used by learners living in Scotland as well as further afield.

Within HIAL’s operating area, there are a number of community and cultural organisations that work to support the development of Gaelic, alongside a number of public authorities with statutory Gaelic Language Plans.

Key organisations include:

- An Comunn Gàidhealach (the oldest Gaelic Language organisation and responsible for organising and running the Royal National Mòd)
- Comunn na Gàidhlig (a social enterprise providing Gaelic services including youth support and events)
- Acair (Gaelic and bilingual publisher) and Ceòlas (cultural agency delivering community learning, training courses, translation and media services)
- Public authorities including: Argyll & Bute Council, Comhairle nan Eilean Siar, Dundee City Council, The Highland Council, NHS Highland and NHS Western Isles
- Highlands and Islands Enterprise (HIE) also has a statutory Gaelic Language Plan and plays an important role in supporting the many community organisations which enable Gaelic to flourish

- Gaelic broadcasting is supported by BBC Alba, BBC Radio nan Gàidheal and MG Alba, which provide a range of programming for BBC radio, television and online.

In addition to the Royal National Mòd, other Gaelic events in HIAL's operating area include Fèis Rois events such as the Fèis weekend and ceilidh trail, the Blas Festival and local Highland Games during the summer.

## THE GAELIC LANGUAGE PLAN IN THE CORPORATE STRUCTURE

This plan represents HIAL's policy, which has been endorsed by both our Senior Management Team and our Board of Directors.

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

Denise Sutherland  
Head of Communications  
HIAL Head Office  
Inverness Airport  
Inverness IV2 7JB

01667 464226  
dsutherland@hial.co.uk

HIAL will establish short-term working groups to implement specific areas of the plan.

The Senior Management Team will monitor the implementation of the Gaelic Plan. We will make our contractors and other third parties aware of our Gaelic Language Plan, and will sign-post them to read the Plan on the website, and we will expect them to adhere to our commitments wherever possible.

## PLANNING AND POLICY IMPLICATIONS FOR GAELIC

### MAINSTREAMING GAELIC

HIAL 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 may arise to promote and develop the language through existing policy measures.

In the formation, renewal and monitoring of policies, HIAL will examine policy commitments to identify areas where Gaelic can be pro-actively incorporated and the priorities of the National Gaelic Language Plan and our 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.

### SHOWING EQUAL RESPECT FOR GAELIC AND ENGLISH LANGUAGES

HIAL recognises that an integral part of mainstreaming Gaelic is showing equal respect for both the Gaelic and English languages.

Our commitments in this plan will demonstrate equal respect for both languages.

### ACTIVELY OFFERING SERVICES IN AND PROMOTING THE GAELIC LANGUAGE

HIAL recognises the importance of promoting the Gaelic language and of providing services in Gaelic wherever possible.

HIAL has made significant commitments within our Gaelic Language Plan to identify key areas where we are able to actively offer services in Gaelic, and to identifying and encouraging staff to provide services in Gaelic.

## 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
<b>Using Gaelic</b>	<p>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.</p> <p>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.</p>
<b>Learning Gaelic</b>	<p>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.</p> <p>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.</p>
<b>Promoting Gaelic</b>	<p>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.</p> <p>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.</p>

HIAL is committed to ensuring that the National Gaelic Language Plan is implemented, and in our Plan Commitments, we set out how we will achieve that aim.



## SCOTTISH GOVERNMENT PRIORITIES

The [Scottish Government](#) has five strategic objectives that underpin its purpose of a Scotland that is: Wealthier and Fairer, Smarter, Healthier, Safer and Stronger, and Greener.

The National Gaelic Language Plan 2018–2023 includes the following priority areas which apply to HIAL:

- Initiatives which promote the use of Gaelic in homes and communities
- Gaelic in traditional and new media
- Gaelic language plans
- Gaelic in the workplace
- Gaelic use in heritage, tourism, food and drink, environment and leisure industries

## LOCAL GOVERNMENT PRIORITIES

Four of the local authorities in HIAL's operating area have a Gaelic Language Plan, focusing on key priorities:

- Gaelic in the Home, Early Learning and Childcare
- Gaelic in the Community
- Gaelic in Education
- Gaelic in the Arts, Culture and Heritage
- Gaelic in the Workplace
- The Social, Economic and Cultural Value of Gaelic

For more information and for the most up to date Gaelic Language Plan, please see:

[Argyll & Bute Council](#)

[Dundee City Council](#)

[The Highland Council](#)

[Comhairle nan Eilean Siar](#)

## OTHER CONSIDERATIONS

While HIAL has an important role to play in supporting and promoting Gaelic at its airports, there are some practical matters to consider. Airports are complex organisations, home to a diverse range of businesses and organisations, each of which has responsibility for different aspects of the customer experience. HIAL will deliver the commitments outlined in this plan within its operational functions and remit.

For example, HIAL is responsible for screening passengers and their hand luggage, flight announcements are made by airlines and their handling agents, and passport control is the responsibility of the UK Border Agency.

Although airlines and other private companies are out with the scope of this plan, HIAL will nevertheless engage with its partners in order to promote the use of Gaelic in passenger communications. We will also encourage other Scottish airports, which are not subject to the provisions of the 2005 Gaelic Language Act, to work with us to promote the Gaelic language and culture.

HIAL's primary responsibility is to ensure the safety and security of its passengers. Aviation security is strictly regulated by the Civil Aviation Authority and proposals in respect of security, as well as airport wayfinding, may be subject to approval by the appropriate regulator.

Additionally, it is important to note that English is the global language of the aviation industry, even in countries where English is not the first language, and there are certain operational roles where the use of Gaelic would not be beneficial. For example, an Air Traffic Controller must have a high level of English and cannot communicate to pilots in Gaelic in a professional capacity, even if both are fully proficient in the language.

# PLAN COMMITMENTS

## HIGH LEVEL AIMS

The following high level aims have shaped this plan. For details of how HIAL will deliver on these aims, see our Service Standard Commitments on page 14.

High Level Aims		Plan Commitments
Throughout the plan	<p>In line with the Gaelic Language (Scotland) Act 2005 we aim:</p> <ul style="list-style-type: none"> <li>to take active corporate ownership of our Gaelic Language Plan</li> <li>to carry forward and include all commitments from the first iteration of HIAL's Gaelic Language Plan, which remain within its remit</li> <li>to demonstrate equal respect for Gaelic and English across all Gaelic services and resources</li> <li>to actively offer and promote Gaelic services which are provided</li> <li>to monitor the uptake of Gaelic services and to further promote where the uptake is low</li> </ul>	<p>Visibility (p 15)</p> <p>Staffing (p 18)</p> <p>Day-to-day operations (p 21)</p> <p>Corporate communications (p 23)</p>
Public Services	<p>To further increase the visibility and status of Gaelic through:</p> <ul style="list-style-type: none"> <li>the incremental introduction of Gaelic signage (internal and external) across the HIAL estate</li> <li>the incremental introduction of Gaelic content on the HIAL website and social media</li> <li>providing all of our customers with the opportunity to communicate with us in Gaelic whenever staffing allows this. We will promote this opportunity based on the Gaelic skills capacity of our staff and the Gaelic speaking communities they serve</li> <li>increasing the presence of Gaelic in high-status and high-visibility HIAL publications</li> <li>adapting our bilingual corporate logo to demonstrate equal respect for Gaelic and English; this will be rolled out as part of the corporate branding refresh exercise</li> <li>considering the appointment of a HIAL Board member as a Gaelic champion</li> </ul>	<p>Visibility (p 15)</p> <p>Staffing (p 18)</p> <p>Day-to-day operations (p 21)</p> <p>Corporate communications (p 23)</p> <p>Corpus (p 25)</p>
Education	<p>To include Gaelic in any outreach work with schools that deliver Gaelic education.</p>	<p>Corporate communications (p 23)</p>

