

# Bòrd na Gàidhlig

## A' Chomataidh Poileasaidh is Ghoireasan

**Coinneamh air Dimàirt 30/08/2022**

**09.30 – 12.30**

## Tro Teams

## CLÀR-GNOTHAICH

## Policy & Resources Committee

**Meeting on Tuesday 30/08/2022**

**09.30 – 12.30**

## Via Teams

## AGENDA

[illegible]

## Pàipearan Fiosrachaidh

- Tha pàipearan ‘*Airson Fiosrachadh*’ airson toirt-fa-near agus chan eil ùine deasbaid no còmhraidh air a chur mun coinneamh sa chlàr-ghnothaich.
- Far a bheil cothrom ann deasbad is còmhradh a chumail air pàipearan ‘*Airson Fiosrachadh*’, bidh na pàipearan sin air an comharrachadh le rionnag \* air a chlàr-ghnothaich.
- Bidh cothrom aig Buill deasbad iarraidh air pàipearan ‘*Airson Fiosrachadh*’ air nach eil rionnag \* le bhith a’ leigeil fios do Chathraiche a’ Bhùird-stiùiridh co-dhiù latha ron choinneimh.
- Far a bheil ceistean aig Buill co-cheangailte ri leithid clàr-ghnìomhan, poileasaidhean, planaichean no 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 choinneimh. Cuiridh an sgioba rianachd a’ cheist sin air adhart chun an oifigeir iomchaidh airson freagairt, agus airson a bhith cothromach thèid an fhreagairt a’ sgaoileadh air na Buill gu lèir gus am bi an aon thuigse an uair sin aig a h-uile neach.

## For Information Papers

- ‘For Information’ papers are for noting and time for debate or discussion is not allocated in the agenda.
- Where there is an opportunity to debate and discuss ‘For Information’ papers, these papers will be marked with an asterisk \* on the agenda.
- Members will have the opportunity to request a discussion on unstarred ‘For Information’ papers \* by notifying the Chair of the Board at least one day in advance of the meeting.
- Where Members have questions related to items such as agendas, policies, plans, or financial matters contained in the papers, they are encouraged to email these questions to [oifis@gaidhlig.scot](mailto:oifis@gaidhlig.scot) at least two working days in advance of the meeting. The administrative team will forward that question to the appropriate officer for an answer, and in the interests of fairness, the answer will be circulated to all Members so that everyone has the same understanding



<b>For</b>	Policy and Resources Committee
<b>Date of Meeting</b>	30/08/2022
<b>Location:</b>	Online
<b>Item on Agenda</b>	3.2

Paper Title		Finance Report to 30 <sup>th</sup> June 2022																	
Recommendation		For Information *																	
Spokesperson		Nicola Pearson, Head of Finance & Corporate Affairs																	
Governance Route		Date of Meeting	Decision																
Leadership Team		02/08/2022	For Information																
Appendices:		PT1 – Finance Report																	
1.0	Purpose																		
1.1	To give information to the Committee on the financial position as at 30 <sup>th</sup> June 2022.  The paper is in English as it will be presented by the Head of Finance and Corporate Affairs.																		
2.0	Background																		
2.1	<p>Bòrd na Gàidhlig has a total budget of £5,779k for the financial year 2022/23.</p> <p>This is the baseline Grant in Aid (GiA) of £5,179k plus additional GiA for this year of £500k and £100k for Commun nam Parant from the Corra Foundation.</p> <p>The adjusted high level income and expenditure budgets are detailed below:</p> <table><tr><td>Income:</td><td>£m</td></tr><tr><td>Grant-in-aid</td><td>5.679</td></tr><tr><td>Other income (CnaP)</td><td>0.100</td></tr><tr><td>Total</td><td>5.779</td></tr><tr><td>Expenditure:</td><td>£m</td></tr><tr><td>Development</td><td>3.845</td></tr><tr><td>Running Costs</td><td>1.934</td></tr><tr><td>Total</td><td>5.779</td></tr></table>			Income:	£m	Grant-in-aid	5.679	Other income (CnaP)	0.100	Total	5.779	Expenditure:	£m	Development	3.845	Running Costs	1.934	Total	5.779
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Total	5.779																		
3.0	Main Points																		
3.1	<p>At the end of the first quarter, total spend was £55k ahead of budget. This was primarily driven by Development cost spend which was overspent by c£137k offset by a £82k underspend in running costs.</p> <p>The Scottish Government granted approval to carry forward the 2021/22 cash underspend with the condition that this was utilised in the first quarter of the year and spent on the Gaelic development schemes. The initial funding to these groups was paid out in May and pushed the spend ahead of the approved budget figure.</p>																		

Seisean Fosgailte : Open  
Session Cuspair 3.2

4.0	Recommendation			
4.1	Members are requested to consider the report and note the information.			
5.0	Main Strategic Impacts			
5.1	Impact on Finance			
	As described above.			
5.2	Impact on Staff			
	N/a			
5.3	Impact on Training			
	N/a			
5.4	Links to Strategic and Corporate Aims			
	This paper supports the Committee in fulfilling the aims for the year.			
5.5	Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta/ Links to the National Performance Framework			
	Our Purose		Our Values	
	To focus on creating a more successful country with opportunities for all of Scotland to flourish through increased wellbeing, and sustainable and inclusive economic growth		We are a society which treats all our people with kindness, dignity and compassion, respects the rule of law, and acts in an open and transparent way	
	AR LUACHAN BUILEAN NÀISEANTA			
	Human Rights	<input type="checkbox"/>	Children & Young People	<input type="checkbox"/>
	Culture	<input type="checkbox"/>	Communities	<input type="checkbox"/>
	Environment	<input type="checkbox"/>	Poverty	<input type="checkbox"/>
	Health	<input type="checkbox"/>	International	<input type="checkbox"/>
	Learning	<input type="checkbox"/>	Economy	<input checked="" type="checkbox"/>
	Successful innovative businesses	<input checked="" type="checkbox"/>		
	5.6	Buaidhean air Cliù/Impacts on Reputation		
	It is important the BnG continues to demonstrate effective management of its finances.			
5.7	Buaidhean air Slàinte is Sàbhailteachd/Impacts on Health and Safety			
	N/a			
5.8	Buaidhean Laghail/Legal Impacts			
	N/a			
5.9	Buaidhean air Co-ionannas/Impacts on Equality			
	N/a			
5.10	Buaidhean air Àrainneachd/Impacts on the Environment			
	N/a			

Finance report (against strategic priorities and full year forecast) – 30<sup>th</sup> June 2022

		QUARTER 1			YTD (1 Apr - 30 Jun)			FULL YEAR FORECAST					
		BUDGET	ACTUAL	VAR	BUDGET	ACTUAL	VAR	BUDGET	YTD	COMMITTED*	EAU**	TOTAL	VAR
FUNDING	Opening Available Budget	0	154,877	(154,877)	0	154,877	(154,877)	0	154,877	0	0	154,877	(154,877)
	Grant In Aid	1,389,000	1,389,000	0	1,389,000	1,389,000	0	5,679,000	1,389,000	0	0	5,679,000	0
	Funding From External Bodies	25,000	25,000	0	25,000	25,000	0	100,000	25,000	0	0	100,000	0
	Reclaimed Funding	0	11,000	(11,000)	0	11,000	(11,000)	0	11,000	0	0	11,000	(11,000)
	<b>AVAILABLE BUDGET</b>	<b>1,414,000</b>	<b>1,579,877</b>	<b>165,877</b>	<b>1,414,000</b>	<b>1,579,877</b>	<b>165,877</b>	<b>5,779,000</b>	<b>1,579,877</b>	<b>0</b>	<b>0</b>	<b>5,944,877</b>	<b>165,877</b>
EXPENDITURE	Using Gaelic	377,000	619,000	(242,000)	377,000	619,000	(242,000)	1,839,180	619,000	1,103,404	271,653	2,005,057	(165,877)
	Learning Gaelic	324,000	237,000	87,000	324,000	237,000	87,000	1,665,320	237,000	1,120,003	308,317	1,665,320	(0)
	Promoting Gaelic	145,000	127,000	18,000	145,000	127,000	18,000	340,500	127,000	172,540	40,960	340,500	0
	<b>DEVELOPMENT SPEND</b>	<b>846,000</b>	<b>983,000</b>	<b>(137,000)</b>	<b>846,000</b>	<b>983,000</b>	<b>(137,000)</b>	<b>3,845,000</b>	<b>983,000</b>	<b>2,395,947</b>	<b>620,930</b>	<b>4,010,878</b>	<b>(165,877)</b>
	Salaries	371,064	285,824	85,240	371,064	285,824	85,240	1,467,247	285,824	1,003,240	0	1,289,064	178,183
	Other Costs	90,800	94,176	(3,376)	90,800	94,176	(3,376)	466,753	94,176	70,831	479,929	644,936	(178,183)
	<b>RUNNING COSTS</b>	<b>461,864</b>	<b>380,000</b>	<b>81,864</b>	<b>461,864</b>	<b>380,000</b>	<b>81,864</b>	<b>1,934,000</b>	<b>380,000</b>	<b>1,074,071</b>	<b>479,929</b>	<b>1,934,000</b>	<b>0</b>
	<b>TOTAL SPEND</b>	<b>1,307,864</b>	<b>1,363,000</b>	<b>(55,136)</b>	<b>1,307,864</b>	<b>1,363,000</b>	<b>(55,136)</b>	<b>5,779,000</b>	<b>1,363,000</b>	<b>3,470,018</b>	<b>1,100,859</b>	<b>5,944,878</b>	<b>(165,877)</b>
	<b>BUDGET CARRIED FORWARD</b>	<b>106,136</b>	<b>216,877</b>	<b>110,741</b>	<b>106,136</b>	<b>216,877</b>	<b>110,741</b>						<b>0</b>

\* Committed funds are those that have had approval, purchase order raised and contract sent to client.

\*\* EAU - expected additional utilisation - funds allocated to a specific project but approval, purchase order and contract not yet in place.



<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	30/08/2022
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	4.1

<b>Tìotal a' Phàipeir</b>	Planaichean Gàidhlig	
<b>Moladh do Bhuill</b>	Ri Aontachadh	
<b>Neach-labhairt:</b>	Jim Whannel, Stiùiriche Foghlaim Christie NicIlleathain, Manaidsear Planaidh	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha an Aonta</b>	<b>Seòrsachadh co-dhùnadh</b>
Stiùiriche Foghlaim	16/08/22	Ri Aontachadh
<b>Pàipear-taice air a cheangal ris</b>	PT1 – PGR055 E03 Riaghaltas na h-Alba PT2 – PGR043 E03 Leasachadh Sgilean na h-Alba PT3 - Geàrr-lomradh air Adhartas le Eagrain 02 Riaghaltas na h-Alba PT4 - Geàrr-lomradh air Adhartas le Eagrain 02 Leasachadh Sgilean na h-Alba	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	A' sireadh aonta air plana 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 dà dhreachd phlana le pannal nam planaichean. Thug am pannal sùil-mhionaideach air na planaichean agus mhol iad atharrachaidhean.	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	Ghabh Riaghaltas na h-Alba ris na molaidhean aig a' phannal. Thug oifigearan a' Bhùird taic seachdadh far an robh soilleireachadh a bharrachd a dhìth air cuid den na molaidhean agus chaidh rèiteachadh a dhèanamh orra.  Thathas a' moladh gun tèid aontachadh ris a' phlana seo.	
<b>3.2</b>	Ghabh Leasachadh Sgilean na h-Alba ris na molaidhean aig a' phannal. Thug oifigearan a' Bhùird taic seachdadh far an robh soilleireachadh a bharrachd a dhìth air cuid den na molaidhean agus chaidh rèiteachadh a dhèanamh orra.  Thathas a' moladh gun tèid aontachadh ris a' phlana seo.	
<b>4.0</b>	<b>Moladh</b>	
<b>4.1</b>	Aire a thoirt don fhiosrachadh ann am PT1, PT2, PT3 agus PT4. Aonta a chur ris an dreachd phlanaichean E03 Riaghaltas na h-Alba agus E03 Leasachadh Sgilean na h-Alba. .	
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>	
<b>5.1</b>	<b>Buidhean air Ionmhas</b> Chan eil buaidh ann.	
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b> Chan eil buaidh ann.	

<b>5.3</b>	<b>Buaidhean air Trèanadh</b> Chan eil buaidh ann.																																				
<b>5.4</b>	<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>																																				
<b>5.5</b>	<p><b>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</b></p> <table border="1"> <thead> <tr> <th colspan="2">AR N-ADHBHAR</th><th colspan="2">AR LUACHAN</th></tr> </thead> <tbody> <tr> <td colspan="2">Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach</td><td colspan="2">'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach</td></tr> <tr> <th colspan="4">AR LUACHAN BUILEAN NÀISEANTA</th></tr> <tr> <td>Còraichean daonna</td><td><input checked="" type="checkbox"/></td><td>Clann</td><td><input checked="" type="checkbox"/></td></tr> <tr> <td>Cultar</td><td><input checked="" type="checkbox"/></td><td>Coimhearsnachdan</td><td><input checked="" type="checkbox"/></td></tr> <tr> <td>Àrainneachd</td><td><input type="checkbox"/></td><td>Bochdainn</td><td><input checked="" type="checkbox"/></td></tr> <tr> <td>Slàinte</td><td><input type="checkbox"/></td><td>Eadar-nàiseanta</td><td><input type="checkbox"/></td></tr> <tr> <td>Foghlam</td><td><input checked="" type="checkbox"/></td><td>Eaconamaidh</td><td><input checked="" type="checkbox"/></td></tr> <tr> <td>Gnothachasan soirbheachail is ùr-ghnàthach</td><td><input checked="" type="checkbox"/></td><td></td><td></td></tr> </tbody> </table>	AR N-ADHBHAR		AR LUACHAN		Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach		AR LUACHAN BUILEAN NÀISEANTA				Còraichean daonna	<input checked="" type="checkbox"/>	Clann	<input checked="" type="checkbox"/>	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input checked="" type="checkbox"/>	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>	Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>		
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<b>5.7</b>	<b>Buaidhean air Slàinte is Sàbhailteachd</b> Chan eil buaidh ann.																																				
<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.																																				
<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.																																				

# The Scottish Government's Gaelic Language Plan

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## 2022-2027

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



Scottish Government  
Riaghaltas na h-Alba  
gov.scot



The first part of the paper discusses the importance of understanding the underlying mechanisms of the observed phenomena. It is crucial to identify the factors that influence the outcome and to establish a clear causal relationship. This involves a thorough review of the existing literature and a careful analysis of the data. The second part of the paper presents the results of the study, which show that the proposed model is able to accurately predict the outcome. The third part of the paper discusses the implications of the findings and suggests directions for future research. Finally, the paper concludes by summarizing the main points and highlighting the contributions of the study.

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02	Ministerial Foreword
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06	Structure of The Scottish Government Gaelic Language Plan
08	Chapter I – Introduction
15	Chapter II – Key Principles
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31	Chapter IV – Gaelic and the National Performance Framework
39	Chapter V – The Gaelic Plan in the Scottish Government





# Ministerial Foreword

As Cabinet Secretary for Education and Skills with responsibility for Gaelic, I am very pleased to support the publication of the Scottish Government's third Gaelic Language Plan, which has been produced under the Gaelic Language (Scotland) Act 2005.

The Scottish Government remains committed to supporting the Gaelic language and aims to ensure that those who wish to live their lives through the language are afforded the opportunities to do so. The commitments in this edition of the Plan aim to build upon those that have been in place since the publication of our first Plan in 2010. In addition to the operational commitments, our Plan sets out clearly the other actions that we are taking through our policies in supporting the Gaelic language against the Scottish Government's National Performance Framework. These policies ensure that Gaelic is supported across our area of operations and Scottish public life.

I hope that you agree that this edition of the Scottish Government's Gaelic Language Plan is helping create a supportive environment for the Gaelic language and welcome your views that may strengthen this commitment.

