

<p align="center"><b>Seirbheis Smàlaidh agus Teasairginn na h-Alba Plana Ro-innleachdail 2022-25 Freagairt Bhòrd na Gàidhlig 05 an t-Iuchar 2022</b></p>	<p align="center"><b>Scottish Fire &amp; Rescue Service Strategic Plan 2022-25 Bòrd na Gàidhlig Response 05 July 2022</b></p>
<p>Tha am Plana Ro-innleachdail 2022-25 a’ stèidheachadh seachd Buillean ris am bi an SFRS ag amas ri choileanadh.</p> <p><b>Buil 1: A’ leasachadh sàbhailteachd agus sunnd na coimhearsnachd nuair a bheir sinn gu buil iomairtean targaidichte airson bacadh a chur air suidheachaidhean-èiginn agus cron.</b></p> <p><b>Beachd BNG air Buil 1:</b> “Ag obair còmhla ri coimhearsnachdan, com-pàirtichean agus luchd-ùidh gus comhairle agus fiosrachadh sàbhailteachd a solarachadh agus a sgaoileadh gu h-èifeachdach.” Bhiomaid an dùil gum biodh seo a’ gabhail a-steach fiosrachadh anns a’ Ghàidhlig far a bheil seo a’ toirt dealbh air feumalachdan coimhearsnachd. Bidh a’ dèanamh seo a’ meudachadh na cosnachadh agus a’ cleachdaidh aca den fhiosrachaidh a tha air a thoirt seachad.</p>	<p>The Strategic Plan 2022-25 sets out seven Outcomes the SFRS want to achieve.</p> <p><b>Outcome 1: Community safety and wellbeing improves as we deploy targeted initiatives to prevent emergencies and harm.</b></p> <p><b>BNG comment on Outcome 1:</b> “Working with communities, partners and stakeholders to produce and disseminate safety advice and information effectively”. We would expect this to include information in Gaelic where this reflects the needs of a community. Doing so will increase their engagement and use of the information provided.</p>
<p><b>Buil 3: Tha sinn a’ cur luach ann agus a’ sealltainn ùr-ghnàthachas thar a h-uile roinn obrach againn.</b></p> <p><b>Beachd BNG air Buil 3:</b> Tha sinn a’ moladh gum bi am Plana Gàidhlig agaibh air a ghabhail a-steach anns an liosta agaibh den “Ro-innleachdan/Planaichean Làithreach SFRS a chuidicheas sinn anns na builean ro-innleachdail againn a choileanadh”.</p>	<p><b>Outcome 3: We value and demonstrate innovation across all areas of our work.</b></p> <p><b>BNG comment on Outcome 3:</b> We recommend that your Gaelic Language Plan should be included in your list of “Existing SFRS Strategies/Plans that will help us achieve our strategic outcomes”.</p>
<p><b>Buil 5: ‘S e buidheann soirbheasach a th’ annainn, a bhios a’ cleachdadh na goireasan againn gu cùramach agus a sholaraidheas luach an airgid dhan phoblach.</b></p> <p><b>Beachd BNG air Buil 5:</b> “A’ cosnachadh gu ro-ghnìomhach le agus a’ toirt fiosrachadh nas so-ruigsinneach air na nì sinn dhan phoblach agus an luchd-ùidh againn” agus “Bidh</p>	<p><b>Outcome 5: We are a thriving organisation, use our resources responsibly and provide value for money to the public.</b></p> <p><b>BNG comment on Outcome 5:</b> “Proactively engaging with and providing more accessible information on what we do for the public and our</p>

sinn air ar stiùireadh le tuigse nas doimhne air feumalachdan nan coimhearsnachdan againn". A-rithist, bhiomaid an dùil gum biodh seo a' gabhail a-steach fiosrachadh anns a' Ghàidhlig. Leigidh seo airson com-pàirt nas èifeachdaiche leis na coimhearsnachdan a b' fheàrr le co-comhairle/cosnachadh a dhèanamh anns a' Ghàidhlig agus mar sin a' faighinn bhuilean nas fheàrr.

**Buil 6: Tha eòlas an luchd-obrach SFRS a' tighinn am feabhas leis gur e fastaiche cho math 's as urrainn dhuinn a bhith a th' annainn.**

**Beachd BNG air Buil 6:** Tha sinn a' cur fàilte air na brathan gum bi "sinn a' leasachadh nam pròiseasan trusaidh againn agus a' dèanamh na dreuchdan againn nas tarraingeach ris a h-uile ball nan coimhearsnachdan againn" agus gum bi "sinn a' cumail oirnn cultar in-gabhaltach a bhrosnachadh a bhios a' cur luach agus fàilte air a h-uile duine a bhith nan duine fhèin aig obair".