<b>Community</b>	<p>To work with the wider community to ensure opportunities to use Gaelic are supported.</p> <p>To strengthen our focus on Gaelic communities, with the initial priority given to increasing integration with communities where Gaelic is used by 20% or more of the population and where Gaelic medium education is delivered.</p>	<p>Visibility (p 15)</p> <p>Staffing (p 18)</p> <p>Day-to-day operations (p 21)</p> <p>Corporate communications (p 23)</p>
<b>Workplace</b>	<p>We have the following aims:</p> <ul style="list-style-type: none"> <li>• to increase staff capacity to deliver our Gaelic Language Plan commitments through recruitment, training and workforce planning</li> <li>• to establish a robust internal process for communicating, engaging and delivering on our Gaelic Language Plan commitments</li> <li>• to make staff aware of the HIAL Gaelic Language Plan and to provide opportunities for further Gaelic awareness training and Gaelic language training</li> <li>• to encourage staff to positively engage with Gaelic</li> </ul>	<p>Staffing (p 18)</p> <p>Day-to-day operations (p 21)</p> <p>Corporate communications (p 23)</p>
<b>Arts, Culture &amp; Heritage</b>	<p>HIAL aim to continue our support of Gaelic learning and usage in the arts community through initiatives in the HIAL area.</p> <p>To identify any collaborative working opportunities between HIAL and the Bòrd na Gàidhlig / Creative Scotland Gaelic Arts and Culture Officer in order to enhance Gaelic arts and culture within the HIAL area.</p>	<p>Corporate communications (p 23)</p>
<b>Economy</b>	<p>We aim to:</p> <ul style="list-style-type: none"> <li>• promote the economic benefits of the Gaelic language and culture as part of HIAL's general economic development initiatives</li> <li>• promote the breadth of careers options and opportunities that speaking Gaelic provides</li> </ul>	<p>Staffing (p 18)</p> <p>Corporate communications (p 23)</p>

## SERVICE STANDARD COMMITMENTS

HIAL is committed to the following service standard commitments:

Area	Function
<b>Visibility</b>	Corporate logo
	Signage
<b>Staffing</b>	Advertising posts
	Recruitment of Gaelic speakers
	Gaelic language learning
	Gaelic awareness training
	Encouraging the use of Gaelic in the workplace and internal communication
<b>Day-to-day Operations</b>	Telephone service
	Written correspondence
	Forms
	Frontline services to the public
	Public meetings
<b>Communications</b>	Media and public relations
	Printed materials
	Website and Social Media
	Outreach, events & exhibitions
<b>Corpus</b>	Adhere to Gaelic Orthographic Conventions
	Observation of correct place names
	Translating and Interpreting service standards

Covering all aspects of the service standards commitments, the first step in implementing this Plan will be to carry out an internal Gaelic capacity audit.

## VISIBILITY

**HIAL recognises the importance of extending the visibility of Gaelic and enhancing its status.**

**We will take the following steps to help create a supportive environment for the growth of Gaelic in Scotland and internationally:**

- **Increasing the use of Gaelic in our airports, offices and corporately - including signage, our logos and corporate templates**

## CORPORATE LOGOS AND TEMPLATES

Achievements to date	Using Gaelic	Learning Gaelic	Promoting Gaelic
Corporate logos for HIAL group and local airports are bilingual	x		x

Proposed outcomes for 2021-2026	Using Gaelic	Learning Gaelic	Promoting Gaelic
HIAL's bilingual corporate and airport logos, to be used consistently and as standard, both internally and externally	x		x
Include Gaelic in corporate templates, prioritising this where it will have the most impact	x		x
Gaelic and English will be given equal status in the HIAL logo as part of HIAL's corporate branding refresh	x		x



Next Actions Required	Year 1	Year 2	Year 3	Year 4	Year 5
Carry out a review of corporate branding, covering templates for documents, presentation slides, email footers, posters, signage etc: establish where Gaelic can be most easily incorporated and where it will have the most impact	x	x			
Implement new policy that arises from branding review – equal respect for Gaelic and English, and best bilingual practice, will be a fundamental principle of this policy		x	x		
Ensure all staff have and use the appropriate logos, for internal and external purposes (and repeat once new logo is produced)	x				
Pro-actively identify where external agencies and partners are using the wrong logos and provide the bilingual ones (and repeat once new logo is produced)			x	x	
Adapting our bilingual corporate logo as part of our corporate branding refresh, to give equal status to Gaelic and English	x				

**Responsible Departments: Communications**

## SIGNAGE

Achievements to date	Using Gaelic	Learning Gaelic	Promoting Gaelic
New signage and other items use the updated logo and/or bilingual language	x		x
As signage and other items have been replaced, the updated logo and/or bilingual language has been used	x		x

Proposed outcome for 2021-2026	Using Gaelic	Learning Gaelic	Promoting Gaelic
Work towards all public facing and directional signage being bilingual, prioritising where it will have the most impact and where replacements are required	x		x

Next Actions Required	Year 1	Year 2	Year 3	Year 4	Year 5
When replacing physical signage, and other items such as vehicle livery, we will use the bilingual templates and guidance produced following the corporate branding review. As items will only be updated when replacement is required, the roll-out will be ongoing throughout the duration of this plan			x	x	x

**Responsible Departments: Communications, Infrastructure**

## STAFFING

**HIAL recognises that Gaelic is an important skill, that adds value to our workforce, and that formal and open recognition of Gaelic skills will have a positive impact on the Gaelic labour market more widely. HIAL's Senior Management Team will provide a strong and consistent message to staff that Gaelic skills are valued, and that staff are encouraged and supported to use their Gaelic at every opportunity.**

**Although no roles within HIAL specifically require Gaelic, we will take the following steps to increase our Gaelic capacity and the use of Gaelic as a workplace language in Scotland:**

- **Creating a positive attitude to Gaelic in the workplace, to sustain and enhance the vitality of Gaelic**
- **Increasing opportunities for staff to learn and improve their Gaelic**
- **Extending access to, and participation in, a wide range of Gaelic learning opportunities for adults in our workplaces**
- **Ensuring high quality resources are available to support adults learning Gaelic in our workplaces**
- **Promoting the recruitment of Gaelic speakers to make the language increasingly visible and to offer Gaelic interactions to the public**

## RECRUITMENT OF GAELIC SPEAKERS AND RECRUITMENT ADVERTISING

Achievements to date	Using Gaelic	Learning Gaelic	Promoting Gaelic
The Equalities Monitoring section of HIAL's job application form includes a question on whether or not applicants speak Gaelic; demonstrating the value we give to Gaelic as well as enabling us to monitor the number of Gaelic speakers who apply / are successful	x		x
HIAL's Recruitment and Selection Policy includes reference to our Gaelic Language Plan and also covers our commitments to equality and diversity	x		x
HIAL is currently reviewing its corporate Recruitment and Selection Policy; the recruitment of Gaelic speakers will be referenced in this policy	x		x