A handwritten signature in black ink, appearing to read 'S Sille', with a stylized, cursive script.

**Shirley-Anne Somerville MSP**

Cabinet Secretary for Education & Skills



## Summary

The Scottish Government recognises that Gaelic is an integral part of Scotland's heritage, national identity and current cultural, economic and social life.

The Scottish Government has taken action and has put in place the necessary structures and initiatives to ensure that Gaelic has a sustainable future in a modern, growing and progressive Scotland. However, we are aware the position of Gaelic remains fragile and continue to identify further support for the language and those who use it.

For Gaelic to have a sustainable future, there needs to be a concerted effort on the part of government, the public sector, the private sector, community bodies and individual speakers to:

- promote the acquisition of speaking, reading and writing skills in Gaelic
- enable the use of Gaelic in a range of social, formal and work settings
- expand the respect for, and visibility, audibility and recognition of Gaelic
- develop the quality, consistency and richness of Gaelic

The development of Gaelic Language Plans by public bodies is a key component of the Gaelic Language (Scotland) Act 2005. Gaelic Language Plans help to formalise and communicate to an organisation's staff what its policy is in relation to Gaelic matters, and makes clear to users and learners of Gaelic what services they can expect to access through the Gaelic language.

This document is the Scottish Government's third iteration of its Gaelic Language Plan, prepared within the framework of the 2005 Act. It sets out how we will use Gaelic in carrying out our business, how we will enable the use of Gaelic when people interact with the government, and how we will promote the development

of Gaelic. The Scottish Government's role is an important one in supporting Bòrd na Gàidhlig and other organisations in achieving the aims of the National Gaelic Language Plan 2018-23. The Faster Rate of Progress initiative was set up to help in this regard and more detail can be found in the High Level Aims (Section 4.) In addition, the National Gaelic Language Plan is also supported through the projects and actions outlined in Section 3.

Like Bòrd na Gàidhlig, working with other organisations is key to our delivery of support for the Gaelic language and we wish to encourage all organisations to do what they can in this area. Small changes to how we all work can make a difference.

# Structure of The Scottish Government Gaelic Language Plan



**The key components of our Gaelic Language Plan are:**

► **Chapter I – Introduction**

This chapter provides background information to the Gaelic Language (Scotland) Act 2005 and its main features. An overview is provided of the key statutory provisions relating to the preparation of Gaelic Language Plans under the 2005 Act. A brief overview of the structure of the Scottish Government and its main areas of operation is also provided.

► **Chapter II – Key Principles**

This chapter sets out the principles by which this Plan was written.

► **Chapter III – Plan Commitments**

This chapter sets out how the Scottish Government will use, and enable the use of Gaelic in relation to its main business functions.

It includes key areas of operation such as our corporate identity, how our mail and email will be handled, staff training and the use of Gaelic on our websites. The chapter sets out the basic minimum level of Gaelic language provision which we are committed to providing in the five-year lifetime of the Plan.

► **Chapter IV – Gaelic and the National Performance Framework**

This chapter sets out how the Scottish Government's policies will help support Gaelic in the context of the Scottish Government's National Performance Framework.

► **Chapter V – The Gaelic Plan in the Scottish Government**

This chapter sets out how the implementation of the Scottish Government's Gaelic Language Plan will be taken forward, and how this implementation will be monitored.

# Chapter I

## Introduction



## Description of the Scottish Government

The Scottish Government is the devolved government for Scotland. The Scottish Government (formerly known as the Scottish Executive) was established in 1999, following the first elections to the Scottish Parliament. The Scottish Government is led by a First Minister nominated by the Parliament who in turn appoints the other Scottish Ministers.

The First Minister is the principal Scottish Government figure in the Scottish Parliament. Her responsibilities include:

- overseeing the operation of the government and its agencies
- appoints members of the government (at the time of writing in 2021 there are 10 Cabinet Secretaries and 17 other Ministers)

Scottish Government civil servants are accountable to Scottish Ministers, who are themselves accountable to the Scottish Parliament. The senior board of the Scottish Government, the Executive Team, is chaired by the Permanent Secretary and is made up of the Directors-General of the core Directorates of the Scottish Government and other Directors and senior officials attend as required.

The seven Directors-General and the directorates they govern are responsible for progressing the Scottish Government's five strategic objectives: making Scotland wealthier and fairer, healthier, safer and stronger, smarter and greener.

The Scotland Acts (1998, 2012 and 2016) define the matters that are reserved to the UK Parliament. Any matter not so reserved, or otherwise defined in the Act as being out with the competence of the Scottish Parliament, is devolved. Currently devolved matters include: the economy, education, health, justice, rural affairs, housing, environment, equal opportunities, consumer advocacy and advice, transport and taxation. The power to set a Scottish rate of income tax is a new addition to our devolved responsibilities.

The Scottish Government's main offices are located in Edinburgh, at Victoria Quay, St Andrew's House and Saughton House; and in Glasgow, at Atlantic Quay and the Europa Building. In addition, we have several area

offices stretching from Kirkwall in the north to Stranraer in the south.

The work of the Scottish Government is carried out by:

**The Core Scottish Government** – the mainstream civil service in Scotland with the core Directorates of Communities, Constitution and External Affairs, Corporate, Economy, Learning and Justice; Health and Social Care;

Scottish Exchequer and the Office of the Permanent Secretary. **Public Bodies** – executive agencies, non-departmental public bodies (NDPBs) and other organisations which carry out a variety of statutory, regulatory and advisory functions on behalf of the Scottish Government. **Task Forces** – advisory bodies established by Ministers to investigate and report on particular issues. Task Forces have a short lifespan, normally around a year or so, and stand down once they have reported.

## Gaelic Within Scottish Government's Area Of Operation

The Scottish Government's area of operation is all of Scotland. It therefore follows that all of Scotland's Gaelic speakers and Gaelic communities are within the area in which the Scottish Government operates including districts in which persons able to understand, speak, read or write Gaelic form a majority of the population, as well as areas where Gaelic is experiencing growth.

### National Demographics – Number of Gaelic Speakers

Results from the 2011 Census have shown that the decline in the number of Gaelic speakers has slowed since 2001. The total number of people recorded as being able to speak and/or read and/or understand Gaelic was 87,056. Of these 58,000 people (1.1% of the population) aged three and over in Scotland were able to speak Gaelic. This is a slight fall from 59,000 (1.2% of the population) in the 2001 Census which compares favourably to the previous Census results which recorded an 11% drop in speakers.

In 2011, the proportion of the population aged three and over in Scotland who could speak, read, write or understand Gaelic was 1.7% (87,056), compared with 1.9% (92,000) in 2001. Within this group, the number of people who could speak, read, understand and write Gaelic in 2011 was 32,000, 0.6% of the population aged three and over; this was the same proportion as in 2001.

While there was a decrease in the proportion of people able to speak Gaelic in most age groups there was an increase in those groups aged under 20 years. In total, there was a 0.1 percentage point increase in Gaelic speakers between 2001 and 2011 for the 3-19 age range.

Gaelic speakers are spread throughout Scotland. Of those who identified themselves as Gaelic speakers in the 2011 Census the council areas with the highest proportions able to speak Gaelic were found to be in Na h-Eileanan Siar (52%), Highland (5%) and Argyll & Bute (4%). There is also a high degree of urbanisation within the Gaelic speaking community with large numbers of Gaelic speakers living in Aberdeen, Edinburgh, Greater Glasgow and Inverness.

Further information is available from National Records of Scotland, on the website [www.scotlandscensus.gov.uk](http://www.scotlandscensus.gov.uk).

## Gaelic Education In Scotland

The Scottish Government has made Gaelic education, at all levels, a priority since 2007. We recognise that Gaelic Education is key to the future of the language.

In recognition of this priority, the Scottish Government has maintained budgets. The Scheme of Gaelic Specific grants and Gaelic capital fund are available to all local authorities across Scotland to support and grow Gaelic education. This support has seen the number of schools and units grow across Scotland.

In addition, the Education (Scotland) Act 2016 contains provisions which enable parents the right to ask their Local Authority to provide Gaelic Medium Education for their child. The Act placed additional duties on Local Authorities to support and promote Gaelic education as well as placing a duty on Bòrd na Gàidhlig to produce Guidance on Gaelic education.

There are 24 Councils that provide Gaelic education provision at one level or another. 3,801 pupils were in Gaelic medium primary education nationally in session 2020/21, with 866 attending Gaelic medium nurseries. Both these groups have grown since the publication of our first Gaelic Language Plan in 2010.

In addition to Gaelic medium education, 7 Councils provide pupils in English medium primary schools the opportunity to learn Gaelic through Gaelic Learners in the Primary School (GLPS). Again, the number of children who have benefited from this opportunity has grown in the past five years.

At secondary level, 1,476 pupils received Gaelic medium secondary education of some form in session 2020/21. This number is expected to rise over the course of this plan with more subjects being offered to more areas through e-learning via e-Sgoil.

More detail on these statistics is available from Bòrd na Gàidhlig at [Education Data – Bòrd na Gàidhlig \(gaidhlig.scot\)](http://EducationData-BòrdnaGaidhlig(gaidhlig.scot)).

## The Scottish Government's Commitment to Gaelic

The recent manifesto commitments and Programme for Government 2021/22 have further demonstrated the Scottish Government's support for Gaelic. These demonstrate our strong commitment to the language and those who wish to use it. Gaelic is annually

considered for inclusion in the Programme for Government.

The main SNP commitments are:

- We will bring forward a new Scottish Languages Bill which takes further steps to support Gaelic, acts on the Scots language and recognises that Scotland is a multilingual society.
- We will explore the creation of a recognised Gàidhealtachd to raise levels of language competence and the provision of more services through the medium of Gaelic and extend opportunities to use Gaelic in everyday situations and formal settings.
- Edinburgh City Council has taken forward important engagement on GME provision, but we will ensure that this is now incorporated within a new national strategic approach. This is essential if we are to see the faster rates of progress we seek for Gaelic.
- We will review the functions and structures of Bòrd na Gàidhlig to ensure Scotland has an effective leadership body and network of organisations for the promotion of Gaelic.

The Green Party Manifesto commitments are:

- Support cultural ventures in all the languages of Scotland.
- 
- Encourage the use of Gaelic, Scots and Doric as well as the languages of those from minority ethnic backgrounds.
- 
- Improve the provision of Gaelic language at home and in secondary, higher and further education.

These will help steer, but not limit, our consideration of actions in support of the framework that exists for the Gaelic language.

## Gaelic in Scotland

The Scottish Government recognises that Gaelic is an integral part of Scotland's heritage, national identity and current cultural life, and has great potential as an asset for adding economic and social value. It is clear from the map that follows, that Gaelic is reflected in the names of our environment across Scotland.

## Alba

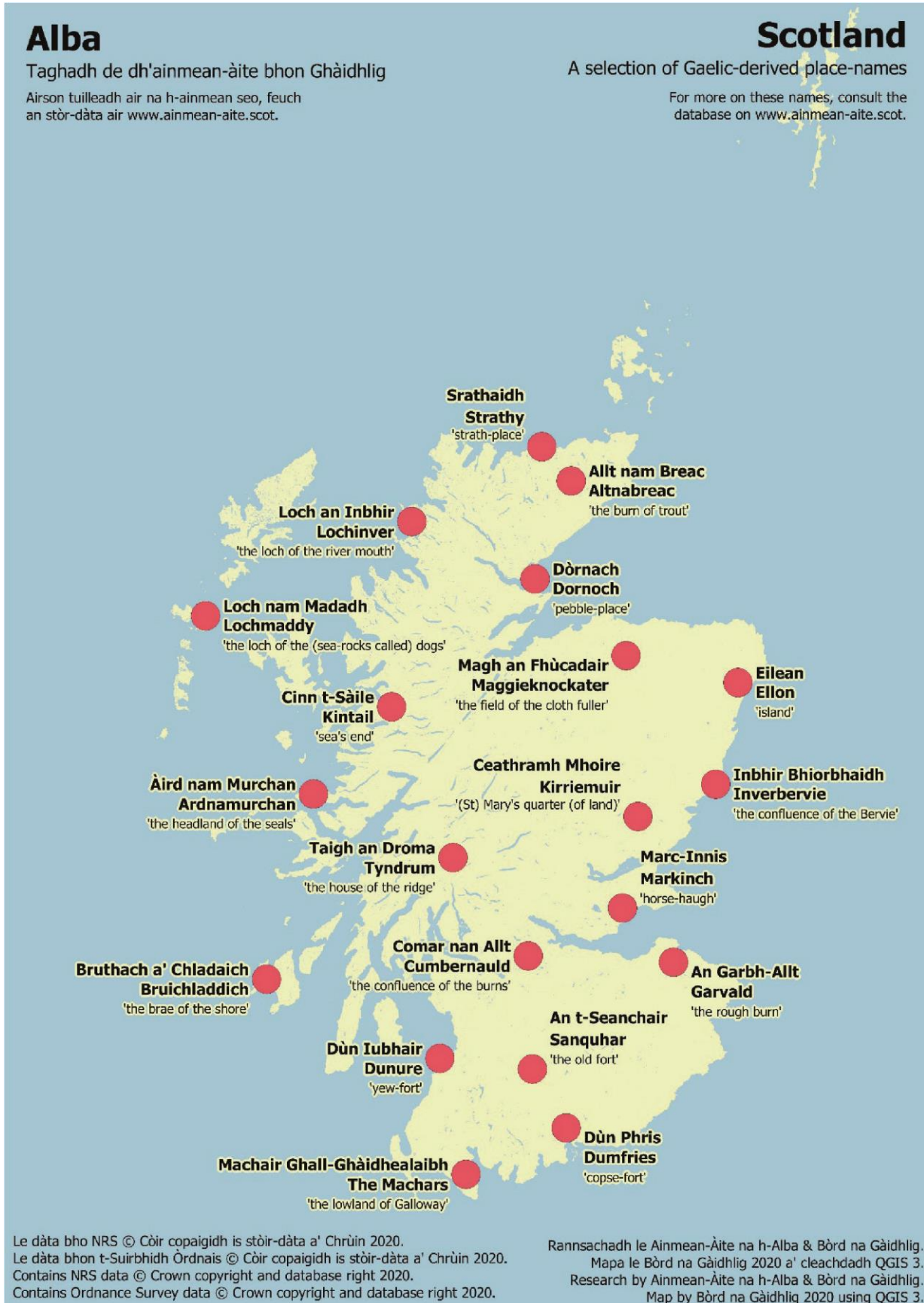
Taghadh de dh'ainmean-àite bhon Ghàidhlig

Airson tuilleadh air na h-ainmean seo, feuch an stòr-dàta air [www.ainmean-aite.scot](http://www.ainmean-aite.scot).

## Scotland

A selection of Gaelic-derived place-names

For more on these names, consult the database on [www.ainmean-aite.scot](http://www.ainmean-aite.scot).



The Scottish Government has taken action and has put in place the necessary structures and initiatives to

ensure that Gaelic has a sustainable future in a modern and progressive Scotland.



However, the position of Gaelic remains fragile. If Gaelic is to have a sustainable future, there needs to be a concerted effort on the part of Government, the public sector, the private sector, community bodies and individual speakers to:

- promote the acquisition of speaking, reading and writing skills in Gaelic.
- use and enable the use of Gaelic in a range of social, formal and work settings
- expand the respect for, and visibility, audibility and recognition of Gaelic.
- develop the quality, consistency and richness of Gaelic

The development of Gaelic Language Plans by public authorities is a key component of the Gaelic Language (Scotland) Act 2005. Gaelic Language Plans help to formalise and communicate to an organisation's staff what its policy is in relation to Gaelic matters, and makes clear to users and learners of Gaelic what services they can expect to access through the Gaelic language.

This document is the Scottish Government's third iteration of its Gaelic Language Plan, prepared within the framework of the 2005 Act. It continues on the journey that was started in 2010 and aims to deliver an incremental increase in how we will use, develop and support the Gaelic language in carrying out our business.