Bu chòir gum bi iomradh ann an seo air Plana Gàidhlig SFRS fhèin agus gu bheil dleastanasan ann a thaobh na Gàidhlig. Bu chòir don theacsa cuideachd a ràdh gu bheil am Plana Gàidhlig a' toirt iomradh air "A' brosnachadh trusaidh luchd-labhairt na Gàidhlig gus dèanamh cinnteach gu bheil an cànan nas faicsinneach agus air a chleachdadh tuilleadh san àite obrach agus gun dèan seo cinnteach gu bheil SFRS "a' toirt dealbh air coimhearsnachdan na h-Alba san latha an-diugh".

Le bhith a' toirt iomradh air Plana Gàidhlig SFRS - agus mar a tha e air a' Ghàidhlig a chleachdadh gu soirbheachail ruige seo - bidh sin na chuideachadh ri ìomhaigh agus ìre-chleachdaidh na Gàidhlig àrdachadh am measg buidhnean poblach eile. Bidh e cuideachd ag aithneachadh gu bheil a' cleachdadh Gàidhlig air feadh na h-Alba. Tha sinn cuideachd a' moladh gu mòr gu bheil taic air a thoirt don pròiseas seo le bhith a' dèanamh brandadh agus suaicheantas SFRS dà-chànanach mar buidhnean poblach nàiseanta eile (ag aithneachadh gur e suaicheantas fo dìon laghail a th' anns an suaicheantas an-dràsta).

stakeholders" and "We will be driven by a deeper understanding of the needs of our communities". Again, we would expect this to include information in Gaelic. This will allow more effective engagement with communities that prefer to be consulted/engaged with in Gaelic and thus achieve better outcomes.

**Outcome 6: The experience of those who work for SFRS improves as we are the best employer we can be.**

**BNG comment on Outcome 6:** We welcome the statements that "We will improve our recruitment processes and make our roles more attractive to all members of our communities" and "We will continue to nurture an inclusive culture that values and welcomes everybody to be themselves at work".

There should be a reference here to SFRS's own Gaelic Language Plan and that it contains various obligations regarding Gaelic. The text should then state that the Gaelic Language Plan refers to "Promoting recruitment of Gaelic speakers to ensure the language is increasingly visible and used in the workplace and this serves to ensure that SFRS "reflects the communities of modern Scotland".

Making reference to SFRS's Gaelic Language Plan and to its successful use of Gaelic to date will help increase the profile and uptake of Gaelic among other public organisations. It will also serve to acknowledge that use of Gaelic is Scotland-wide. We also strongly advocate that this process is supported by SFRS branding and logo being made bilingual like other national public bodies (recognising that the existing logo is a legally protected herald).



**Buil 7: A' leasachadh sàbhailteachd agus sunnd na coimhearsnachd nuair a dh'obraicheas sinn gu h-èifeachdach leis na com-pàirtichean againn.**

**Beachd BNG air Buil 7:** Tha sinn a' cur fàilte air an dleastanas a bhith "ag obair gu h-èifeachdach leis na com-pàirtichean againn" - agus 's e com-pàirtiche a th' ann am Bòrd na Gàidhlig.

Tha sinn cuideachd a' cur fàilte air "Tha obair com-pàirtiche riatanach gus dèanamh cinnteach gun dèan sinn ar dìcheall anns a h-uile nì". Bidh seo a' gabhail a-steach ag obair gus coinneachadh ri feumalachdan coimhearsnachdan luchd-labhairt na Gàidhlig gus dèanamh cinnteach gu bheil SFRA "a' coinneachadh ri feumalachdan na coimhearsnachd anns an dòigh as fhèarr dhaibh". Tha seo a' gabhail a-steach aithneachadh feumalachdan caochlaideach de choimhearsnachdan sònraichte far a bheil cleachdadh na Gàidhlig a' fàs.

Tha sinn a' brosnachadh gun chosnaicheas agus dh'obraicheas sibh ann an com-pàirteachadh le buidhnean poblach iomchaidh eile a tha a' libhrigeadh nam Planaichean Gàidhlig. Bidh iad seo a' gabhail a-steach nan ùghdarrasan ionadail, NHS (nàiseanta agus ionadail) Poileas Alba, Seirbheis Charbadan-eiridinn na h-Alba.

**Outcome 7: Community safety and wellbeing improves as we work effectively with our partners.**

**BNG comment on Outcome 7:** We welcome the commitment to "work effectively with our partners"- of which Bòrd na Gàidhlig is one.

We also welcome that "Partnership working is vital to ensure we perform at our best in all that we do". That will include working to meet the needs of Gaelic speaking communities in order to ensure that SFRS is "meeting community needs in ways that work best for them". That includes recognising the changing needs of specific communities where there is growth in the use of Gaelic.

We encourage that you engage and work in partnership with other relevant public bodies who are delivering Gaelic language plans. These may include local authorities, NHS (national & regional), Police Scotland, Scottish Ambulance Service.