Proposed outcomes for 2021-2026	Using Gaelic	Learning Gaelic	Promoting Gaelic
HIAL will actively aim to increase Gaelic capacity by encouraging applications from Gaelic speakers, particularly in areas with higher numbers of Gaelic speakers	x		x
HIAL will demonstrate that Gaelic speakers are valued for all roles through its recruitment advertising and associated recruitment information	x		x

Next Actions Required	Year 1	Year 2	Year 3	Year 4	Year 5
Complete HIAL's corporate recruitment review, and ensure that managers are aware of the commitments to the Gaelic language		x			
Implement new policy that arises from the corporate review, incorporating our commitment to encourage Gaelic speaking applicants in order to build Gaelic capacity		x	x		

<b>Responsible Department: Human Resources</b>
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## GAELIC LANGUAGE LEARNING

Achievements to date	Using Gaelic	Learning Gaelic	Promoting Gaelic
Senior Management Team and Airport Managers were given Gaelic awareness training at the outset of the first edition of the Gaelic Language Plan	x	x	x
Ongoing internal promotion of external Gaelic Language learning opportunities	x	x	x
Gaelic Awareness training provided to current Senior Management Team and HIAL Board members in March 2021	x	x	x

Proposed outcomes for 2021-2026	Using Gaelic	Learning Gaelic	Promoting Gaelic
Provide additional training opportunities and support for staff who wish to learn and/or enhance their Gaelic, prioritising areas with a higher number of Gaelic speakers, especially where no staff currently use Gaelic	x	x	x
Encourage uptake of training where initial interest is low	x	x	x

Next Actions Required	Year 1	Year 2	Year 3	Year 4	Year 5
<p>A staff audit will be the first action within this plan, to establish:</p> <ul style="list-style-type: none"> <li>- the use of Gaelic language communication within HIAL</li> <li>- the current capacity for Gaelic language communication within HIAL</li> <li>- staff who would like to learn or improve their Gaelic, and their training requirements</li> <li>- if any members of the Senior Management Team or Airport Managers are Gaelic-speaking or would like to learn Gaelic</li> </ul>	x				

Develop and actively offer a toolkit for staff – a suite of Gaelic awareness and language skills training for front line staff, including security personnel		x	x	x	
As a stepping stone towards the staff toolkit, establish a protocol to signpost staff to additional online and/or other resources for learning Gaelic		x			
Identify if there is a demand for Gaelic awareness training and/or Gaelic language learning within partner organisation; explore opportunities for organising joint training			x		
Repeat staff audit in advance of third edition of HIAL Gaelic Language Plan					x

<b>Responsible Departments: Human Resources, Communications</b>
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## DAY-TO-DAY OPERATIONS

**HIAL recognises the central role played by the tourism industry in sustaining and growing public engagement and increased use of Gaelic.**

**HIAL recognises the central role that Gaelic plays in our communities and we will take the following steps to help normalise and showcase Gaelic within our airports and when dealing with the public:**

- Promoting the visibility of Gaelic as a live language and as a unique part of Scotland's heritage
- Creating increased situations in which Gaelic can be used informally at our airports and in our offices

## DEALING WITH THE PUBLIC AT OUR AIRPORTS AND OFFICES

Achievements to date	Using Gaelic	Learning Gaelic	Promoting Gaelic
All letterheads and marketing/promotional materials use the bilingual logos	x		x
Appropriate bilingual signage used in our terminals as part of an ongoing programme	x		x

Proposed outcomes for 2021-2026	Using Gaelic	Learning Gaelic	Promoting Gaelic
Increase and improve our use of Gaelic in public facing situations; communities with higher percentage of Gaelic speakers will be prioritised	x		x
Increase the number of staff using Gaelic in our airports	x		x
To have Gaelic Language Ambassadors in the majority of airports	x		x

Next Actions Required	Year 1	Year 2	Year 3	Year 4	Year 5
All staff will be offered and encouraged to use promotional items from the #cleachdi national identifier– review and repeat as appropriate	x	x	x	x	x
Monitor the demand for Gaelic communications from passengers and stakeholders – as part of daily communications	x			x	
As part of the initial staff audit, establish current number of responses to customers in Gaelic in writing (email, letter, social media), and verbally (face-to-face and on the telephone)	x				
Set achievable standards for responses to Gaelic communication (e.g. standard acknowledgements for emails)		x			
Run an awareness campaign for our communities, stakeholders and passengers on our ability to respond in Gaelic and track any increases in Gaelic communications and repeat as necessary			x	x	x
Create a process to increase capacity to respond in Gaelic – identify staff in initial staff audit and provide access to training and support (as above)		x			
All public facing staff will be provided with and encouraged to use a Gaelic greeting	x				
HIAL will offer passenger and hand luggage services in Gaelic at airports where Gaelic is a community language and whenever staffing allows this				x	
To underpin the capacity to respond to customers in Gaelic, repeat the campaign for Gaelic Language Ambassadors – set up support such as online forums / discussion groups etc to provide positive peer and corporate support		x			
Include a Gaelic welcome message in pre-recorded answerphone messages and on all flight display information where technology and systems allow this		x			
Increase capacity to include Gaelic on flight display information at the first opportunity when technology and systems are renewed in the future		x			

**Responsible Departments: Communications, Human Resources, Operations, ICT**

## CORPORATE COMMUNICATIONS

**HIAL recognises that the status of a language is affected by its use in the daily environment and the extent to which it is valued and perceived to be valued by those institutions that play an important role in our daily lives.**

**HIAL also recognises that creating a sustainable future for Gaelic requires not only increasing the number of people able to speak the language but increasing actual usage. We recognise the importance of enabling more people to use Gaelic as their preferred and normal mode of communication.**

**HIAL aim to continue our support of Gaelic learning and usage in the arts community through initiatives in the HIAL area.**

**We will take the following steps to help create a supportive environment for increasing Gaelic usage in our airport communities:**

- Increasing the profile and use of Gaelic by utilising a range of Gaelic medium services
- Include the use of Gaelic at public facing events, with priority on high-status, high-visibility events and events in communities where Gaelic is a community language
- Supporting initiatives that promote the use of Gaelic, both internally and through social media

## COMMUNICATING IN PRINT, ONLINE, IN THE MEDIA AND AT PUBLIC MEETINGS

Achievements to date	Using Gaelic	Learning Gaelic	Promoting Gaelic
Managing Director's and Chairman's statements in Annual Report published bilingually	x		x
Each issue of HIAL Connect magazine includes an article in Gaelic, focusing on Gaelic speaking areas. More recently the Gaelic version has been printed before the English language version of the article. This is a free publication – printed versions are distributed at all airports and an online version is also available	x		x
Utilised HIAL social media channels to support Gaelic cultural events			x

Proposed outcomes for 2021-2026	Using Gaelic	Learning Gaelic	Promoting Gaelic
Increase the quantity of bilingual corporate communications	x		x
All public facing corporate documents will also be produced in Gaelic	x		x
Continue our support of Gaelic learning and usage in the arts community	x	x	x