The Scottish Government recognises that it has a key role in supporting the Gaelic language, and in supporting Bòrd na Gàidhlig and other organisations in achieving the aims of the National Gaelic Language Plan. No one organisation can deliver on these aims and we wish to encourage all organisations to do what they can in this area. We have seen how collaboration through such initiatives as Faster Rate of Progress can make a difference as we work towards more

substantive goals. The Faster Rate of Progress initiative pulls together around 25 Public Bodies who are contributing to the sustained growth and support of the Gaelic language

### 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 Scottish Government'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.

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

### The National Gaelic Language Plan

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

Scottish Ministers approved this edition of the Plan and therefore we are naturally committed to the achieving this aim by focusing our work on these three headings:

- Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic, more often when they interact with us.
- Increasing the opportunity for people to learn Gaelic as part of our day-to-day operations.
- Promoting a positive image of Gaelic whenever we can as part of our day-to-day operations as an organisation.

We will highlight the National Gaelic Language Plan and its aims to the bodies that we work with.

### Internal Gaelic Capacity Audit

The Scottish Government intend on carrying out a staff skills audit and we will use this information to help grow our Gaelic language base.

### 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.

To do so, the Scottish Government consulted on a draft of its Gaelic Language Plan during July to September 2021.

Responses received to this consultation and a report of its findings can be viewed at the end of this document.



## Chapter II

### Key Principles



The Scottish Government is committed to supporting the Gaelic language and through our commitments under Section 3 and Section 4 of this Plan we will demonstrate our aims. While some aspects are incremental increases and others are larger policy support the overall aim is simple, to ensure the sustainable future of the Gaelic language.

The following principles are key and it is our aim that these are applied throughout the Scottish Government.

### 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 and the Bòrd in turn expects that public authorities will demonstrate in their plans how the principle will be achieved and maintained in practice.

The Scottish Government aims to 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

The Scottish Government has an active offer of our Gaelic services to our employees and the public. This aims to 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.

Our aim is to ensure that our Gaelic language services are as accessible as our English language services.

### Mainstreaming

The Scottish Government aims to ensure that opportunities for the public and our staff to use Gaelic are normalised, in support of the National Gaelic Language Plan 2018-23 ie that Gaelic is used more often, by more people and in a wider range of situations.

## Chapter III

### Plan Commitments



## High-Level Aims

The Scottish Government has worked with Bòrd na Gaidhlig to create a number of High Level Aims which reflect our commitment for the Gaelic language at a strategic level and are closely linked to the National Gaelic Language Plan 2018-23. More detail on how we are meeting the National Gaelic Language Plan can be found in Chapter III.

## Increasing the use of Gaelic

High-level Aim	<b>The progress and partnership working model created by the <i>Faster Rate of Progress</i> initiative will be supported by all SG departments to ensure cooperation in supporting the Gaelic Language.</b>
Current Practice	<p>The Scottish Government regards Gaelic as a priority and this is reflected in our manifesto commitments and Programme for Government.</p> <p>The Faster Rate of Progress initiative was set up by the Deputy First Minister. This has now been in place for three years and brings together a variety of public authorities who are working across Scotland to support the Gaelic language and those who wish to use it.</p>
Scottish Government Gaelic Plan, 2022-27	<p>The Faster Rate of Progress initiative is a cornerstone to the Scottish Government's Gaelic policy and pulls together around 25 Public Bodies who are contributing to the sustained growth and support of the Gaelic language. The Cabinet Secretary for Education and Skills has agreed that this work will continue with her in the Chair.</p> <p>Other areas of the Scottish Government may join as agreed by Ministers and this will remain the case.</p> <p>More detail on how the Scottish Government is helping support Gaelic through our work is identified in Section 4.</p>
Target Date	Annual Meeting with biannual workstream meetings
Responsibility	Gaelic and Scots Division

### Increasing the learning of Gaelic

High-level Aim	<b>Scottish Government will grow the use of Gaelic when interacting with the public in response to the communities it serves and in line with the National Gaelic Language Plan.</b>
Current Practice	The Scottish Government has an open offer to engage through the medium of Gaelic. In addition, SG Communications welcome written media requests in Gaelic.
Scottish Government Gaelic Plan, 2022-27	<p>The Scottish Government will continue to have an open offer for members of the public to communicate in Gaelic.</p> <p>In addition, SG Communications welcome written media requests in Gaelic.</p> <p>In addition, further detail of how the Scottish Government is helping support Gaelic through engagement is identified in Section 3</p>
Target Date	2023 and annually thereafter
Responsibility	Corporate/Gaelic and Scots Division/Communications
High Level Aim	<b>Scottish Government will seek to embed Gaelic in all new education policy initiatives.</b>
Current Practice	The Scottish Government is committed to the growth of Gaelic education at all levels and therefore considers Gaelic needs as policies are developed.
Scottish Government Gaelic Plan, 2022-27	<p>The Scottish Government will continue to reflect on the needs of the Gaelic education and Gaelic learner education at all levels as policies are developed.</p> <p>It is expected that representation from across the Learning Directorate and Reform Directorate will be involved in the proposed Scottish Government Gaelic Plan Implementation Group and therefore ensure that Gaelic is embedded in educational developments.</p> <p>In addition, the Putting Pupils at the Centre Report on Education Reform has suggested how Gaelic can be embedded in future Education bodies and we will work with those involved to ensure Gaelic is represented.</p>

	More detail on how the Scottish Government is helping support Gaelic through our work is identified in Section 3
Target Date	by end 2025
Responsibility	Education/Corporate/Gaelic and Scots Division/Communications

### Promoting a positive image of Gaelic

High-level Aim	<b>Scottish Government will establish a Gaelic Language Plan Implementation group which will include representation from across SG Directorates.</b>
Current Practice	The Gaelic and Scots Division currently promote the commitments in the Gaelic Language Plan.
Scottish Government Gaelic Plan, 2022-27	The Scottish Government will establish a Gaelic Language Plan Implementation Group with representatives from across Directorates. It is expected that members will be champions for the language in their respective areas.  A Terms of Reference for the Group will be created and outcomes will be included on the Gaelic pages on the Corporate website.
Target Date	2023 and annually thereafter
Responsibility	Gaelic and Scots Division/other Directorates

## Corporate Service Aims

This is the Scottish Government's third reiteration of our Gaelic Language Plan and since 2010 we have taken incremental steps to support Gaelic through our corporate services.

Previous commitments will continue unless there is a change to corporate delivery and where this occurs we will consider how Gaelic can be supported in this change.

## Status

Desired Outcome	<b>Signage</b> Prominent signage will include Gaelic and English as part of any renewal process.
Current Practice	The Scottish Government has Gaelic bilingual logo signage at all sites. In addition, Victoria Quay also has bilingual signage.
Scottish Government Gaelic Plan, 2022-27	Gaelic signage will continue to be updated on a replacement basis. The Scottish Government will include a level of Gaelic signage in our hub offices as these are developed.
Target Date	2024 and annually thereafter
Responsibility	Facilities Management
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 should demonstrate equal prominence for both languages.
Current Practice	The Scottish Government has a bilingual logo and is used in all settings. Guidelines are available to staff on its use.
Scottish Government Gaelic Plan, 2022-27	The bilingual logo will continue to be used in all settings across our activities and we will highlight the guidelines to staff via our corporate Gaelic pages.
Target Date	Guidance to be published 2022
Responsibility	Communications/Gaelic and Scots Division

## Communicating with the Public

Desired Outcome	<b>Promotion</b> Positive message that communication from the public in Gaelic is always welcome.
Current Practice	The Scottish Government has an active offer and welcomes correspondence in Gaelic. This is promoted on our website.
SG Gaelic Plan, 2022-27	We continue to welcome communications in Gaelic and promote this service on our public engagement platforms.  We will also reply to this correspondence in Gaelic.  Guidance will be prepared for colleagues on handling and this will be published on our intranet.
Target Date	2023 and annually thereafter
Responsibility	Public Engagement Unit
Desired Outcome	<b>Written Communication</b> Written communication in Gaelic is always welcome (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.
Current Practice	The Scottish Government welcomes correspondence in Gaelic and any correspondence that is received in Gaelic is responded to in Gaelic.  The Gaelic and Scots Division continue to provide support across the Scottish Government and provide translation services for colleagues.  Our automatically generated text such as email disclaimers are bilingual.  A Gaelic version of our Complaints leaflet is available online.  The Scots and Gaelic Division work with Public Engagement Unit to ensure bilingual letter templates for Ministers, Directorates and Divisions are provided.



Scottish Government Gaelic Plan, 2022-27	<p>The Scottish Government has a newly developed correspondence system and we will work to:</p> <p>Ensure that the generic acknowledgements are bilingual.</p> <p>New Ministerial, Directorate and Divisional templates will continue to be provided and all staff will be encouraged to use these.</p> <p>Online Guidance on the use of the correspondence system will incorporate advice on Gaelic.</p> <p>We will encourage staff to adopt a bilingual signature to promote the language and create greater visibility.</p> <p>The complaints procedure is currently being reviewed. This will include a Gaelic introduction.</p>
Target Date	2023
Responsibility	Public Engagement Unit and Gaelic and Scots Division

Desired Outcome	<p><b>Reception and phone</b></p> <p>Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public.</p>
Current Practice	<p>The Scottish Government has Gaelic welcomes in our reception and Gaelic signage in Victoria Quay.</p> <p>Our front of house and Central Enquiries Unit staff receiving enquiries (telephone, mail or email) in Gaelic can pass these on to the Gaelic team where a fluent Gaelic speaker can respond to their queries.</p>

Scottish Government Gaelic Plan, 2022-27	<p>This commitment will remain in place with new staff having access to Gaelic through our induction and Gaelic pages of our corporate website. We will encourage these staff to use the Gaelic phrases on the website when approached by members of the public.</p> <p>Media should use the agreed protocols and written Media enquiries are accepted in Gaelic.</p> <p>Our switchboard will have updated automated messages in Gaelic.</p> <p>We will commit to expanding advertisement of our CEU posts, where possible, to try and attract Gaelic speaking individuals with the required skillset to join the CEU team.</p> <p>Consideration shall be given to establishing a separate contact number for Gaelic callers to use. If delivered, this will be published and promoted.</p> <p>Consideration will be given to the impact of any technology refresh of the systems in use by the CEU to improve the service to Gaelic speakers wherever possible.</p>
Target Date	2024
Responsibility	ITECS/Facilities Management/Communications
Desired Outcome	<p><b>Public meetings</b></p> <p>Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p>
Current Practice	The Scottish Government encourages the use of Gaelic at public meetings in areas where there are a high percentages of Gaelic speakers or on the subject of Gaelic.
Scottish Government Gaelic Plan, 2022-27	We will develop particular content in relation to the Scottish Government's Gaelic Language Plan to ensure staff have the knowledge that they require to deliver our duties of support for the Gaelic Language.
Target Date	Guidance to be published in 2022.
Responsibility	All Directorates/Gaelic and Scots Division

## Information

Desired Outcome	<b>Media</b> High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
Current Practice	The Scottish Government issues news releases on range of issues that impact those who use the Gaelic language in both English and Gaelic. Upon request, we provide Ministerial quotes to third parties in Gaelic.
Scottish Government Gaelic Plan, 2022-27	We will continue to issue news releases in Gaelic to Gaelic media outlets. We will take further steps and issue news releases in Gaelic to Gaelic media outlets on very high profile matters that affect Gaelic speaking communities.  We will also provide written comment in Gaelic on any issue upon request.
Target Date	2022 and annually thereafter
Responsibility	Communications (News)
Desired Outcome	<b>Social Media</b> Gaelic content distributed regularly through social media, guided by the level of actual and potential users.
Current Practice	The Scottish Government uses Gaelic in our social media feeds.
Scottish Government Gaelic Plan, 2022-27	We will continue to promote Gaelic through our dedicated Gaelic Twitter account and promote the work of others through this account.  In addition, we will look to expand the Gaelic content by using Gaelic more frequently on @scotgovedu and consider how this could be rolled out to other portfolio twitter channels.
Target Date	2022 and annually thereafter
Responsibility	Communications/Gaelic and Scots Division
Desired Outcome	<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.
Current Practice	The Scottish Government has Gaelic content on its website.

Scottish Government Gaelic Plan, 2022-27	<p>We will increase Gaelic presence on the Scottish Government corporate website on the basis of the principle of equal respect, visibility and usability of Gaelic.</p> <p>We will develop particular content in relation to the Scottish Government's Gaelic Language Plan to ensure staff have the knowledge that they require to deliver our duties of support for the Gaelic Language.</p>
Target Date	Guidance to be published in 2022
Responsibility	Communications/Gaelic and Scots Division

Desired Outcome	<p><b>Language utility</b></p> <p>A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.</p>
Current Practice	All Directorates have access to high quality advice and translation services to ensure the quality of resources meets a recognised standard.
Scottish Government Gaelic Plan, 2022-27	<p>We will develop particular content in relation to the Scottish Government's Gaelic Language Plan to ensure staff have the knowledge that they require to deliver our duties of support for the Gaelic Language.</p>
Target Date	2022
Responsibility	Gaelic and Scots Division

Desired Outcome	<p><b>Corporate Publications</b></p> <p>Produced in Gaelic and English, with priority given to those with the highest potential reach.</p>
Current Practice	<p>The Scottish Government recognises the value of using Gaelic in our publications.</p> <p>We will ensure that consultations are issued bilingually where appropriate, and responses in Gaelic are encouraged. Consultation responses received in Gaelic will be responded to in Gaelic.</p> <p>In addition, Gaelic translations of Scottish Government printed materials are available on request.</p>
Scottish Government Gaelic Plan, 2022-27	<p>We will continue to produce Gaelic publications and summaries. Guidance to staff will include advice on this in the proposed Gaelic corporate pages to ensure staff have the knowledge that they require to deliver our duties of support for the Gaelic Language.</p> <p>We will raise with other Public Bodies in the G'Mor (Gaelic Language Plans Group) opportunities to share information on translators.</p>
Target Date	2023 and annually thereafter
Responsibility	All Directorates/Gaelic and Scots Division

## 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	The Scottish Government undertook a staff survey in 2010.
Scottish Government Gaelic Plan, 2022-27	The Scottish Government will undertake a staff audit of Gaelic language and skills.
Target Date	2023
Responsibility	Gaelic and Scots Division/Learning Analysis
Desired Outcome	<b>Induction</b> Knowledge of the public authority's Gaelic Language Plan included in new staff inductions.
Current Practice	There has been little or no Gaelic in our induction process for new staff.
Scottish Government Gaelic Plan, 2022-27	The Scottish Government will introduce a Gaelic section into our induction pack for new staff.  We have an open offer to provide Gaelic sections for any local induction packs.  The Gaelic and Scots Division to provide support at welcome events for staff which will include advice on this edition of the Plan and a history of the language.
Target Date	2022
Responsibility	People Development/Gaelic and Scots Division

Desired Outcome	<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.
Current Practice	<p>Language learning is available to all staff that wish to undertake this.</p> <p>Training budgets are provided at a local level which enables staff the opportunity to consider the right training that they require to deliver their roles.</p> <p>Advice on courses is available from the Gaelic and Scots Division and People Development.</p>
Scottish Government Gaelic Plan, 2022-27	<p>The Scottish Government will continue to promote Gaelic language learning opportunities.</p> <p>We are developing a new Learning Experience Platform and we will ensure Gaelic is incorporated to maximise the learning opportunities for staff.</p> <p>We will develop interactive materials on the Gaelic Language Plan.</p> <p>We will include details on the courses available for staff to learn Gaelic on our guidance pages.</p>
Target Date	2023 and annually thereafter
Responsibility	People Development/Gaelic and Scots Division
Desired Outcome	<b>Awareness training</b> Gaelic awareness training offered to staff.
Current Practice	<p>In addition to the Gaelic awareness sessions included in our induction events, the Gaelic and Scots Division offer awareness sessions to other Divisions.</p>
Scottish Government Gaelic Plan, 2022-27	<p>We will continue to provide the offer for Gaelic awareness sessions and will consider Gaelic awareness contents for the new Learning Experience Platform to maximise the learning opportunities for staff.</p> <p>We have an open offer to provide awareness sessions to all staff and this will be promoted on the Gaelic guidance being produced.</p> <p>We expect that this will help promote the language and language learning, including platforms such as Speak Gaelic.</p>
Target Date	2022 and annually thereafter
Responsibility	People Development/Gaelic and Scots Division

Desired Outcome	<b>Recruitment</b> Recognising and respecting Gaelic skills within the recruitment process throughout the public authority.
Current Practice	Level of Gaelic skills required for certain posts will be considered where necessary and specified when recruiting to these posts. This will include posts for which Gaelic skills are essential.
Scottish Government Gaelic Plan, 2022-27	This commitment will continue and advice on this will be part of our corporate website.
Target Date	2024
Responsibility	HR Policy and Delivery

Desired Outcome	<b>Recruitment</b> Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
Current Practice	Gaelic posts are advertised bilingually.
Scottish Government Gaelic Plan, 2022-27	Gaelic posts will continue to be advertised bilingually. Advice will feature on our Gaelic corporate pages.
Target Date	2022
Responsibility	HR Policy and Delivery



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 Bòrd na Gàidhlig recruitment advice.
Current Practice	Consideration is given to posts and whether Gaelic is essential or desirable.
Scottish Government Gaelic Plan, 2022-27	Posts will continue to be considered Gaelic essential or desirable. Level of Gaelic skills considered when recruiting to certain posts as necessary.
Target Date	2022
Responsibility	HR Policy and Delivery

#### Gaelic Language Corpus

Desired Outcome	<b>Gaelic Orthographic Conventions</b> The most recent Gaelic Orthographic Conventions (GOC) will be followed in relation to all written materials produced by the public authority.
Current Practice	The Scottish Government has regard for the Gaelic Orthographic Conventions.
Scottish Government Gaelic Plan, 2022-27	We will continue to follow the Gaelic Orthographic Conventions. We will include details regarding GOC in our Gaelic corporate website to ensure staff have the knowledge that they require to deliver our duties of support for the Gaelic Language.
Target Date	2023
Responsibility	Gaelic and Scots Division
Desired Outcome	<b>Place-names</b> Gaelic place name advice from Ainmean-Àite na h-Alba (AÀA) is sought and used.
Current Practice	The Scottish Government works closely with AÀA to ensure that correct details and advice is acquired. We are also a member of AÀA's committee.

Scottish Government Gaelic Plan, 2022-27	<p>We will continue to work with Ainmean Àite na h-Alba (Gaelic Place Names of Scotland) to ensure consistent orthography of Gaelic in placenames.</p> <p>We will include details regarding AÀA's work in our Gaelic corporate website to ensure staff have the knowledge that they require to deliver our duties of support for the Gaelic Language.</p>
Target Date	2023
Responsibility	Gaelic and Scots Division

# Chapter IV

## Gaelic and The National National Performance Framework

The National Performance Framework is for the whole of Scotland. Its purpose is to:

- create a more successful country
- give opportunities to all people living in Scotland
- increase the wellbeing of people living in Scotland
- create sustainable and inclusive growth
- reduce inequalities and give equal importance to economic, environmental and social progress

The values that underpin and guide our approach, to:

- treat all our people with kindness, dignity and compassion
- respect the rule of law
- act in an open and transparent way

More detail on the Framework can be found here;

**NPF\_A4\_Booklet.pdf**

**([nationalperformance.gov.scot](https://nationalperformance.gov.scot))**

### How the Scottish Government is supporting Gaelic

The Scottish Government is working with a number of policies and projects that have been created to secure a sustainable future for Gaelic against the aims of the National Performance Framework. Some of these follow.

### Communities

The Scottish Government has been a supporter of the work of MG ALBA and recognises the support it offers to those learning the language in our communities. We have committed to supporting Speak Gaelic for the next three years.

The Cnoc Soilleir project will bring cultural, economic and educational benefits to the community of South Uist, and beyond. The Scottish Government was pleased to support Phase 1 of this development and we have agreed further funding support to Phase 2.

Police Scotland and the Scottish Fire and Rescue Service have prepared and published a Gaelic Language Plan setting out the actions they intend to take forward in support of Gaelic, which contributes towards ensuring that Gaelic has a sustainable future in Scotland.

We have also identified opportunities within CashBack for Communities to promote the use of Gaelic language with the planned review of the CashBack for Communities website.

The evaluation report for Phase 4 of the CashBack for Communities will be made available in Gaelic.

The Scottish Government has produced the Democracy Matters – Local Government Review documents in Gaelic to ensure accessibility.

The Rural Payments offices in the Western Isles will consider opportunities to recruit Gaelic speaking staff.

The National Islands Plan recognises the specific needs for Gaelic while delivering improved outcomes for island communities through our policies and by working closely with local authorities and key stakeholders throughout the implementation of the National Islands Plan. Gaelic features prominently throughout this edition of the Plan and is directly linked to 11 Commitments across 7 out of its 13 Strategic Objectives. The National Islands Plan says that we will:

- Ensure that policies aim to retain and attract Gaelic speakers to live and work in Gaelic speaking island communities.
- Ensure that opportunities to develop the wellbeing of the Gaelic language and increase the number of speakers and users are considered as part of sustainable economic development.
- Ensure that the impact on Gaelic speaking communities is considered as housing policies are developed.
- Ensure that health, social care and wellbeing services are available through the medium of Gaelic to support Gaelic speaking island communities.
- Ensure that Gaelic speakers in island communities are encouraged and supported to represent themselves through the medium of Gaelic.

- Support all of Scotland's indigenous languages and dialects in ways that are relevant to the communities where these are spoken.

Ensure that the commitments in this plan are informed by and aligned with the commitments in the National Gaelic Language Plan, working closely with Bòrd na Gàidhlig.

- Ensure that the effect on Gaelic language development is considered from the outset in island-specific policies and initiatives and that these link to statutory Gaelic language plans.
- Work with public authorities and community groups in increasing the use and visibility of Gaelic in Gaelic speaking island communities.
- Work with relevant authorities to improve Gaelic provision for Gaelic speaking island communities in delivering their functions and services.
- Continue to support and promote Gaelic medium education at all levels.

Following consultation for the Island Communities Impact Assessments (ICIAs) Guidance, we considered how through the implementation of the Islands (Scotland) Act 2018, ICIAs can help to mitigate against any detrimental impacts on Scotland's indigenous languages and dialects; in ways that are relevant to the island communities where these are spoken.

## Culture

- The Scottish Government published A Culture Strategy for Scotland which recognises that Gaelic culture should be celebrated in and of itself and also provides opportunities for skills development and expression, for access and participation. This strengthens the profile and appeal of the language and the confidence with which it is used. A Gaelic summary of A Culture Strategy for Scotland can be found [here](#).
- Ensuring that the National Partnership for Culture will continue to reflect the importance of Gaelic and traditional arts through its work programme.
- Ensuring that national cultural bodies continue to implement their commitments, for example; Creative Scotland Gaelic Language Plan 2019-22 and Historic Environment Scotland Gaelic Language Plan 2018-2023.
- We will consider Gaelic, as appropriate, within our policy developments relating to the creative industries.
- We will support the work of makers and practitioners in the creative industries that use Gaelic language and culture as a medium of expression.
- The Scottish Government will monitor the extent to which Gaelic arts have been supported by recent emergency support schemes targeted at culture organisations. The Scottish Government will also look to capitalise on any opportunities to promote Gaelic culture and traditional arts due to Scottish

cultural organisations choosing to participate in programmes such as Festival UK 2022 and our Themed Years, including the Year of Scotland's Stories in 2022.

- The Scottish Government has increased its funding to MG ALBA recognising the importance that the channel has in supporting Gaelic community and learners.
- The Scottish Government will consider how it can support MG ALBA in its discussions with the UK Government on parity of funding with S4C.
- The Scottish Government now core funds An Comunn Gàidhealach in recognition of its importance to Gaelic culture and the economic benefits it brings. We will also continue to sponsor the Gaelic Ambassador of the Year award which is presented at the Royal National Mòd.
- The Scottish Government has supported the FilmG awards allowing children in Gaelic and English education to learn the technical and language skills to create original films.

## Economy

- Digital connectivity is particularly important to the economic and social wellbeing of remote and rural communities, and this has been highlighted during the global health pandemic when we've had to find new ways to access and deliver public and commercial services, transport, work, learning and social interaction.

- Digital Scotland Superfast Broadband is delivered in partnership with Highlands and Islands Enterprise (HIE) who use a range of ways to engage with Gaelic communities through the Gaelic speaking team members and production of bilingual information.
- We will consider how elements of this approach can be adopted across the SG Digital Connectivity portfolio of broadband and mobile connectivity programmes, including information material used to engage individuals and local communities with programmes which directly impact them and over where they have choices to make, for example about FTTP installation, the Scottish Broadband Voucher Scheme (SBVS) and S4GI across all channels including news releases, social media, advertising etc.

Transport Scotland has established a rationale for introducing bilingual direction signs on trunk roads that serve communities where Gaelic is spoken. The policy includes the A9, A82 trunk road from Tarmachan to Inverness and those trunk roads leading to the ferry ports at Kennacraig, Oban, Mallaig, Uig and Ullapool.

This policy is being implemented on the basis of opportunities created by programmed improvement works such as the A9 Dualling as well as planned maintenance. This provides an affordable way of extending the bilingual signs coverage on the network within available funds. Agreement with The Highland Council and Argyll & Bute Council has been established, to ensure continuity and consistency with the connecting local roads.

Transport Scotland has developed specific guidance to ensure that bilingual direction signing is designed in a

consistent and clear way, aligned with the guidance contained in the Traffic Signs Manual. This guidance will be published on the Transport Scotland website to assist those designing traffic signs on these routes.

### Education

- The Scottish Government has created Standardised Assessments in Gaelic. We will continue to explore potential opportunities in this area for the inclusion of the language.
- We will consider how Gaelic could be incorporated in to the Research Strategy
- Recognising the importance of Gaelic teachers to our aims for increasing the number of speakers we have incorporated Gaelic into our Teacher Training website.
- Bursaries for those interested in teaching in STEM subjects are open to those who wish to teach through the medium of Gaelic.
- Early years is the an important time for young people's development and we have supported Gaelic Bookbug bags and sessions are now available. These are being incorporated into the Scottish Books Trust's app.
- We continue to support Local Authorities and teachers by funding the Teacher Recruitment Officer based at Bòrd na Gàidhlig.
- We continue to support to all Local Authorities who wish to deliver or expand Gaelic Education at all levels through our grants schemes.

- We recognise the important work of organisations such as Fèisean nan Gàidheal in supporting Gaelic education and will continue to encourage their involvement in this area.
  - The Scottish Government recognises that a great number of parents need support with their child's learning and Gaelic is included in the Parent Club website.
  - We continue to ensure accessibility to Gaelic education through our support to local authorities.
  - We have, and continue, to support local authorities with the development of new schools and units across Scotland.
  - The Scottish Government core fund e-Sgoil to ensure Gaelic education is accessible to those who want it.
  - The Scottish Government core funds Sabhal Mòr Ostaig and also support other Further and Higher courses, including teacher training.
  - The Children and Young People (Scotland) Act 2014 is a key part of the Scottish Government's strategy for making Scotland the best place in the world to grow up. The Act established a new legal framework within which public services are to work together in support of children, young people and families in Scotland and will naturally consider the needs of young Gaels within this work.
  - We have developed the Faster Rate of
- Progress initiative with partners across the Scottish public authority landscape.
- We have brought forward legislation in support of the Gaelic language. Most recently, the Education (Scotland) Act 2016 and we will continue to promote the provisions to those involved in Gaelic education.
  - The Scottish Government invested in the creation of e-Sgoil recognising the value that it brings for Gaelic and the widening of access to those who wish to learn through the language. This support will continue.
  - The Scottish Government supports the Gaelic Learners in Primary School training. This continues to be a success and is widening to now include early years.
  - The Scottish Government recognises that Gaelic secondary provision needs to meet the expectations of young people and we are working with partners to support this delivery.
  - The Scottish Government created the Gaelic capital fund to support Local Authorities and community projects with construction costs. We will continue to work, giving priority to schools, with bodies that want to expand provision and support for the Gaelic language.



## Fair Work and Business

- The Scottish Government Employability Division will develop Gaelic versions of any new/reprinted materials as part of marketing activity.
- Social Security Scotland will manage 17 benefits which are being introduced in stages and at the end of this process, it will be delivering benefits for people on low incomes, disabled people, carers and young people entering the workplace, and benefits to help people heat their homes. This gives Social Security Scotland considerable reach and it will consider how it can help raise the profile of the Gaelic language. All factsheets on these benefits have been made available in Gaelic.
- The Agency's logo is bilingual and this is used on all marketing materials. Consideration will be given to Gaelic signage and advertising.
- Social Security Scotland has a duty to promote its benefits, and Information on all current, live benefits is already proactively provided in the Gaelic language and the Agency's interpretation, translation and transcription services already include the Gaelic language so people are able to talk to us on the phone and have letters and notifications etc. translated. The Agency will also consider how it can reach Gaelic users through its various stakeholder forums, groups and networks.
- In addition, Social Security Scotland will also engage with Bòrd na Gàidhlig to prepare a Gaelic Language Plan. This will help build upon the work already undertaken to support those who wish to use the Gaelic language.

## International

- Our Directorate for International Trade and Investment will look at opportunities to raise the profile of Gaelic as part of overseas Ministerial visits and large scale Trade and Investment events.
- The Scottish Government created a Gaelic learning bursary with the Office of Gaelic Affairs in Nova Scotia and we will continue to support this while looking for opportunities to promote Gaelic through our Canada Hub.
- The Scottish Government supported the UNESCO Year of Indigenous Languages and will consider how we can support the forthcoming Decade of Indigenous Languages.
- The Scottish Government continues to be an active member of British Irish Council where all our languages are considered and supported.
- Engaging with Arctic and Nordic partners through the implementation of the Scottish Government's **Arctic policy framework** to encourage policy and knowledge exchange around the promotion and protection of indigenous languages, exploring opportunities to develop joint projects that contribute to UNESCO's Decade of Indigenous Languages (2022-2032).

## Publication

### Publishing and publicising the Plan

This is the third iteration of the Scottish Government's Gaelic Language Plan, and will remain in force for a period of five years from the date it is approved by Bòrd na Gàidhlig or until a new Plan has been put in

place. Commitments in this plan will enhance and clarify the commitments in the previous iteration, in force from 2016 to 2021.

Publicising this edition of the Plan the Scottish Government Gaelic Language Plan will be published bilingually on the Scottish Government website.

In addition, we shall:

- widely promote this edition of the Plan including sharing on social media
- make this edition of the Plan known to employees via the Scottish Government Intranet and update employees with new policies and initiatives developed under the Plan
- make copies of this edition of the Plan available on request
- notify relevant stakeholders with information on how to access the Plan

## Resourcing the Plan

The Scottish Government does not expect any additional costs as a result of these commitments. However, if costs do arise it will make appropriate provision for the resourcing of this Plan, in respect of those services delivered directly by us. Our NDPBs and Agencies, agents and contractors will be responsible for arranging to meet the costs of implementing their own Gaelic Language Plans.

## Monitoring the Plan

An annual monitoring report on the implementation of this Plan will be sent to Bòrd na Gàidhlig. In monitoring implementation, we will focus on the following areas in particular: Scottish Government policies and how they impact on Gaelic development; the implementation of specific core commitments in Chapter II; the contribution being made towards implementation of the National Gaelic Language Plan as set out in Chapter III; details of materials published in Gaelic whether in whole or in summary form; the nature and number of comments received regarding the delivery of the measures contained in the Plan.