Next Actions Required	Year 1	Year 2	Year 3	Year 4	Year 5
Key corporate documents will be bilingual as standard – the HIAL Strategic Plan and the Annual Report, and any other public facing corporate strategic documents	x				
Consider appointing a HIAL Board member as a “Gaelic Champion”	x				
Explore how a translation option can be introduced on the new HIAL website, that complies with the AAA Accreditation		x			
In the interim we will increase Gaelic content across the website, prioritising high-visibility/high impact content, including our key information areas such as About Us, Board of Directors, Annual Reports and Accounts, and Strategic Plans		x			
Provide a section on the importance of the Gaelic language and culture on the HIAL website		x			
Continue to incrementally introduce and increase Gaelic content on the website and social media, prioritising high-profile content and demonstrating equal respect		x	x	x	x
Provide Gaelic translation services when requested at high-status, high-visibility events, where Gaelic is a community language. This service will be actively offered beforehand in a timely manner			x		

Establish a partnership agreement for schools, to provide Gaelic translation at HIAL outreach events within schools where Gaelic is a community language. This service will be actively offered beforehand in a timely manner			x		
Include the use of Gaelic at public facing events, with priority on high-status, high-visibility events and events in communities where Gaelic is a community language		x			
Provide media training to Gaelic-speaking members of the Senior Management Team and Airport Managers who have been identified as having an external/media facing role			x		
Establish a system for sharing partner information regarding the Gaelic language or events from HIAL's social media channels		x			
Identify any collaborative working opportunities between HIAL and the Bòrd na Gàidhlig / Creative Scotland Gaelic Arts and Culture Officer in order to enhance Gaelic arts and culture within the HIAL area		x			

**Responsible Departments: Communications, Human Resources**

## CORPUS

**HIAL recognises the need to strengthen the relevance and consistency of Gaelic and the importance of facilitating quality translation services.**

**We will take the following steps to strengthen the Gaelic corpus in Scotland:**

**- Supporting and promoting initiatives that strengthen the relevance and consistency of Gaelic – via social media and in our own protocols for contracting and instructing translators**

## CONVENTIONS AND PLACE NAMES

Achievements to date	Using Gaelic	Learning Gaelic	Promoting Gaelic
Contracted translators for documents are aware of requirements and published Gaelic translations conform to standards.	x		x

Proposed outcome for 2021-2026	Using Gaelic	Learning Gaelic	Promoting Gaelic
Ensure all written materials, signage etc follow the most recent Gaelic Orthographic Conventions and that advice on place names is sought from Ainmean-Àite na h-Alba, and used	x		x

Next Actions Required	Year 1	Year 2	Year 3	Year 4	Year 5
Ensure all translators aware of and agree to conform to the standards as above (including sub-contracted such as for HIAL magazine)	x	x	x	x	x

**Responsible Department: Communications**



## IMPLEMENTATION AND MONITORING

### TIMETABLE

This Gaelic Language Plan will formally remain in force for a period of 5 years from the date it was approved by Bòrd na Gàidhlig. By no later than the end of this period we will review the plan, make such amendments as necessary and submit it to the Bòrd for approval.

### PUBLISHING AND PUBLICISING THE PLAN

#### EXTERNAL

HIAL's Gaelic Language Plan will be published bilingually on [hial.co.uk](http://hial.co.uk). In addition, we shall:

- issue a bilingual news notice announcing the plan
- publicise bilingually via HIAL's corporate social media accounts
- make the plan known and available to employees via our intranet
- make printed copies available on request.

#### INFORMING OTHER ORGANISATIONS OF THE PLAN

A notification will be sent to all relevant organisations to notify them that the plan has been published.

### RESOURCING THE PLAN

Many of the actions outlined above will have minimal cost implications; however, a number, including training and technical requirements will require to be resourced.

### MONITORING THE PLAN

The implementation of the Gaelic Language Plan will fall to the Senior Officer with overall responsibility for the Plan.

As an organisation, HIAL commit to ongoing monitoring, including:

- monitoring that the plan is publicised to the public and staff as outlined above
- monitoring that the plan is publicised to third parties, and their uptake of commitments made in the plan
- that individual staff members have been informed of their duties under the plan, and the extent to which they carry out these duties
- monitoring the progress of the commitments made
- carrying out annual reporting to Bòrd na Gàidhlig.

## INTERNAL GAELIC CAPACITY AUDIT

HIAL conducted an audit of Gaelic usage and employee attitudes towards Gaelic within the organisation during December 2012 to January 2013, as part of the preparation of the first edition of this Gaelic Language Plan. The survey received 127 responses, equating to a response rate of 28.5%.

The survey found that the majority of respondents (66%) had no understanding of Gaelic. Around 9% described themselves as fluent Gaelic speakers, with 3% describing themselves as fluent in writing/reading Gaelic.

Gaelic is most commonly used in conversation and is less frequently used for written correspondence. Some 6% said they used Gaelic in conversation with customers and clients, and 4% with colleagues, typically less than once a month; 73% said they never used Gaelic in conversation. 1% said they used Gaelic several times a month to correspond with customers and clients.

Around 13% of those with some Gaelic language ability expressed a strong interest in enhancing their confidence levels through Gaelic literacy classes or Gaelic conversation classes. Some 11% of all respondents expressed a strong interest in undertaking distance learning courses or evening classes to support their Gaelic language training.

As outlined in our Plan Commitments above, a further staff audit will be carried out as the first action under this plan.

## APPENDIX – PUBLIC CONSULTATION

Following discussion with Bòrd na Gàidhlig, HIAL held a public consultation between 1 October and 15 November 2019.

This was promoted heavily on the HIAL website and across HIAL corporate social media channels (Facebook, LinkedIn and Twitter), and examples are given below. The 11 airports also shared these posts on Facebook and Twitter, and Bòrd na Gàidhlig and partner agencies did likewise, ensuring as wide a reach as possible.

The public were invited to submit feedback via email but none was received.

No comments on the plan itself were made on any of the social media posts. However, as can be seen from the following examples, the posts on Facebook in particular had high engagement levels.

### Examples from HIAL website:

[Plana Gàidhlig 2019-2024 – co-chomhairle poblach](#)

[Gaelic Language Plan 2019-2024 – public consultation](#)


### Examples from Twitter posts:

[https://twitter.com/Hial\\_Airports/status/1192720131933253633?s=20](https://twitter.com/Hial_Airports/status/1192720131933253633?s=20)

[https://twitter.com/Hial\\_Airports/status/1179663613868556288?s=20](https://twitter.com/Hial_Airports/status/1179663613868556288?s=20)

## Examples from Facebook posts:

Post Details



**Highlands and Islands Airports Limited**

Published by Hootsuite [?] · 2 October ·

Public consultation on our draft Gaelic Language Plan 2019-2024. Building on the progress made so far, the plan sets out HIAL's intentions for the next five years.

Consultation closes 15 November - see <http://ow.ly/ZooZ50wyGIL>


Bòrd na Gàidhlig



HIAL.CO.UK

**Gaelic Language Plan 2019-2024 - public consultation - HIAL**

We have launched a public consultation on our draft Gaelic Language Pla...