## ▶ **Chapter V**

# The Gaelic Language Plan in the Scottish Government



## Overall responsibility for the Plan

The Permanent Secretary will be responsible ultimately for ensuring that the Scottish Government delivers the commitments set out in this Plan.

### Directors-General

The Scottish Government will adopt a devolved approach to the implementation of this edition of the Plan and Directors-General will be responsible for ensuring that their staff are made aware of and engage with this edition of the Plan and how it affects their area of work.

### Scottish Government Gaelic and Scots Division

The Scottish Government's Gaelic and Scots Division, which is part of the Education Reform Directorate, is responsible for Gaelic policy matters. We will report progress on the commitments in this Plan to Bòrd na Gàidhlig annually. We will work closely with contacts across the organisation to ensure the implementation of the Plan, and to identify opportunities for expansion going forward. The proposed Scottish Government Gaelic Language Plan Implementation Group will have a key role to play here in ensuring dissemination of information and sharing of good practice

We will also respond to all ad hoc requests on progress from the Bòrd. In the event that the terms of this edition of the Plan are not being met, then the report will explain the reasons why and will set out the steps which are being taken by the Scottish Government to address the difficulties.

## Day-to-day responsibility for the Plan

The Gaelic Development Officer has day-to-day responsibility for issues relating to the Scottish Government's Gaelic Language Plan. Queries regarding the day-to-day operation of this edition of the Plan should be addressed to:

Niall Bartlett  
Gaelic Development Officer  
Learning Directorate  
Scottish Government  
Area 2 b(North), Victoria Quay, Edinburgh,  
EH6 6QQ  
[niall.bartlett@gov.scot](mailto:niall.bartlett@gov.scot)

## Engaging with Staff

The Scottish Government will promote advice to staff through the internal website and the Scottish Government Gaelic Implementation Group.

### Third Parties

The Scottish Government will refer to our Gaelic Language Plan when considering contracts and arrangements that they enter into with third parties. To help with this, we have produced guidance for staff which will be hosted on our internal website.

## APPENDIX 2 – PUBLIC CONSULTATION

### Introduction

On 15 July 2021 the Scottish Government published their draft Gaelic Language Plan for 2021-26. Statutory Gaelic Language Plans are prepared by public authorities as required by Bòrd na Gàidhlig as a provision of the Gaelic Language (Scotland) Act 2005.

The preparation of Gaelic Language Plans by public authorities ensures that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising its status and profile and creating practical opportunities for its use.

The Scottish Government was among the first public authorities to develop and implement a Gaelic Language Plan, in which it laid out the steps it would take to increase the use of Gaelic in its daily operations, as well as how it would support Bòrd na Gàidhlig in the fulfilment of the commitments made in the National Gaelic Language Plan. As part of the process set out in the 2005 Act, Gaelic Language Plans are up for renewal every 5 years, and the

### What did the consultation cover?

The consultation on the Draft Plan ran between 15 July and 9 September 2021, and invited comments on the commitments made by the Scottish Government with regard to:

- Increasing the use of Gaelic
- Increasing the opportunities to learn Gaelic
- Promoting a positive image of Gaelic

as well as inviting any further comments on the Plan.

## Responses

A total of 51 responses were received, as listed at **Annex A**. These came from five local authorities, two national Gaelic development bodies, an independent Gaelic arts organisation and 44 individuals.

As the consultation was held bilingually, 6 responses were received in Gaelic and 45 were received in English.

Where respondents have given permission for their response to be made public, these are available at the Scottish Government's consultation site at <http://consult.scotland.gov.uk>.

## **Overall findings**

The considerably higher response rate to this consultation compared to the Scottish Government's previous GLP (48 respondents to nine) meant a more varied range of opinion. This is especially true of the individual responses.

However, many of the individual responses misunderstood the purpose of the consultation. In many instances it was used as an opportunity to provide general comments about Gaelic policies or the language's standing in Scottish public life without engaging with the document or its specific purpose with regards to the Scottish Government's internal operations.

This was predictably true of the respondents hostile to Gaelic. However, it also applies to some of those supportive of the language and the GLP's aims but who mistook the document as relating to things such as local authority provision for Gaelic medium education or private sector opportunities to use Gaelic.

The overall response to the consultation showed general support for the commitments made in the Scottish Government's Gaelic Language Plan, particularly regarding its role in achieving the aims of Bòrd na Gàidhlig's National Gaelic Language Plan.

Several points were raised regarding specific commitments within the Scottish Government's areas of operation, e.g. visibility of Gaelic in SG buildings and staff training. Some revisions were suggested to clarify these commitments. Other points were raised regarding how the commitments made in this plan applied to SG Agencies, NDPBs and other public authorities operating in Scotland, and the importance of the SG leading by example for these organisations.

Several respondents mentioned specific points regarding Gaelic education policy, and the Gaelic provisions outlined in the Education Bill currently before Parliament.

## **Next Steps**

We would like to thank all organisations and individuals who responded to the consultation. The results of the consultation have fed back into the Scottish Government's Gaelic Language Plan 2021-26, which has been submitted to Bòrd na Gàidhlig for approval in line with the Gaelic Language (Scotland) Act 2005 and will be published in the coming months, subject to approval by Scottish Ministers.



## **Assessment of Responses**

### **Question 1(a) – What are your views on the Scottish Government’s Core Commitments in Chapter II, regarding Identity and Visibility?**

It was acknowledged by most respondents that good progress has been made in this area by the Scottish Government since it first produced a Gaelic Language Plan in 2010, and recognised that our ongoing commitments and High Level Aims will help to further increase the profile of Gaelic in Scotland.

Specific points were raised in response to this question regarding the visibility of Gaelic in signs, letterheads and the SG logo, all sectors which have seen good progress but will continue to be developed further.

### **Question 1(b) – What are your views on the Scottish Government’s Core Commitments in Chapter II, regarding Communications and Publications?**

New commitments introduced in this section, for example the availability of a Gaelic speaking spokesperson for media statements, and the increase of Gaelic presence on SG websites and social media, were acknowledged as positive steps.

One organisation responding to the consultation requested that good practice and policy developed by the Scottish Government regarding its use of Gaelic be made available and shared with public bodies and authorities. This is a commitment which will continue to be explored and shared between organisations with Gaelic Language Plans, and those developing Gaelic Language Plans in the future through Bòrd na Gàidhlig and the GMòr networking group of Gaelic Officers throughout the Scottish public sector.

**Question 1(c) – What are your views on the Scottish Government’s Core Commitments in Chapter II, regarding Staffing and Training?**

Availability of Gaelic language training for Scottish Government staff was mentioned by several respondents as an important part of the Scottish Government’s commitment to the Gaelic language. Clarification was requested regarding some aspects of this commitment, but the aim to support staff who wish to learn Gaelic was welcomed.

One respondent requested that any training resources developed by the Scottish Government for staff training in Gaelic be made available for other public sector bodies.

**Question 2 – Do you have anything further to suggest regarding the Scottish Government’s Gaelic Plan as a whole, and its effectiveness in fulfilling the objectives of the National Gaelic Language Plan?**

This question elicited a great range of responses and suggestions from all respondents, with several respondents commenting on Gaelic education and the Scottish Government's role in its delivery specifically.

The Scottish Government's role in setting a direction and example for all public sector bodies in Scotland was mentioned by many respondents. The importance of close collaboration and sharing of good practice and resources was highlighted as a priority in achieving the aims of the National Gaelic Language Plan.

Specific points mentioned in response to this question included:

- National Gaelic education demographics – could more detail be included regarding different levels of Gaelic education?
- Gaelic medium education – one respondent mentioned possible drawbacks of Gaelic medium only schools, with compulsory English, Gaelic & 1 other language recommended in schools across Scotland instead.
- Another respondent referred specifically to the Gaelic provisions in the Education Bill currently before Parliament, and that strengthening these should be a priority in the delivery of the Scottish Government's commitments regarding raising the number of Gaelic speakers and the delivery of the National Gaelic Language Plan.
- The importance of Gaelic as an economic and social asset – one respondent requested that this be included in the commitments regarding the National Gaelic Language Plan.

## **Scottish Government Response**

The Scottish Government welcomes all responses received to the consultation, and the variety of views on its Draft Gaelic Language Plan.

Based on the feedback received, several amendments were made to the Plan before its submission to Bòrd na Gàidhlig for approval. These aim to clarify several aspects of the commitments made by the Scottish Government with regard to Gaelic in its areas of operation and its role in achieving the aims of the National Gaelic Language Plan.



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w w w . g o v . s c o t

# Gaelic Language Plan 2022-25

## Plana Gàidhlig 2022-25

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

Chaidh am plana seo ullachadh fo Earrann 3 de Achd na Gàidhlig (Alba) 2005 agus chaidh aontachadh le Bòrd na Gàidhlig air XXXXX



# Foreword

## Welcome – Fàilte

I am pleased to introduce the third edition of our Gaelic Language Plan (GLP).

Our new GLP comes at a time of uncertainty and change for Scotland. The COVID-19 public health emergency hit at staggering scale and speed, generating significant social, political, economic and environmental implications around the world.

Gaelic is a living language. Its usage is spread across geographies, sectors and occupations. The language is supported by Scotland's key economic sectors including tourism, hospitality, creative industries, food and drink, and retail.

The current era of economic disruption – characterised by automation and technological change, compounded by the global climate emergency, uncertainties of Brexit, the pressures of an ageing population, and now the need for COVID-19 recovery – is revolutionising the skills required by workers and employers and the economy.

These are challenging times for Scotland's businesses, workers and economy. In response to these challenges, a significant process of economic restructuring is currently underway in Scotland.

# Facal-toisich

## Fàilte

Tha mi toilichte an treas Plana Gàidhlig (GLP) againn, a chur an aithne dhuibh.

Tha an GLP ùr againn a' tighinn aig àm mì-chinnt agus atharrachaidh ann an Alba. Thàinig cùis-èiginn slàinte phoblach COVID-19 oirnn aig astar agus meud, ag adhbharachadh bhuidhean cudromach sòisealta, poilitigeach, eaconamach agus àrainneachdail air feadh an t-saoghail.

Is e cànan beò a th' ann an Gàidhlig. Tha cleachdadh na Gàidhlig sgaoilte tarsainn chruinn-eòlasan, roinnean agus dhreuchdan. Tha an cànan a' faighinn taic bho phrìomh roinnean eaconamach na h-Alba, a' gabhail a-steach turasachd, aoigheachd, gnìomhachasan cruthachail, biadh is deòch agus reic

Tha an t-àm seo de throimh-chèile eaconamach – air a dhearbhadh tro fhèin-obrachas agus atharrachadh teicneòlasach, co-thàthe leis an èiginn an lùib gnàth-shìde chruinneil, mì-chinnt mu Brexit, na cuideaman co-cheangailte ri àireamh-sluaigh a' fàs aosta, agus a-nis an fheum air faighinn thairis air COVID-19 – a' tionndadh nan sgilean a dh'fheumas luchd-obrach, luchd-fastaidh agus an eaconamaidh.

Is e amannan dùbhlach a tha seo do ghnothachasan, luchd-obrach agus eaconamaidh na h-Alba. Mar fhreagairt do na dùbhlain sin, tha pròiseas cudromach de ath-structaradh eaconamach gu làithreach air shiubhal ann an Alba.



Beyond this crisis – as Scotland looks to recover and continues to move its economy towards becoming more productive, inclusive, sustainable and truly global in outlook – we must ensure the social, cultural and economic value of Gaelic is included in the national conversation about our future.

Gaelic plays a unique role in Scottish identity and culture and it has long been recognised that it makes a positive and measurable contribution to our communities, labour market, businesses and the economy.

Skills Development Scotland (SDS) is focused on achieving greater collaboration across the learning and skills landscape. We will continue to work closely with Scottish Government, the Enterprise and Skills Strategic Board and our agency partners to promote the recognition of Gaelic as a fundamental part of Scottish culture, heritage and the wider economy.

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

## **Damien Yeates**

**Chief Executive  
Skills Development Scotland**

Às dèidh na cùis-èiginn seo – mar a tha Alba a’ coimhead ri slànachadh agus cumail a’ gluasad an eaconamaidh a dh’ionnsaigh fàs a tha tairbheach, in-ghabhalach, seasmhach agus gu deimhinneach cruinneil na lèirsinn – feumaidh sinn dèanamh cinnteach gu bheil luach sòisealta, cultarach agus eaconamach na Gàidhlig air a ghabhail a-steach sa chòmhradh nàiseanta mun àm ri teachd.

Tha àite air leth aig Gàidhlig ann an dearbh-aithne agus cultar na h-Alba agus tha e fad-aithnichte gu bheil comas mòr aice air tabhartas deimhinneach is tomhaiseach a chur ri ar coimhearsnachdan, margaid obrach, gnothachasan agus an eaconamaidh.

Tha SDS cuimsichte air co-obrachadh nas motha a choileanadh tarsainn an raoin ionnsachaidh is sgilean. Leanaidh sinn air adhart ag obair gu dlùth le Riaghaltas na h-Alba, Bòrd Ro-innleachdail Sgilean is Iomairt agus ar com-pàirtichean buidheannail gus aithne don Ghàidhlig adhartachadh mar phàirt bhunasach de chultar, dualchas agus eaconamaidh na h-Alba san fharsaingeachd.

Tha an treas eagan seo den Phlana Ghàidhlig a’ mìneachadh structar foirmeil a thaobh ar taic don Ghàidhlig, le iomairtean ùra agus targaidean soilleir, a’ nochdadh dealas làidir air feadh SDS gu Gàidhlig fhaicinn a’ soirbheachadh.

## **Damien Yeates**

**Àrd-Oifigear  
Leasachadh Sgilean Alba**

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# 1. Introduction

## About Skills Development Scotland

Skills Development Scotland is the national skills agency in Scotland. Our purpose is to drive productivity and inclusive growth through investment in skills, enabling businesses and people to achieve their full potential. We engage with partners at national, regional and local level, flexing and shaping our delivery to meet local needs and priorities, while informed by the knowledge of effective practice from across the country and beyond.

We work to help create a Scotland in which:

- All people have the skills, information and opportunities to succeed in the labour market
- Businesses drive productivity and inclusive growth
- The learning and skills system is dynamic and responsive
- SDS leads by example and continuously improves to achieve excellence.

Further details on SDS's strategic approach and operational activities can be found [in our Strategic Plan 2019-22](#).

# 1. Ro-ràdh

## Mu Dheidhinn Leasachadh Sgilean Alba

Is e Leasachadh Sgilean Alba (SDS) am buidheann sgilean nàiseanta ann an Alba. Is e ar rùn, tarbhachd agus fàs in-ghabhalach a stiùireadh tro thasgadh ann an sgilean, a' comasachadh ghnòthachasan agus dhaoine gu an làn chomais a choileanadh. Bidh sinn a' conaltradh le com-pàirtichean aig ìre nàiseanta, roinneil agus ionadail, ag atharrachadh 's a' cumadh ar lìbhrigidh gus feumalachdan agus prìomhachasan ionadail a choileanadh, agus fiosraichte le eòlas cleachdaidh èifeachdach bho air feadh na dùthcha agus air a thaobh a-muigh.

Tha sinn ag obair gus cuideachadh le dùthaich Alba a chruthachadh far a bheil:

- na sgilean, fiosrachadh agus cothroman aig na daoine uile airson soirbheachadh sa mhargaid obrach
- ghnòthachasan a' stiùireadh tarbhachd agus fàs in-ghabhalach
- an siostam ionnsachaidh is sgilean brosnachail agus freagairteach
- SDS a' stiùireadh tro eisimpleir agus gu leantainneach a' leasachadh gus sàr-mhathas a choileanadh.

Gheibhear tuilleadh fiosrachaidh mu mhodh-obrach ro-innleachdail agus gnìomhachdan obrachail SDS [nar Plana Ro-innleachdail 2019-22](#).

## Our responsibility towards Gaelic

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

Under the 2005 Act Bòrd na Gàidhlig (BNG) requires public authorities, including SDS, to prepare a Gaelic language plan.