 **Get more likes, comments and shares**  
Boost this post for £16 to reach up to 7,000 people.


759

People reached


83


Engagements


Boost Post



James Armstrong

4 Comments

 Like

 Comment

 Share



Performance for your post

759

People Reached

9

Likes, Comments & Shares

1

Likes

1

On Post

0

On Shares

8

Comments

8

On Post

0

On Shares

0

Shares

0

On Post

0

On Shares

74

Post Clicks

0

Photo views

23

Link clicks

51

Other Clicks

NEGATIVE FEEDBACK

0

Hide post

0

Hide all posts

0


Report as spam


0

Unlike Page

Reported stats may be delayed from what appears on posts

Post Details


**Highlands and Islands Airports Limited**

Published by Megan Westmoreland [?] · 8 November at 18:43 · 

Co-chomhairle poblach air ar dreach phlana Gàidhlig 2019-24. A' togail air an adhartas a chaidh a dhèanamh gu ruige seo, tha e a' mineachadh rùintean airson an ath 5 bliadhna.

Dùinidh a' cho-chomhairle 15 an t-Samhain – faic [https://www.hial.co.uk/.../plana-gaidhlig-2019-2024-co-chomh...](https://www.hial.co.uk/.../plana-gaidhlig-2019-2024-co-chomh.../)


#BòrdnaGàidhlig



HIAL.CO.UK

**Plana Gàidhlig 2019-2024 - co-chomhairle poblach - HIAL**


Tha an dreach Phlana Gàidhlig 2019-2024 againn a-muigh airson co-...


 **Get more likes, comments and shares**  
Boost this post for £16 to reach up to 7,000 people.


430  
People reached

4  
Engagements

**Boost Post**

 Like


 Comment

 Share

Nà ▾

Performance for your post

**430** People Reached

**0** Likes, Comments & Shares 

**0**  
Likes

**0**  
On Post

**0**  
On Shares

**0**  
Comments

**0**  
On Post

**0**  
On Shares


**0**  
Shares


**0**  
On Post

**0**  
On Shares

**4** Post Clicks

**0**  
Photo views

**3**  
Link clicks 

**1**  
Other Clicks 

**NEGATIVE FEEDBACK**

**2** Hide post

**0** Hide all posts


**0** Report as spam

**0** Unlike Page


Reported stats may be delayed from what appears on posts

08/11/2019 VACANCY - AIRPORT MANAGER - 770 50 Boost Post

## Examples from LinkedIn posts:


**Highlands and Islands Airports Ltd**  
 2,843 followers  
 1mo •


Co-chomhairle poblach air ar dreach phlana Gàidhlig 2019-24. A' togail air an adhartas a chaidh a dhèanamh gu ruige seo, tha e a' mìneachadh rùintean airson an ath 5 bliadhna. ...see more




**Plana Gàidhlig 2019-2024 - co-chomhairle poblach - HIAL**  
[hial.co.uk](http://hial.co.uk)

6 • 1 Comment

Like Comment Top Comments ▼


 Add a comment...


**Sabine Schultes** • 2nd  
 Global Transportation & Warehouse Safety Expert at Bayer AG  
 1mo ...  
 Glè mhath, tha an t-àm ann airson seo...

1 Like



Posted by Megan Westmoreland • 10/15/2019

...



## Highlands and Islands Airports Ltd

2,843 followers

1mo •

Public consultation on our draft Gaelic Language Plan 2019-2024. Building on the progress made so far, the plan sets out HIAL's intentions for the next five years.

Consultation closes 15 November - see <http://ow.ly/ZooZ50wyGIL>



### Gaelic Language Plan 2019-2024 - public consultation - HIAL

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<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	21/06/21
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	3.1

<b>Tìotal a' Phàipeir</b>	Amasan Àrd-ìre	
<b>Moladh do Bhuill</b>	Ri Aontachadh	
<b>Neach-labhairt:</b>	Daibhidh Boag, Stiùiriche Planadh Cànan is Leasachaidhean Coimhearsnachd	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Sgioba-stiùiridh	08/05/2021	Ri Aontachadh
<b>Pàipear-taice air a cheangal ris</b>	PT1 - PGR041 E04 Iomairt na Gàidhealtachd is nan Eilean PT2 - PGR049 E04 Oilthigh na Gàidhealtachd is nan Eilean PT3 - PGR036 E02 Comhairle Siorrachd Rinn Friù	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	A' sireadh aonta na Comataidh airson dreachd de na h-amasan àrd-ìre airson 3 ùghdarrasan poblach.	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>2.1</b>	Chaidh an dreachd de na h-amasan àrd-ìre ann am PT1 – PT3 ullachadh ann an com-pàirteachas leis na h-ùghdarrasan poblach seo.	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	Tha na h-amasan àrd-ìre ann an dà phàirt – 1) Amasan àrd-ìre agus 2) Amasan airson Seirbheisean Corporra	
<b>3.2</b>	Tha na h-amasan àrd-ìre stèidhichte air na prìomhachasan anns a' Phlana Cànan Nàiseanta Gàidhlig 2018-23.	
<b>3.3</b>	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.	
<b>3.4</b>	Thathas ag amas gum bi gach ùghdarras poblach ann an Alba aig a bheil plana Gàidhlig ag obair a dh'ionnsaigh nan aon amasan airson seirbheisean corporra a chur an gnìomh.	
<b>3.5</b>	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 cunbhalach.	
<b>3.6</b>	Ma thèid aontachadh ris na h-amasan àrd-ìre seo, thèid iad gu Ministear na h-Alba le uallach airson na Gàidhlig airson fiosrachadh.	

4.0	Moladh																																				
4.1	Aire a thoirt don fhiosrachadh ann am PT1 – PT3.																																				
4.2	Aonta a chur ris na h-amasan àrd-ìre ann am PT1 – PT3.																																				
5.0	Prìomh Bhuidhean Ro-innleachdach																																				
5.1	Buidhean air Ionmhas Chan eil buaidh ionmhais ann.																																				
5.2	Buidhean air Luchd-obrach Cha bhi buaidh mhì-àbhaisteach ann air an luchd-obrach.																																				
5.3	Buidhean air Trèanadh Chan eil buaidh ann air trèanadh.																																				
5.4	<p>Ceanglaichean ri Amasan Ro-innleachdail agus Corporra</p> <p>Tha planaichean Gàidhlig reachdail air aon dè na prìomh dhòighean anns am bi am Bòrd a’ cur a’ Phlana Cànan Nàiseanta Ghàidhlig agus Plana Corporra na buidhne an gnìomh.</p> <p>Bidh na planaichean seo a’ cur air adhart nam prìomh amasan anns a’ phlana chorporra aig Bòrd na Gàidhlig gu sònraichte mar a leanas:-</p> <p><i>“A’ dèanamh cinnteach gum bi buaidh nas motha aig Planaichean Gàidhlig air cùisean agus a’ toirt taic do dh’Ùghdarrasan Poblach gus sanasachd a dhèanamh air an obair a nì iad don Ghàidhlig”</i></p>																																				
5.5	<p>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</p> <table><tr><th colspan="2">AR N-ADHBHAR</th><th colspan="2">AR LUACHAN</th></tr><tr><td colspan="2">Fòcas air a bhith a’ cruthachadh dùthaich nas soirbheachaile le cothroman do dh’Alba air fad soirbheachadh tro bhith a’ cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach</td><td colspan="2">’S e comann-sòisealta a th’ annainn a tha a’ dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a’ toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach</td></tr><tr><th colspan="4">AR LUACHAN BUILEAN NÀISEANTA</th></tr><tr><td>Còraichean daonna</td><td><input checked="" type="checkbox"/></td><td>Clann</td><td><input checked="" type="checkbox"/></td></tr><tr><td>Cultar</td><td><input checked="" type="checkbox"/></td><td>Coimhearsnachdan</td><td><input checked="" type="checkbox"/></td></tr><tr><td>Àrainneachd</td><td><input type="checkbox"/></td><td>Bochdainn</td><td><input type="checkbox"/></td></tr><tr><td>Slàinte</td><td><input type="checkbox"/></td><td>Eadar-nàiseanta</td><td><input type="checkbox"/></td></tr><tr><td>Foghlam</td><td><input checked="" type="checkbox"/></td><td>Eaconamaidh</td><td><input checked="" type="checkbox"/></td></tr><tr><td>Gnothachasan soirbheachail is ùr-ghnàthach</td><td><input checked="" type="checkbox"/></td><td></td><td></td></tr></table>	AR N-ADHBHAR		AR LUACHAN		Fòcas air a bhith a’ cruthachadh dùthaich nas soirbheachaile le cothroman do dh’Alba air fad soirbheachadh tro bhith a’ cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach		’S e comann-sòisealta a th’ annainn a tha a’ dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a’ toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach		AR LUACHAN BUILEAN NÀISEANTA				Còraichean daonna	<input checked="" type="checkbox"/>	Clann	<input checked="" type="checkbox"/>	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>	Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>		
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5.6	<p>Buidhean air Clìù</p> <p>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.</p>																																				

<b>5.7</b>	<b>Buaidhean air Slàinte is Sàbhailteachd</b> Chan eil buaidh air slàinte is sàbhailteachd
<b>5.8</b>	<b>Buaidhean Laghail</b> 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 h-ùghdarrasan seo cuideachd fo sgèith Achd an Foghlaim (Alba) 2016.
<b>5.9</b>	<b>Buaidhean air Co-ionannas</b> Chan eil buaidh dhìreach air co-ionannas tro na h-amasan àrd-ìre seo ach bidh oifigearan a' Bhùird a' cumail sùil air cùisean co-ionannachd mar phàirt den phròiseas dearcnachaidh ann an co-bhonn leis na h-ùghdarrasan seo.
<b>5.10</b>	<b>Buaidhean air an Àrainneachd</b> Cha bhi buaidh air an àrainneachd.

## Leas-phàipear A | Appendix A

Amasan Àrd-Ìre	High-level Aims
<b>Amasan àrd-ìre airson eagan ceithir de Phlana Gàidhlig Iomairt na Gàidhealtachd is nan Eileanan (HIE).</b>	<b>High-level aims for the edition four of Highlands and Islands Enterprise's (HIE) Gaelic Language Plan.</b>
<b>A' cleachdadh na Gàidhlig</b>	<b>Using Gaelic</b>
Le bhith ag aithneachadh gum feum coimhearsnachdan soirbheachail a bhith ann airson a' Ghàidhlig a bhith soirbheachail, neartaichidh HIE co-obrachadh anns na prìomh choimhearsnachdan, ag amas air an dèanamh nas tarraingiche agus nas seasmhaiche a thaobh gleidheadh òigridh / sluaigh agus fàs agus cosnadh.	In recognition that for Gaelic to thrive it needs thriving communities, HIE will strengthen collaborative working in key communities, aiming to make those more attractive and resilient in terms of youth/population retention and growth and employment.
Thèid cumhachan Gàidhlig a thoirt a-steach aig gach cothrom a thaobh taic ionmhais HIE. Bidh leithid gnìomhachasan cruthachail, biadh is deoch agus turasachd as dualtaiche a bhith ann an roinnean sònraichte.	Gaelic conditions will be included wherever possible in relation to HIE financial support. As dualtaiche a bhith ann an roinnean sònraichte leithid gnìomhachasan cruthachail, biadh is deoch agus turasachd.
Thèid brosnachadh agus taic a thoirt seachad airson a bhith a' cleachdadh Gàidhlig mar so-mhaoin airson buannachd a thoirt do ghnìomhachasan, gu h-àraidh anns na roinnean turasachd, gnìomhachasan cruthachail agus biadh is deoch.	Encouragement and support will be given for using Gaelic as an asset to benefit businesses, particularly in the tourism, creative industries and food & drink sectors.
<b>Ag ionnsachadh na Gàidhlig</b>	<b>Learning Gaelic</b>
Chan eil amasan àrd-ìre sònraichte ann.	No specific high level aim.
<b>A' cur na Gàidhlig air adhart</b>	<b>Promoting Gaelic</b>

Bidh HIE a' cruthachadh agus a' brosnachadh gealltanais ro-innleachdail a tha a' daingneachadh cho cudromach 's a tha fàs cleachdadh na Gàidhlig ann an coimhearsnachdan eilean is dùthchail gus taic a thoirt do sheasmhachd is sunnd sòisealta is eaconamach.	HIE will develop and promote a strategic commitment which highlights the contribution of growing Gaelic usage in island and rural communities as a support for economic and social sustainability and wellbeing.
Thèid rannsachadh Ar Stòras Gàidhlig ùrachadh aig an àm as fheàrr.	The Ar Stòras Gàidhlig research will be refreshed at the optimum time.

Leas-phàipear B | **Appendix B**

Amasan airson Seirbheisean Corporra	Corporate Service Aims
Àrd Phrionnsapalan	Overarching Principles
<b>Spèis Cho-ionann</b> A h-uile gealladh anns a' Phlana Gàidhlig air a lìbhrigeadh dhan aon ìre anns a' Ghàidhlig agus anns a' Bheurla.	<b>Equal Respect</b> Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.
<b>Cothroman Follaiseach</b> Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus aig a' phoball daonnan air na cothroman a th' ann gus Gàidhlig a chleachdadh leis an ùghdarras phoblach.	<b>Active Offer</b> 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.
<b>Treas Pàrtaidhean</b> Brosnaich Buidhnean-gnìomha leth-eisimileach agus cunradairean eile gus cuideachadh le lìbhrigeadh plana Gàidhlig an ùghdarrais phoblaich, far a bheil sin iomchaidh.	<b>Third Parties</b> Encourage Arm's Length Executive Organisations and other contractors to help with the delivery of the public authority Gaelic language plan, where appropriate.

<b>Gàidhlig na nì àbhaisteach</b>  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.	<b>Normalisation</b>  Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed.
<b>Inbhe</b>	<b>Status</b>
<b>Suaicheantas</b>  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.	<b>Logo</b>  Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.
<b>Soidhnichean</b>  Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.	<b>Signage</b>  Prominent signage will include Gaelic and English as part of any renewal process.
<b>Conaltradh leis a' phoball</b>	<b>Communicating with the public</b>