SDS's Gaelic Language Plan is prepared within the framework of the Act and in accordance with both the National Gaelic Language Plan (NGLP) 2018-23 and the Guidance on the Development of Gaelic Language Plans.

## About this Plan

SDS is committed to the support and development of the Gaelic language; we understand our contribution to the recognition of Gaelic as an economic, social and cultural asset for Scotland.

This, the third edition of our plan, covers the period 2022-2025. It builds on our experience of implementing previous plans and includes more ambitious activities for SDS going forward. It outlines:

- how we use Gaelic in the operation of our functions
- how we will continue to use Gaelic in our corporate identity and administration
- how we will continue to promote and develop Gaelic language and culture within SDS
- the key activities we are committed to delivering over the next three years, relevant to the needs of individuals, businesses and the Scottish economy

## Ar dleastanas a thaobh Gàidhlig

Tha Achd na Gàidhlig (Alba) 2005 a' sireadh ri inbhe na Gàidhlig a dhèanamh tèarainte mar chànan oifigeil ann an Alba, ag àithneadh spèis co-ionann ri Beurla.

Fo Achd 2005, tha Bòrd na Gàidhlig (BnG) ag iarraidh gun ullaich ùghdarrasan poblach, a' gabhail a-steach SDS, plana Gàidhlig.

Tha Plana Gàidhlig SDS air ullachadh taobh a-staigh frèam-obrach na h-Achd agus ann an co-rèir ris an dà chuid Plana Nàiseanta na Gàidhlig (NGLP) 2018-23 agus Stiùireadh air Leasachadh Phlanaichean Gàidhlig.

## Mun Phlana seo

Tha SDS dealasach a thaobh taic agus leasachadh na Gàidhlig: tha sinn a' tuigsinn ar tabhartais a dh'ionnsaigh aithne don Ghàidhlig mar sho-mhaoin eaconamach, sòisealta agus cultarach do dh'Alba.

Tha seo, an treas eagan den phlana againn, a' còmhach an ama 2022-2025. Tha e a' togail air ar n-eòlas an lùib ar buileachaidh air na planaichean roimhe seo agus a' gabhail a-steach barrachd ghnìomhan àrd-amasail do SDS a' dol air adhart. Tha e a' mìneachadh:

- mar a chleachdas sinn Gàidhlig ann an coileanadh ar n-obraichean.
- mar a leanas sinn air adhart a' cleachdadh na Gàidhlig nar dearbh-aithne chorporra agus rianachd.
- mar a leanas sinn ag adhartachadh agus a' leasachadh cànan is cultar na Gàidhlig taobh a-staigh SDS.
- nam prìomh ghnìomhan a tha sinn air gealltainn a liubhairt thar an ath thrì bliadhna a tha buntainneach do fheumalachdan dhaoine fa leth, ghnothachasan agus eaconamaidh na h-Alba.

- how we will measure and monitor the progress of these activities.

In addition to statutory requirements, this third edition of our plan takes account of:

- the implications of Scotland's Economic and Labour Market Strategies, the Rural Skills Action Plan, the Future Skills Action Plan, and SDS's role in relation to them, for Gaelic in Scotland
- how shared responsibility, and greater alignment and collaboration between SDS and the country's other enterprise and skills agencies can more effectively promote Gaelic language, education and culture across Scotland.

We will continue to work together with BNG and other stakeholder organisations in driving forward and delivering Scotland's ambitions for Gaelic. SDS gratefully acknowledges the assistance and support provided by BNG in the production of this Plan.

- mar a nì sinn tomhas agus sgrùdadh air adhartas nan gnìomhan sin.

A thuilleadh air na riathanasan reachdail, tha am plana seo a' gabhail cunntas air:

- buaidhean Ro-innleachdan Margaid Eaconamach is Saothrach na h-Alba, Plana Gnìomhaidh Sgìlean Dùthchail agus Plana Gnìomhaidh Sgìlean Teachdail, agus àite SDS co-cheangailte riutha, do Ghàidhlig ann an Alba
- mar a dh'fhaodas dleastanas co-roinnte agus co-thaobhadh is co-obrachadh nas motha eadar SDS agus buidhnean iomairt is sgìlean eile na dùthcha, cànan, foghlam is cultar na Gàidhlig adhartachadh gu h-èifeachdach air feadh Alba

Leanaidh sinn air adhart ag obair còmhla ri BnG agus buidhnean eile le ùidh ann an stiùireadh air adhart agus liubhairt àrd-amasan na h-Alba don Ghàidhlig. Tha SDS le buidheachas a' gabhail ris a' chuideachadh agus an taic a thug BnG dhaibh ann an toirt a' phlana seo gu buil.

## 2. Context

### Gaelic in Scotland

#### Gaelic language

At the time of the 2011 census (currently the most up to date), 87,100 people aged three and over in Scotland (1.7% of the population) had some Gaelic language skills. Of these 87,100 people:

- 32,400 (37%) had full skills in Gaelic and could understand, speak, read and write Gaelic
- 57,600 (66%) could speak Gaelic
- 6,100 (7%) were able to read and/or write but not speak Gaelic
- 23,400 (27%) were able to understand Gaelic but could not speak, read or write it.

Highland, Eilean Siar and Glasgow City are the local authority areas with the largest numbers of people with some Gaelic language ability; with almost half (49%) of those with some Gaelic language skills nationally, and 70.3% of people who used Gaelic at home, living within these three local authorities.

The proportion of people aged three and over with some Gaelic language skills was highest in Eilean Siar (61%), Highland (7%) and Argyll and Bute (6%). In Glasgow City it was 1.7%, while this is the same as the national average, it represents a high density of Gaelic speakers within one geographic location. Of people who were Gaelic speakers, 40% reported using Gaelic at home nationally, although the proportion varies geographically from 22.1% up to 79.2% according to how widely Gaelic is used in the local community.

## 2. Co-theacsa

### Gàidhlig ann an Alba

#### An Cànán

Aig àm cunntas-sluaigh 2011 (as ùire aig an àm seo), bha beagan sgilean Gàidhlig aig 87,100 neach, aois trì bliadhna agus còrr ann an Alba (1.7% den àireamh-sluaigh). Den 87,100 sin:

- bha làn sgilean ann an Gàidhlig aig 32,400 (37%), 's e sin do am b' urrainn Gàidhlig a thuigsinn, a labhairt, a leughadh agus a sgrìobhadh
- b' urrainn do 57,600 (66%) Gàidhlig a labhairt
- bha 6,100 (7%) comasach air Gàidhlig a leughadh agus/no Gàidhlig a labhairt
- bha comas aig 23,400 (27%) Gàidhlig a thuigsinn ach cha robh comas a labhairt, a leughadh no a sgrìobhadh.

Is iad a' Ghàidhealtachd, na h-Eileanan Siar agus Baile Ghlaschu na h-ùghdarrasan ionadail sa bheil na h-àireamhan as motha de dhaoine le comas air choreigin ann an Gàidhlig; le faisg air an leth (49%) le cuid de sgilean Gàidhlig gu nàiseanta, agus 70.3% de dhaoine a chleachd Gàidhlig san dachaigh a' fuireach taobh a-staigh nan trì ùghdarrasan ionadail sin.

Bha a' cho-chuid de dhaoine a b' àirde, aois trì bliadhna agus còrr le cuid de sgilean Gàidhlig, sna h-Eileanan Siar (61%), a' Ghàidhealtachd (7%) agus Earra-Ghàidheal is Bòd (6%). Ann am Baile Ghlaschu bha 1.7%, ged a tha seo co-ionann ris a' chuibheas nàiseanta, tha e a' riochdachadh dùmhlachd àrd de luchd-labhairt na Gàidhlig taobh a-staigh aon roinn cruinn-eòlasach. De dhaoine a bha nan luchd-



Where all adults in the household had some Gaelic skills, the incidence of Gaelic-speaking ability among children was 37.8% for children aged three to four, 48.6% for children aged five to 11 and 46.3% for children aged 12 to 17. However, at both primary school and secondary school stages the largest group of Gaelic speakers lived in households where no adult had any Gaelic skills (36.1% for children aged five to 11 and 39.3% for children aged 12 to 17).

labhairt Gàidhlig, dh'aithris 40% a bhith a' cleachdadh Gàidhlig san dachaigh gu nàiseanta, ged a tha a' cho-chuid ag atharrachadh gu cruinn-eòlasach bho 22.1% suas gu 79.2% a rèir agus cho farsaing 's a tha Gàidhlig ga cleachdadh sa choimhearsnachd ionadail.

Far an robh cuid de sgilean Gàidhlig aig inbhich san dachaigh, bha an tachartas de chomas labhairt na Gàidhlig am measg chloinne aig 37.8% le clann aois trì gu ceithir bliadhna, 48.6% aig aois 5 gu 11 agus 46.3% aig aoisean 12 gu 17. Ach, aig an dà chuid ìre bun-sgoile agus àrd-sgoile, bha am buidheann a bu mhotha de luchd-labhairt na Gàidhlig a' còmhnaidh ann an dachaighean far nach robh sgilean Gàidhlig aig inbheach sam bith (36.1% aig aois 5 gu 11 agus 39.3% aig aois 12 gu 17).

Celebrating Gaelic culture:  
SDS sponsored the Learner  
Award at the Scottish Gaelic  
Awards, December 2020.



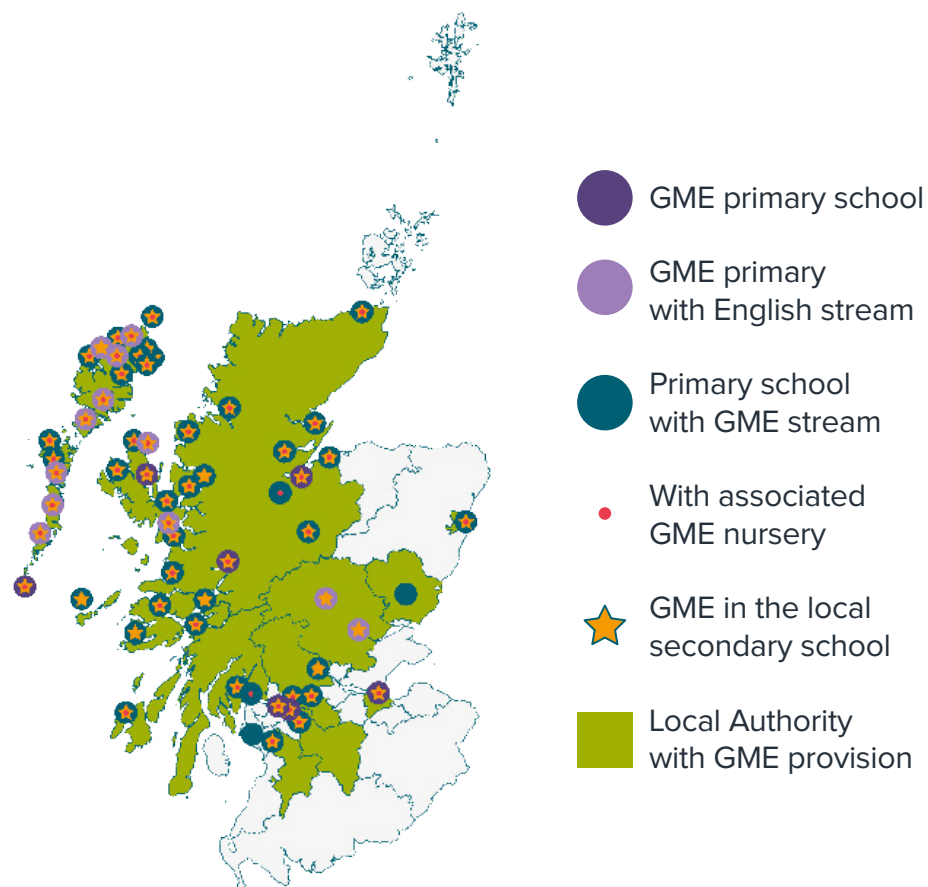
A comharrachadh cultar  
Gàidhlig: Thug SDS taic  
do dhuais an neach-  
ionnsachaidh aig Duaisean  
Gàidhlig na h-Alba,  
Dùbhlachd 2020.

## Gaelic education

### Primary and secondary education

A breakdown of Gaelic school, teacher and student numbers can be found in Tables 1 and 2 on page 13. A map of the locations in which Gaelic primary and secondary education is delivered across Scotland can be found in Figure 1 below.

Figure 1 – Gaelic Medium Education in Scotland

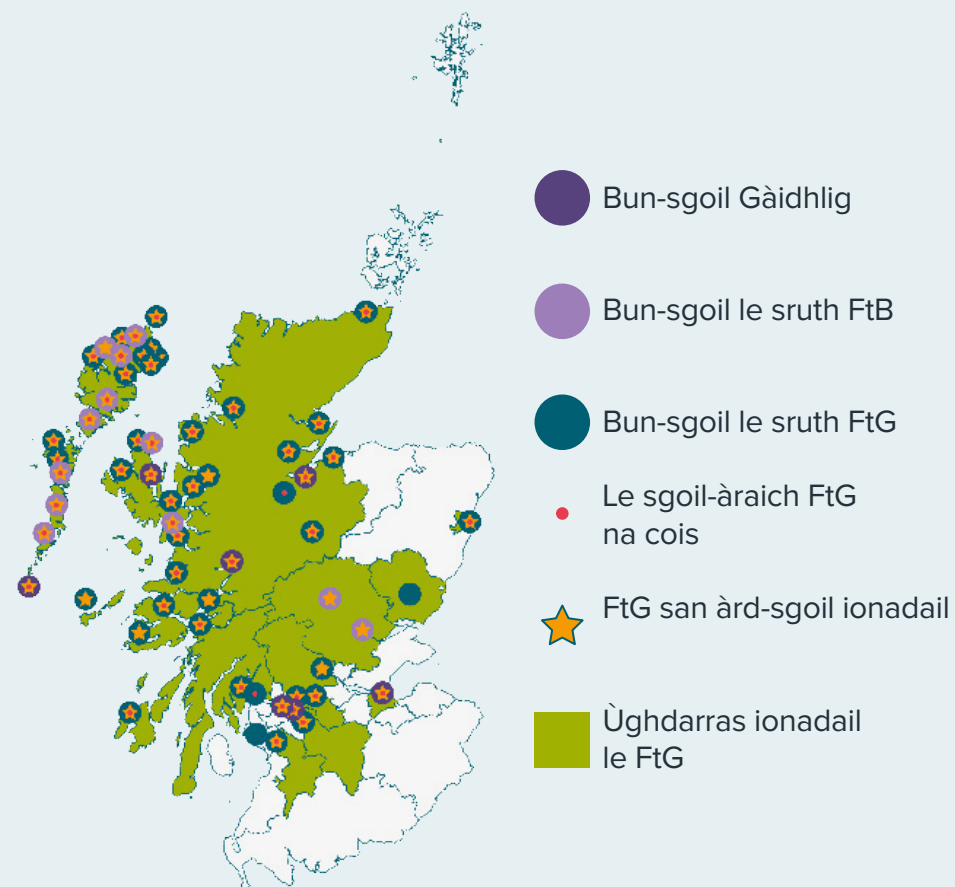


## Foghlam Gàidhlig

### Foghlam bun-sgoile is àrd-sgoile

Gheibhear mìneachadh air àireamhan sgoile, tidsearan agus sgoilearan Gàidhlig ann an Clàran 1 is 2 air duilleag 13. Tha mapa de na h-àiteachan far a bheil foghlam Gàidhlig bun-sgoile agus àrd-sgoile ga lìbhrigeadh air feadh Alba, ri lorg ann am Fìgear 1 gu h-ìosal.

Fìgear 1 – Foghlam tro Mheadhan na Gàidhlig ann an Alba





## Gaelic as an economic and cultural asset

Gaelic is used every day in communities across Scotland. However, businesses and other organisations are now capitalising on the language to generate economic value. It is estimated that the value of Gaelic as an economic asset to the Scottish economy could be in the region of between £82m and £149m.