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



<b>Taisbeanaidhean</b>  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’ bhuidh as motha.	<b>Exhibitions</b>  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.
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Luchd-obrach	Staff
<b>Sgrùdadh Luchd-obrach</b> <p>Cùm sgrùdadh a-staigh leantainneach, stèidhichte air siostam air sgilean Gàidhlig agus feumalachdan trèanaidh tro bheatha gach plana.</p>	<b>Internal audit</b> <p>Maintain an ongoing, system-based record of Gaelic skills and training needs through the life of each plan.</p>
<b>Inntrigeadh</b> <p>Eòlas air a' phlana Ghàidhlig mar phàirt den phròiseas inntrigidh.</p>	<b>Induction</b> <p>Knowledge of the public authority's Gaelic language plan included in new staff inductions</p>
<b>Trèanadh cànan</b> <p>Trèanadh ann an sgilean Gàidhlig ga thabhann agus ga bhrosnachadh, gu sònraichte a thaobh a bhith a' cur plana Gàidhlig na buidhne an gnìomh.</p>	<b>Language training</b> <p>Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.</p>
<b>Trèanadh Mothachaidh Gàidhlig</b> <p>Trèanadh Mothachaidh Gàidhlig, le prìomhachas air stiùirichean, buill bùird, agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.</p>	<b>Awareness training</b> <p>Gaelic awareness training offered to staff, with priority given to directors, board members, and staff dealing directly with the public.</p>
<b>Fastadh</b> <p>A' toirt aithne is spèis do sgilean Gàidhlig mar phàirt den phròiseas fhasaidh.</p> <p>Gàidhlig ainmichte mar sgil a tha na buannachd agus/no a tha riatanach gus seirbheisean Gàidhlig a libhrigeadh agus a rèir na comhairle laghail aig Bòrd na Gàidhlig.</p> <p>Sanasan-obrach dà-chànanach no sa Ghàidhlig airson dreuchdan far a bheil Gàidhlig ainmichte mar sgil riatanach.</p>	<b>Recruitment</b> <p>Recognising and respecting and valuing Gaelic skills within the recruitment process.</p> <p>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.</p> <p>Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p>
<b>Corpas na Gàidhlig</b>	<b>Gaelic Language Corpus</b>

<p><b>Gnàthachas Litreachaidh na Gàidhlig</b></p> <p>Leanaidh an t-ùghdarras Poblach Gnàthachas Litreachaidh na Gàidhlig as ùire mar stiùir airson a h-uile rud sgrìobhte aca.</p>	<p><b>Gaelic Orthographic Conventions</b></p> <p>The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p>
<p><b>Ainmean-àite</b></p> <p>Iarrar stiùireadh bho Ainmean-àite na h-Alba agus cumar ris an stiùireadh sin.</p>	<p><b>Place names</b></p> <p>Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used where required.</p>

## Amasan Àrd-Ìre Oilthigh na Gàidhealtachd is nan Eilean | University of the Highlands and Islands High Level Aims

### Gaelic Language Plan Edition 4

Amasan Àrd-Ìre	High-level Aims
Airson an cur a-steach do dh'eagran 4 de Phlana Gàidhlig Oilthigh na Gàidhealtachd is nan Eilean	For inclusion in edition 4 of The University of the Highlands and Islands Gaelic Language Plan
<b>A' cleachdadh na Gàidhlig</b>	<b>Using Gaelic</b>
A' cuideachadh le fàs ann an cleachdadh na Gàidhlig taobh a-staigh Oilthigh na Gàidhealtachd is nan Eilean agus air feadh com-pàirteachas an oilthighe ann an suidheachaidhean foirmeil agus neo-foirmeil.	Assist with increasing the use of Gaelic within the University of the Highlands and Islands and across the university partnership in both formal and informal situations.
A' brosnachadh ìre-chleachdaidh a bharrachd air feadh sgìre obrachaidh OGE airson nan cùrsaichean Gàidhlig a tha rim faotainn tro chom-pàirteachas OGE.	Encourage increased uptake across the UHI geographical operating area of Gaelic courses that are available across the UHI Partnership.
<b>Ag ionnsachadh na Gàidhlig</b>	<b>Learning Gaelic</b>
A' fàs ìre-chleachdaidh, raointean agus cothrom air faotainn aig modalan agus cùrsaichean air an tabhainn tro mheadhan na Gàidhlig, ag amas air fàs ann an àireamhan luch-ionnsachaidh na Gàidhlig aig gach ìre tron chom-pàirteachas acadaimigeach.	Increase the uptake, range and availability of modules and courses offered through the medium of Gaelic, aiming to increase the number of Gaelic learners at all levels in the academic partnership.
A' toirt fios do agus a' brosnachadh oileanaich a tha air raon farsaing de chùrsaichean nach eil an sàs leis a' Ghàidhlig gus clàradh airson mhodalan/chùrsaichean a tha ann tro mheadhan na Gàidhlig no mu dheidhinn na Gàidhlig.	Inform and encourage existing students studying a wide range of non-Gaelic courses to enrol for existing modules/courses offered through the medium of Gaelic or <i>about</i> Gaelic

<p>A' fàs chothroman air feadh com-pàirteachas an oilthighe airson teagasg aghaidh ri aghaidh sa choimhearsnachd air an fheasgar aig ìre toiseach-tòiseachaidh a' cur taic ri sgilean Gàidhlig agus fàs ann an cleachdadh ann an coimhearsnachdan diofraichte.</p> <p>A' cumail sùil air ìrean sanasachaidh agus ìre-chleachdaidh aig modalan agus cùrsaichean Gàidhlig air feadh com-pàirteachas an oilthighe. A' rèiteachadh chnapan-starra a dh'fhaodadh nochdadh.</p>	<p>Increase opportunities across the university partnership for community-based evening face to face teaching at beginners level in support of Gaelic skills and growing usage in different communities.</p> <p>Monitor levels of promotion and uptake of Gaelic modules and courses across the university partnership. Resolve any obstacles that may arise.</p>
<p><b>A' cur na Gàidhlig air adhart</b></p>	<p><b>Promoting Gaelic</b></p>
<p>A' leantainn air le obair còmhla ri com-pàirtichean airson na buannachdan a thig bho a bhith a' sgrùdadh na Gàidhlig air feadh sgìre obrachaidh Oilthigh na Gàidhealtachd is nan Eilean a chur air adhart.</p> <p>A' sanasachadh nan toraidhean rannsachaidh Gàidhlig a thig à Sabhal Mòr Ostaig, Ionad Saidheansan Cànanain agus Com-pàirtiche Acadaimigeach sam bith eile.</p>	<p>Continue to work with partners to promote the benefits of studying Gaelic across the geographical operating area of the University of the Highlands and Islands.</p> <p>Promote the Gaelic research outcomes emanating from Sabhal Mòr Ostaig, the Language Sciences Institute and any other Academic Partner.</p>



## Amasan Sheirbheisean Corporra | Corporate Service Aims

Amasan airson Seirbheisean Corporra	Corporate Service Aims
Àrd Phrionnsapalan	Overarching Principles
<b>Spèis Cho-ionann</b> A h-uile gealladh anns a' Phlana Ghàidhlig air a lìbhrigeadh dhan aon ìre anns a' Ghàidhlig agus anns a' Bheurla.	<b>Equal Respect</b> Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.
<b>Cothroman Follaiseach</b> Gnìomhan practaigeach gus fios a thoirt gu cunbhalach do luchd-obrach na buidhne agus am poball air na cothroman a th' ann gus Gàidhlig a chleachdadh leis an ùghdarras phoblach.	<b>Active Offer</b> 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.
<b>Treas Phàrtaidhean</b> A' dearbhadh gum bi ALEOan agus cunnradairean eile ag obair gus plana Gàidhlig an ùghdarrais phoblaich a chur an gnìomh.	<b>Third Parties</b> Ensure that Arm's Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.
<b>Gàidhlig na nì àbhaisteach</b> 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.	<b>Normalisation</b> Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed.
<b>Pàrantan Corporra</b> Gu bheilear mothachail air na dleasan 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 cànan eile.	<b>Corporate Parenting</b> 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
<b>Suaicheantas</b> 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.	<b>Logo</b> Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.
<b>Soidhnichean</b> Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.	<b>Signage</b> Prominent signage will include Gaelic and English as part of any renewal process.