In 2018, SDS, in partnership with Highlands and Islands Enterprise (HIE) and BNG, undertook a study which aimed to provide an evidence base of the position of the Gaelic language labour market in Scotland, as well as consider how it could be further supported and developed in the context of the challenges the language faces. Arising from this research, several actions were proposed to increase momentum on Gaelic language skills, which can be read in the [full report](#). This study has helped inform decision-making in SDS, and that of other partners, in building on existing, and developing new activities to support Gaelic language.

We recognise, and promote, Gaelic language skills as an employability tool that can open doors to various careers and sectors. There are different options for learning Gaelic and a comprehensive list of courses available in Scotland can be found on the [LearnGaelic](#) and [SpeakGaelic](#) websites. Applications, such as Duolingo, have been increasingly successful in helping people to learn Gaelic.

Culturally, Gaelic is also especially important, particularly in relation to the tourism sector and creative industries, for example, Gaelic events such as the Royal National Mòd, provincial Mòds and Celtic Connections. There are several cultural and arts agencies such as Feisean nan Gaidheal and Tobair and Dualchais which further promote and encourage the use of Gaelic language within creative industries and broadcast media such as BBC Alba and Radio nan Gaidheal.

## Gàidhlig mar sho-mhaoin eaconamach is chultarach

Tha Gàidhlig ga cleachdadh gach latha ann an coimhearsnachdan air feadh Alba. Ach, tha gnothachasan agus buidhnean eile a-nis a' calpachadh air a' chànan gus luach eaconamach a bhrosnachadh. Tha e air a thuairmseadh gum faodadh Gàidhlig mar sho-mhaoin eaconamach do dh'eaconamaidh na h-Alba a bhith eadar £82m agus £149m.

Ann an 2018, ghabh SDS ann an com-pàirteachas le Iomairt na Gàidhealtachd 's nan Eilean (HIE) agus BnG, sgrùdadh os làimh a bha ag amas air stèidheachd fianais fhaotainn air suidheachadh margaid obrach na Gàidhlig ann an Alba, a thuilleadh air beachdachadh air mar a ghabhadh taic a thoirt dhi agus a leasachadh barrachd ann an co-theacsa nan dùbhlann ris a bheil an cànan a' dèiligeadh. Mar thoradh air an rannsachadh seo, chaidh àireamh de ghnìomhan a mholadh gus astar-obrach air sgilean Gàidhlig a mheudachadh, a dh'fhaodar a leughadh san aithisg iomlan. Tha an sgrùdadh seo air cuideachadh le co-dhùnaidhean SDS fhiosrachadh, agus mar an ceudna le com-pàirtichean eile, a thaobh togail air gnìomhan a th' ann mar-thà agus leasachadh air gnìomhan ùra mar thaic don Ghàidhlig.

Tha sinn a' tuigsinn agus ag adhartachadh sgilean Gàidhlig mar inneal so-fhastachd a dh'fhaodas dorsan fhosgladh gu diofar dhreuchdan-beatha agus roinnean. Tha diofar roghainnean an làthair airson Gàidhlig ionnsachadh agus tha liosta farsaing de chùrsaichean ann an Alba rim faotainn air làraichean-lìn [LearnGaelic](#) agus [SpeakGaelic](#). Tha prògraman leithid Duolingo air a bhith a' sìor fhàs soirbheachail ann an cuideachadh dhaoine gu Gàidhlig ionnsachadh.

Tha Gàidhlig glè chudromach cuideachd gu cultarach, gu h-àraid a thaobh na roinne turasachd agus gnìomhachasan cruthachail, mar eisimpleir, tachartasan Gàidhlig mar am Mòd Nàiseanta Rìoghail, Mòdan ionadail agus Celtic Connections. Tha àireamh de bhuidhnean cultarach is ealain ann leithid Feisean nan Gaidheal, Comhairle nan Leabhraichean agus Tobar an Dualchais, a bhios ag adhartachadh agus a' brosnachadh cleachdadh na Gàidhlig taobh a-staigh nan gnìomhachasan cruthachail agus meadhanan craolaidh, leithid BBC Alba agus Radio nan Gaidheal.

## Gaelic in SDS

SDS operates from a network of Public Access Centres and partner delivery sites, with regional and national headquarter locations. Our network extends into areas identified as having higher numbers of Gaelic speakers in the North, West and Glasgow as well as areas where Gaelic usage and Gaelic medium education is low or developing. Our national coverage places SDS in a strong position to increase activity in Gaelic speaking areas and support uptake and usage where Gaelic is less established.

The Guidance on Gaelic Language Plans enables ‘the development of Gaelic Language Plans that are reasonable and proportionate according to the particular circumstances of individual authorities.’

As such, SDS prioritises actions in areas with a more established and visible Gaelic community and culture - that is in communities where 20% or more of the population use Gaelic and or/where Gaelic medium education is being delivered.

## Our work in schools

SDS delivers face-to-face Careers Information Advice and Guidance (CIAG) in all of Scotland’s publicly funded secondary schools, as well as creating appropriate materials for teachers and practitioners to use with older primary school children (P5-P7). Further information on our CIAG school service offer can be found [on our website](#).

SDS recognises its responsibility to deliver Gaelic language products and services through schools which will develop and enhance the Career Management Skills of Gaelic-speaking children and young adults.

## Gàidhlig ann an SDS

Tha SDS ag obrachadh bho lìonra de dh’ionadan de shlighe phoblach agus làraichean liubhairt chom-pàirtichean, le àiteachan far a bheil prìomh-oifisean roinneil agus nàiseanta. Tha an lìonra againn a’ leudachadh a-steach do dh’àiteachan air an comharrachadh le àireamhan nas àirde de luchd-labhairt na Gàidhlig aig Tuath, an Iar agus Glaschu, a thuilleadh air àiteachan far a bheil cleachdadh na Gàidhlig agus foghlam tro mheadhan na Gàidhlig ìosal no a’ leasachadh. Tha ar còmhachd nàiseanta a’ cur SDS ann an suidheachadh làidir gus taic a chur ri gnìomhachd ann an àiteachan Gàidhlig thraidiseanta agus togail air is cleachdadh air a’ Ghàidhlig a bhrosnachadh, far nach eil ìrean ùidhe cho stèidhichte.

Tha Stiùireadh air Planaichean Gàidhlig a’ comasachadh ‘leasachadh Phlanaichean Gàidhlig a tha reusanta agus co-chuideil a rèir shuidheachaidhean sònraichte ùghdarrasan fa leth.’

Mar sin, tha sinn a’ prìomhachadh ar gnìomhan ann an raointean le coimhearsnachd agus cultar Gàidhlig a tha nas stèidhichte agus faicsinneach – ’s e sin coimhearsnachdan far a bheil 20% no barrachd den àireamh-sluaigh a’ cleachdadh na Gàidhlig, agus far a bheil foghlam tro mheadhan na Gàidhlig ga lìbhrigeadh – agus a’ toirt nas lugha prìomhachais do dh’àiteachan far nach ann mar sin a tha a’ chùis.

## Ar n-obair ann an sgoiltean

Tha SDS a’ lìbhrigeadh Stiùireadh is Comhairle Fiosrachadh Dhreuchdan (CIAG) aghaidh-ri-aghaidh ann an àrd-sgoiltean na h-Alba uile a tha maoinichte gu poblach, a thuilleadh air a bhith a’ cruthachadh stuthan iomchaidh do thidsearan agus luchd-cleachdaidh airson an cleachdadh le sgoilearan bun-sgoile nas sine (P5-P7). Lorgar tuilleadh fiosrachaidh mu ar seirbheis sgoile CIAG air an [làrach-lìn againn](#).

In 2020/2021 there were 9,869 children in Gaelic medium education and Gaelic learner education in Scotland. A breakdown of the figures is shown in Tables 1 and 2. <sup>2</sup>

Table 1

Gaelic Medium Education in Scotland (2020-21)	No. of Delivery Locations	No. of Teachers / Staff	No. of Children / Pupils
Nursery	52	136 FTE	995 (expected)
Primary	61	238 FTE	3,801
Secondary	32	110 FTE (delivering 23 subjects)	1,474

Table 2

Gaelic Learning Education in Scotland (2020-21)	No. of Local Authority Areas	No. of Delivery Locations	No. of Teachers / Staff	No. of children / pupils
Secondary	7	32	57 FTE	3,599

Tha SDS mothachail do a dhleastanas a thaobh toraidhean is seirbheisean na Gàidhlig a lìbhrigeadh tro sgoiltean, a leasaicheas agus a neartaicheas na Sgìlean Stiùiridh Dhreuchdan aig clann agus inbhich òga le Gàidhlig.

Ann an 2020/2021 bha 9,869 neach-cloinne ann am foghlam tro mheadhan na Gàidhlig agus foghlam luchd-ionnsachaidh na Gàidhlig ann an Alba. Tha mìneachadh air na figearan ri fhaicinn ann an Clàran 1 is 2 <sup>2</sup>.

Clàr 1

Mheadhan na Gàidhlig ann an Alba (2020-21)	Àireamh de dh'Àiteachan Lìbhrigidh	Àireamh de Thidsearan / Luchd-obrach	Àireamh chloinne / sgoilearan
Sgoil-àraich	52	136 FTE	(an dùil ri) 995
Bun-sgoil	61	238 FTE	3,801
Àrd-sgoil	32	110 FTE (lìbhrigeadh 19 cuspairean)	1,474

Clàr 2

Ionnsachadh Foghlam Gàidhlig ann an Alba (2020-21)	Àireamh de Sgìrean Ùghdarrasan Ionadail	Àireamh de dh'Àiteachan Lìbhrigidh	Àireamh de Thidsearan / Luchd-obrach	Àireamh chloinne / sgoilearan
Àrd-sgoil	7	32	57 FTE	3,599

Following the publication of the [Education \(Scotland\) Act 2016](#), SDS has continued to liaise with BnG to understand ambitions for the expansion and development of Gaelic medium education and Gaelic learner education, and to determine how our services can best support their work.

## Our work with employers

SDS promotes the benefits of Gaelic, and individuals with Gaelic language skills, to employers and other stakeholders through briefings, attendance at employer engagement events and other forums which are deemed applicable.

SDS also works with employers across specific sectors including Tourism, Creative Industries, Early Years and Childcare, and Health and Social Care. For instance, SDS works in partnership with Sabhal Mòr Ostaig and the University of Highlands and Islands (UHI) to deliver Foundation Apprenticeships in Creative and Digital media in the Gaelic language.

By continuing to develop the evidence base for the Gaelic language labour market, SDS helps to ensure that employers can attract the high-quality Gaelic language and professional skills they need.

## Links to Local and Regional Frameworks

SDS interacts with local and regional frameworks (including in relation to Gaelic) in several ways. These include:

- working closely with local and regional partners, including educators, community planning partnerships, regional economic partnerships and others, to identify and achieve shared goals
- engaging with regional economic partnerships, including City Deals, to support decision making in local skills provision

A' leantainn air foillseachadh [Achd an Fhoghlaim \(Alba\) 2016](#), tha SDS air leantainn a' cumail cheanglaichean le BnG gus an àrd-amasan a thuigsinn a thaobh leudachadh agus leasachadh air Foghlam tro Mheadhan na Gàidhlig agus Foghlam Luchd-ionnsachaidh na Gàidhlig, agus gus dearbhadh mar as fheàrr a ghabhas ar seirbheisean an cleachdadh airson taic a thoirt don obair aca.

## Ar n-obair le luchd-fastaidh

Tha sinn ag adhartachadh buannachdan na Gàidhlig agus daoine fa leth le sgilean Gàidhlig, do luchd-fastaidh agus luchd-ùidhe eile tro bhrathan-ullachaidh, frithealadh thachartasan conaltraidh le luchd-fastaidh, agus fòraman eile a tha air am meas freagarrach.

Bidh sinn cuideachd ag obair le luchd-fastaidh tarsainn roinnean sònraichte, a' gabhail a-steach Turasachd, Gnìomhachasan Cruthachail, Tràth-Bhliadhnaichean is Cùram-chloinne, agus Slàinte is Cùram Sòisealta. Mar eisimpleir, tha SDS ag obair ann an com-pàirteachas le Sabhal Mòr Ostaig agus Oilthigh na Gàidhealtachd 's nan Eilean (UHI) gus Bun-Phreantasachdan ann am meadhanan Cruthachail is Didseatach a libhrigeadh ann an Gàidhlig.

Le bhith a' leantainn leis an stèidheachd fianais againn a leasachadh do mhargaid obrach na Gàidhlig, tha sinn a' cuideachadh le dhèanamh cinnteach gun urrainn do luchd-fastaidh na sgilean àrd-chàileachdail Gàidhlig is proifeiseanta air a bheil feum aca, a tharraing.

## Ceanglaichean ri Frèaman-obrach Ionadail is Roinneil

Tha SDS ag eadar-obrachadh le frèaman-obrach ionadail agus roinneil (a' gabhail a-steach a thaobh Gàidhlig) ann an àireamh de dhòighean. Tha seo a' gabhail a-steach:

- undertaking work with other enterprise and skills bodies to achieve the best outcomes for all our customers at a national, regional, and local level.

## Mainstreaming Gaelic

SDS's contribution to the development areas identified in the NGLP will be primarily made through implementing the actions in the Plan. However, there are opportunities to promote and develop the Gaelic language, including through existing day-to-day service delivery. SDS will continue to identify areas where Gaelic can be proactively incorporated, and the priorities of the NGLP initiated, through our wider work as an organisation. This corresponds to the normalisation principle which aims to include Gaelic as an everyday part of life in Scotland.

- Ag obair gu dlùth le com-pàirtichean ionadail agus roinneil, a' gabhail a-steach luchd-oideachaidh, com-pàirteachasan planaigh coimhearsnachd, com-pàirteachasan eaconamach roinneil agus feadhainn eile, gus amasan co-roinnte a chomharrachadh agus a choileanadh.
- Conaltradh le com-pàirteachasan eaconamach roinneil, a' gabhail a-steach City Deals, gus taic a chur ri co-dhùnaidhean ann an solar sgilean ionadail.
- Gabhail obair os làimh le buidhnean iomairt agus sgilean eile gus na builean as fheàrr a choileanadh
- do ar teachdaichean uile aig ìre nàiseanta, roinneil agus ionadail.

## Prìomhachadh Gàidhlig

Bidh ar tabhartas do na raointean leasachaidh air an comharrachadh san NGLP dèante sa chiad àite tro bhuileachadh nan gnìomhan sa phlana againn. Ach, tha cothroman ann air a' Ghàidhlig adhartachadh agus a leasachadh, a' gabhail a-steach tro ar liubhairt air seirbheis làithreach bho latha gu latha. Leanaidh sinn air adhart a' comharrachadh raointean far am faod Gàidhlig a bhith air a gabhail a-steach gu ro-ghnìomhach, agus na prìomhachasan eile aig NGLP a chur an gnìomh, tro ar n-obair fharsaing mar bhuidheann. Tha seo a' co-fhreagradh don phrionnsapal àbhaisteachaidh a tha ag amas air Gàidhlig a gabhail a-steach mar phàirt chunbhalach den bheatha làitheil ann an Alba.

## Internal Gaelic Capacity Audit

SDS conducted an internal Gaelic language survey of its employees in January/February 2020. The survey benchmarked the level of Gaelic skills, awareness and interest across the organisation.

The online survey was promoted to all SDS colleagues through our weekly e-bulletin, intranet and Yammer.

The response rate to the survey was 15% (247 employees). Responses were obtained from every SDS region, including from individuals who do not have fixed locations. Key findings from the results include:

- 16% of respondents said they would describe themselves as having Gaelic language skills
- The majority of Gaelic speakers are aged 16-24 years old; however, respondents aged 35 and above also represented a significant proportion of Gaelic speakers within SDS
- There are more Gaelic speakers in Operations (19%) than other areas of SDS (11%)
- 43% of participants use Gaelic at least once per month
- 54% of respondents stated that they were interested in developing their Gaelic language skills
- 56% of respondents were interested in a Gaelic Awareness Day in the future
- Respondents said they were interested in both online and in-person learning opportunities to enhance their Gaelic skills.