Conaltradh leis a' phoball	Communicating with the public
<b>Brosnachadh</b> Teachdaireachdan gu bheil an-còmhnaidh fàilte air conaltradh sa Ghàidhlig bhon phoball.	<b>Promotion</b> Positive message that communication from the public in Gaelic is always welcome.
<b>Conaltradh Sgrìobhte</b> Fàilte an-còmhnaidh ga cur air conaltradh sgrìobhte sa Ghàidhlig (post, post-d agus meadhanan sòisealta) agus bidh freagairt ann sa Ghàidhlig, a rèir clàr-ama conaltraidh àbhaisteach na buidhne.	<b>Written Communication</b> 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.
<b>Ionad-fàilte agus am fòn</b> Far a bheil luchd-obrach le Gàidhlig ann airson seo a thoirt seachad, gheibh iad taic airson seo a dhèanamh agus thèid sanasachd a dhèanamh air an t-seirbheis dhan phoball.	<b>Reception and phone</b> Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.
<b>Coinneamhan</b> Cothroman airson coinneamhan dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh.	<b>Public meetings</b> Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.
Fiosrachadh	Information
<b>Fiosan-naidheachd</b> Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.	<b>News releases</b> High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
<b>Meadhanan sòisealta</b> Stuth Gàidhlig ga sgaoileadh tro na meadhanan sòisealta gu cunbhalach, le stiùir bhon ìre-chleachdaidh, no cleachdadh a dh'fhaodadh a bhith ann.	<b>Social Media</b> Gaelic content distributed regularly through social media, guided by the level of actual and potential users
<b>Làrach-lìn</b> Stuth Gàidhlig air làrach-lìn an ùghdarrais phoblaich, le prìomhachas air na duilleagan le faicsinneachd mhòr.	<b>Website</b> Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.
<b>Foillseachaidhean Corporra</b> Foillseachaidhean corporra sa Ghàidhlig agus Beurla le prìomhachas air sgrìobhainnean le faicsinneachd mhòr.	<b>Corporate Publications</b> Produced in Gaelic and English, with priority given to those with the highest potential reach.
<b>Taisbeanaidhean</b> 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.	<b>Exhibitions</b> 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
<b>Sgrùdadh Luchd-obrach</b> Sgrùdadh cunbhalach air sgilean Gàidhlig agus iarrtasan airson trèanadh Gàidhlig tro bheatha gach plana.	<b>Internal audit</b> Conduct an internal audit of Gaelic skills and training needs through the life of each plan.
<b>Inntrigeadh</b> Eòlas air a' phlana Ghàidhlig aig an ùghdarras phoblach mar phàirt de phròiseas inntrigidh luchd-obrach.	<b>Induction</b> Knowledge of the public authority's Gaelic language plan included in new staff inductions
<b>Trèanadh cànan</b> Trèanadh ann an sgilean Gàidhlig ga thabhann agus ga bhrosnachadh, gu sònraichte a thaobh a bhith a' cur plana Gàidhlig na buidhne an gnìomh.	<b>Language training</b> Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.
<b>Trèanadh le Fiosrachadh mun Ghàidhlig</b> Trèanadh air fiosrachadh mun Ghàidhlig, le prìomhachas air stiùirichean, buill bùird, comhairlichean agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis na h-oileanaich.	<b>Awareness training</b> Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and student facing staff.
<b>Fastadh</b> A' toirt aithne is spèis do sgilean Gàidhlig mar phàirt den phròiseas fhaistidh.  Gàidhlig ainmichte mar sgil a tha na bhuannachd agus/no a tha riatanach gus am plana Gàidhlig a libhrigeadh agus a rèir na comhairle fastaidh aig Bòrd na Gàidhlig.  Sanasan-obrach dà-chànanach no sa Ghàidhlig airson dreuchdan far a bheil Gàidhlig ainmichte mar sgil riatanach.	<b>Recruitment</b> 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
<b>Gnàthachas Litreachaidh na Gàidhlig</b> Leanaidh an t-ùghdarras Poblach Gnàthachas Litreachaidh na Gàidhlig as ùire mar stiùir airson a h-uile rud sgrìobhte aca.	<b>Gaelic Orthographic Conventions</b> The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.
<b>Ainmean-àite</b> Iarrar stiùireadh bho Ainmean-Àite na h-Alba agus cumar ris an stiùireadh sin.	<b>Place names</b> Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.



## Amasan Àrd-Ìre Comhairle Siorrachd Rinn Friù

### Renfrewshire Council High Level Aims

#### Gaelic Language Plan Edition 2

Amasan Àrd-Ìre	High-level Aims
Airson an cur a-steach do dh'eagran 2 de Phlana Gàidhlig Comhairle Siorrachd Rinn Friù	For inclusion in edition 2 of Renfrewshire Council Gaelic Language Plan
A' cleachdadh na Gàidhlig	Using Gaelic
A' brosnachadh gu for-gnìomhach cleachdadh na Gàidhlig eadar a' choimhearsnachd agus a' Chomhairle agus taobh a-staigh na coimhearsnachd.	Actively promote the use of Gaelic in communication between the public and the council and within the community.
Ag ionnsachadh na Gàidhlig	Learning Gaelic
<p>A' leantainn oirnn le bhith a' brosnachadh com-pàirteachadh ann an ionnsachadh na Gàidhlig aig ìre tràth-bhliadhnaichean, bun-sgoile, àrd-sgoile agus inbheach leis an dùil a bhith a' fàs com-pàirteachadh.</p> <p>An dleastanas fo Achd an Fhoghlaim (Alba) 2016 a ghabhail os làimh airson a bhith a' brosnachadh agus a' cumail taic, mar a tha iomchaidh, ris a' chothrom airson foghlam tro mheadhan na Gàidhlig agus foghlam do luchd-ionnsachaidh do luchd-còmhnaidh sgìre Comhairle Siorrachd Rinn Friù.</p> <p>A' cur air dòigh co-chomhairle phoblach gus am miann airson foghlam tro mheadhan na Gàidhlig ann an Siorrachd Rinn Friù a thomhas agus ag obair gu freagarrach air na toraidhean.</p> <p>A' leantainn air le bhith ag obair còmhla ri com-pàirtichean gus Foghlam do Luchd-ionnsachaidh a sholarachadh aig ìre na bun-sgoile agus na h-àrd-sgoile leis an dùil a bhith a' fàs solarachadh.</p>	<p>We will continue to encourage participation in Gaelic learning at early years, primary, secondary and adult education levels with a view to growing participation.</p> <p>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 Renfrewshire Council residents.</p> <p>Undertake a public consultation to measure demand for Gaelic medium primary education in Renfrewshire and act upon this accordingly.</p> <p>Continue to work with partners to provide Gaelic Learners Education provision at primary and secondary level with the view to increase provision.</p>



A' cur na Gàidhlig air adhart	Promoting Gaelic
<p>Ag obair gu dlùth le comataidh a' Mhòid Nàiseanta airson na cothroman airson ionnsachadh agus cleachdadh na Gàidhlig a bhrosnachadh gu ruige Mòd Nàiseanta 2023 agus mar dìleab.</p>	<p>Work closely with the local National Mòd committee to promote opportunities to learn and use Gaelic in the run up to the National Mòd in 2023 and as a legacy.</p>