## In-sgrùdadh Comasachd na Gàidhlig

Chuir SDS suirbhidh a thaobh Gàidhlig an gnìomh bhon taobh a-staigh, den luchd-obrach aca san Fhaoilleach/Ghearran 2020. Bha an t-suirbhidh a' dèanamh measadh air an ìre de sgilean Gàidhlig, mothachadh don Ghàidhlig agus ùidh sa Ghàidhlig tarsainn na buidhne.

Chaidh an t-suirbhidh air-loidhne adhartachadh gu co-obrachaidhean SDS uile tro ar e-iris seachdaineil, eadra-lìon agus Yammer.

Ràinig an ìre freagairt don t-suirbhidh 15% (247 luchd-obrach). Fhuair freagairtean bho gach sgìre de SDS, a' gabhail a-steach bho dhaoine fa leth aig nach eil àiteachan stèidhichte. Tha prìomh thoraidhean na suirbhidh a' gabhail a-steach:

- Thuirt 16% de luchd-freagairt gun canadh iad mun deidhinn fhèin gu bheil sgilean Gàidhlig aca.
- Tha a' mhòr-chuid de luchd-labhairt Gàidhlig 16-24 bliadhna a dh'aois; ach, bha luchd-freagairt aois 35 bliadhna cuideachd a' riochdachadh co-chuid chudromach de luchd-labhairt na Gàidhlig taobh a-staigh SDS.
- Tha barrachd luchd-labhairt Gàidhlig ann an Obrachaidhean CIAG (19%) seach raointean eile de SDS (11%).
- Tha 43% de chom-pàirtichean a' cleachdadh Gàidhlig co-dhiù uair sa mhìos.
- Dh'aithris 54% de luchd-freagairt gun robh ùidh aca ann an leasachadh an sgilean Gàidhlig.
- Bha ùidh aig 56% den luchd-freagairt ann an Latha Mothachaidh don Ghàidhlig san àm ri teachd.



These survey results will help SDS to shape and deliver both internal and external Gaelic services going forward and provide an effective way to identify Gaelic language training needs and opportunities for SDS employees.

A full report of SDS's 2020 Gaelic Language Survey can be obtained on request.

## Consultation on the draft Gaelic Language Plan

The 2005 Act requires a public body to bring the preparation of its GLP to the attention of all interested parties.

The draft plan was available on the SDS website for six weeks from 11 September 2020. It was promoted through SDS social media channels and distributed via email to key stakeholders. The public were also invited to comment on the draft by email or phone.

Three queries regarding the content of the plan were received during the consultation period and were addressed accordingly.

- Thuirt luchd-freagairt gun robh ùidh aca ann an cothroman ionnsachaidh an dà chuid air-loidhne agus gu pearsanta gus an sgilean Gàidhlig a neartachadh.

Cuidichidh toraidhean na suirbhidh sinn ann an cumadh agus lìbhrigeadh ar seirbheisean Gàidhlig an dà chuid a-staigh agus a-muigh a' gabhail air adhart, agus dòigh èifeachdach a sholarachadh air feumalachdan agus cothroman trèanaidh a chomharrachadh do luchd-obrach SDS.

Tha aithisg iomlan de 'Suirbhidh Gàidhlig SDS 2020' ri faotainn le a h-iarraidh.

## Co-chomhairleachadh air an dreach Plana Gàidhlig

Tha Achd 2005 ag iarraidh gun toir buidhnean poblach ullachadh a' Phlana Ghàidhlig aca gu aire phàrtaidhean eile le ùidh.

Bha dreach den phlana againn ri fhaotainn air làrach-lìn SDS airson sia seachdainean bho 11 Sultain 2020. Chaidh adhartachadh tro shianailean mheadhanan sòisealta SDS agus a sgaoileadh air post-d gu luchd-ùidhe. Chaidh cuireadh a thoirt don phoball cuideachd gu beachd a thoirt air an dreach air post-d no fòn.

Fhuair eadh trì ceistean a thaobh susbaint a' phlana rè ùine a' cho-chomhairleachaidh agus chaidh dèiligeadh riutha mar bu chòir.

### 3. Key Principles

This Plan documents our programme of activity for the period 2022-25. It demonstrates a strong cross-organisational strategic and operational commitment to the key principles of the NGLP:

- **Equal respect** – SDS will ensure that where Gaelic delivery is included as part of operations and services, it is of an equal standard and quality as delivery provided in English
- **Active offer** – SDS will ensure that Gaelic language services are accessible to both employees and the public, and that Gaelic customers are made aware of the services available to them
- **Mainstreaming** – SDS will ensure that opportunities for the public and our employees to use Gaelic are normalised, in support of the NGLP aim that Gaelic is used more often, by more people and in a wider range of situation.

### 3. Prìomh Phrionnsapalan

Tha am plana seo a' clàradh ar prògram de ghnìomhan airson na h-ùine 2020-23. Tha e a' taisbeanadh dealas ro-innleachdail is obrachail làidir tar-buidhne do phrìomh phrionnsapalan an NGLP:

- **Spèis co-ionann** – Bidh sinn a' dèanamh cinnteach, far a bheil lìbhrigeadh Gàidhlig air a ghabhail a-steach mar phàirt de ar n-obrachaidhean agus ar seirbheisean, bidh e de ìre is de chàileachd co-ionann ri lìbhrigeadh a thaobh na Beurla
- **Tairgse ghnìomhach** – Bidh sinn a' dèanamh cinnteach gu bheil ar seirbheisean Gàidhlig ruigsinneach do ar luchd-obrach agus don phoball, agus gun toir sinn na seirbheisean Gàidhlig a tha rim faotainn, gu aire ar teachdaichean
- **Prìomhachadh** – Bidh sinn a' dèanamh cinnteach gu bheil cothroman don phoball agus don luchd-obrach againn gus Gàidhlig a chleachdadh air an àbhaisteachadh, mar thaic do dh'amas NGLP gum bi Gàidhlig air a cleachdadh nas trice, le barrachd dhaoine agus ann an raon nas fharsainghe de shuidheachaidhean.



## 4. Plan Commitments

### High Level Commitments

The National Gaelic Language Plan (NGLP) focuses on three aims, these are:

- Increasing the use of Gaelic
- Increasing the opportunity for people to learn Gaelic
- Promoting a positive image of Gaelic.

BNG and SDS have developed the following aims for SDS in support of the current NGLP. High Level Aims can be viewed in section 7, table of contents.

Actions against these commitments are detailed in pages 21 to 26.

SDS recognises that these are extraordinary times. The importance of supporting those at risk of losing their jobs, retaining people in work, and providing the skills our businesses and economy needs, has never been greater. In line with our Interim Letter of Guidance, we are prioritising meeting the emerging fiscal, economic and social challenges of COVID-19 and the recovery phase that will follow.

While SDS remains committed to the implementation of our GLP 2022-2025, it is likely that our priorities (and associated timescales) for Gaelic, like other priorities, may be impacted by COVID-19. There may also be opportunities for enhanced Gaelic service delivery in the context of our revised COVID-19 service offer.

## 4. Dealasan a' Phlana

### Dealasan Àrd-Ìreil

Tha Plana Nàiseanta na Gàidhlig (NGLP) a' cuimseachadh air trì amasan, Is iad sin:

- Cleachdadh na Gàidhlig a mheudachadh
- Cothrom do dhaoine gu Gàidhlig ionnsachadh a mheudachadh
- Ìomhaigh dheimhinneach adhartachadh don Ghàidhlig.

Tha BnG agus SDS air na h-amasan a leanas a leasachadh do SDS mar thaic don NGLP làithreach. Airson na h-Amasan Àrd-ìre fhaicinn theid gu Earann 7, Clàr-innse.

Tha gnìomhan mu choinneamh nan dealasan sin air am mìneachadh air duilleagan 32 gu 35.

Tha sinn a' tuigsinn gur e amannan neònach a tha seo. Chan eil cudromachd taic dhaibhsan a tha ann an cunnart an obair a chall, daoine a chumail ann an obair, sgilean a dh'fheumas ar gnothachasan agus eaconamaidh a sholarachadh, a-riamh air a bhith cho èiseil. Ann an co-rèir ri ar Litir Stiùiridh Eadar-amail, tha sinn a' toirt prìomhachas do dhèiligeadh ri dùbhlann ionmhasail, eaconamach agus sòisealta COVID-19 agus an ùine slànachaidh às a dhèidh.

Fhad's a tha SDS a' fuireach dealasach do bhuileachadh ar GLP 2022-25, tha e coltach gum faod ar prìomhachasan (agus raointean-ama co-cheangailte) don Ghàidhlig, coltach ri prìomhachasan eile, a bhith fo bhuaidh COVID-19. Air an làimh eile, dh'fhaodadh gum bi cothroman ann airson lìbhrigeadh àrdaichte air seirbheis Ghàidhlig ann an co-theacsa ar tairgse seirbheis ath-sgrùdaichte a thaobh COVID-19.

## Corporate Service Aims

BNG has developed a set of standardised Corporate Service Aims, based on their experience of approved GLPs to date, that public bodies are required to implement. These aim to standardise key Gaelic services over time across the public sector.

Prior editions of SDS's GLP show incremental progress towards the delivery of the Corporate Service Aims. Our current progress against these aims/planned future activity is detailed on pages 27 to 31.

## Amasan Seirbheis Chorporra

A thuilleadh air na h-Amasan Àrd-Ìreil sònraichte do SDS, tha BnG air seata de dh'Amasan Seirbheis Chorporra cunbhalach a leasachadh, stèidhichte air an eòlas a thaobh GLPan aontaichte gu ruige seo, a tha aig buidhnean poblach ri bhuileachadh. Tha iad sin ag amas air prìomh sheirbheisean Gàidhlig a chunbhalachadh rè ùine tarsainn na roinne poblaich.

Tha eagrain nas tràithe de Phlana Gàidhlig SDS a' sealltainn adhartais mean air mhean a dh'ionnsaigh lìbhrigeadh air na h-Amasan Seirbheis Chorporra. Tha ar n-adhartas làithreach mu choinneamh nan amasan sin agus gnìomhachd air a planadh don àm ri teachd, air a mhìneachadh air duilleagan 36 gu 40.

## High-Level Commitments

Using Gaelic					
High-level aims (Throughout the plan)	Current practice	Future action required	Outcomes	Target Date	Responsibility
All commitments from the previous edition of SDS's Gaelic Language Plan which remain within its remit will be carried forward and delivered.	SDS's ongoing commitments from the <a href="#">previous iteration</a> of its Gaelic Language Plan will be continued to the third iteration of the Plan.	Monitor the status of actions which remain outstanding from the second iteration our GLP.	Commitments from previous plans continue to be delivered.	Year 1	GLP Implementation and Monitoring Group
<p>Use the priorities from the Scottish Government - led initiative, Gaelic – a Faster Rate of Progress, as a framework for delivering on the following:</p> <ul style="list-style-type: none"> <li>■ Recognise the importance of Gaelic as a skill through the Regional Skills Investment Plans and Gaelic promotional activity in the following: <ul style="list-style-type: none"> <li>● Tourism, Food &amp; Drink and Heritage (led by HIE)</li> <li>● Childcare &amp; Early Years (led by SDS)</li> <li>● Creative industries (led by HIE)</li> <li>● Public bodies with a Gaelic language plan</li> </ul> </li> </ul>	SDS has been involved in the Government's Faster Rate of Progress initiative since August 2018. Responsibility for the Economy and Skills workstream of the initiative is shared between SDS and HIE.	<p>Increase and build on synergies and shared activities between SDS, HIE and learning providers in promoting and expanding key sector Gaelic activity such as development of further resources for the Childcare and Early Years sector.</p> <p>Develop partnership opportunities with at least three other public bodies, with a view to them becoming key employers and champions of Gaelicrelated work-based learning.</p>	SDS priorities, as set out in the Scottish Government's – A Faster Rate of Progress initiative, are delivered.	Year 1	Skills Planning, CIAG Delivery and National Training Programmes

## Using Gaelic

High-level aims (Throughout the plan)	Current practice	Future action required	Outcomes	Target Date	Responsibility
Make explicit that Gaelic is valued as a skill for apprenticeships, particularly where Gaelic is already the language of the workplace.	Gaelic is incorporated into some work-based learning programmes where Gaelic is the language of the workplace.	<p>Development of Gaelic into relevant work based-learning programmes both traditional and online, making explicit that it is valued as a skill for apprenticeships, particularly where it is already the language of the workplace.</p> <p>This will be achieved by:</p> <ul style="list-style-type: none"> <li>- effectively promoting the programmes with employers and partners.</li> <li>- increasing the number of frameworks we deliver.</li> </ul>	Gaelic is embedded across more work- based learning frameworks.	Year 2	CIAG Delivery, National Training Programmes and FA/GA team

## Using Gaelic

High-level aims (Throughout the plan)	Current practice	Future action required	Outcomes	Target Date	Responsibility
Enhance SDS's Careers Information, Advice and Guidance (CIAG) service by introducing more Gaelic language services and developing resources in Gaelic language.	<p>SDS currently offers one-to-one CIAG sessions in accordance with Government Public Health Guidelines.</p> <p>This offer is available face-to-face in Gaelic in the Western Isles Council area and can be facilitated nationally via technology where requests are made by Gaelic speakers.</p>	<p>Increase the reach of our CIAG offer for Gaelic speakers through new or revised services developed in response to COVID-19</p> <p>Evaluating SDS's current suite of Gaelic resources in order to better understand the needs of Gaelic audiences. This includes how resources are being used, and their usefulness and effectiveness. Best use of resources/gaps in provision will be identified.</p> <p>Streamlining and expanding the range of Gaelic resources available to stakeholders. Following an evaluation exercise with input from partners, SDS will develop/ refine its materials for employers, schools, pupils, teachers, parents and SDS staff. It has been agreed that a range of partners including HIE, MG Alba, BNG, Sabhal Mor Ostaig, SQA and local authorities will convene to take this forward.</p> <p>Develop national Gaelic opportunities through SDS' Young Talent Programme.</p>	<p>SDS' (and partners) services and resources are enhanced to meet the needs of Gaelic speakers.</p> <p>Duplication of service provision across Scotland is reduced.</p>	Year 2	CIAG Delivery and Marketing and Communications

## Learning Gaelic

High-level aims	Current practice	Future action required	Outcomes	Target Date	Responsibility
<p>Use the priorities from the Scottish Government-led initiative, Gaelic – a Faster Rate of Progress, as a framework for delivering on the following:</p> <ul style="list-style-type: none"> <li>■ Ensure the recently developed Gaelic skills evidence base (Labour Market Information) is shared and used by practitioners and employers who have a key role in the delivery of career education. This includes SDS CIAG staff, and across the range of industry and sector engagement activities undertaken by SDS and its partners.</li> <li>■ Continue to embed Gaelic skills in work-based learning pathway expansion including Foundation, Modern and Graduate apprenticeships.</li> </ul>	Gaelic is incorporated into some work-based learning programmes.	<p>Development of Gaelic into relevant work based- learning programmes both traditional and online, making explicit that it is valued as a skill for apprenticeships, particularly where it is already the language of the workplace. This will be achieved by:</p> <ul style="list-style-type: none"> <li>- effectively promoting the programmes with employers and partners.</li> <li>- increasing the number of frameworks we deliver.</li> </ul>	Gaelic is embedded across more work-based learning frameworks.	Year 2	CIAG Delivery, National Training Programmes and FA/GA team

## SDS commits to delivering the following aims and actions to further promote the Language

High-level aims	Current practice	Future action required	Outcomes	Target Date	Responsibility
<p>Develop and deliver on the following SDS commitments in the Gaelic Tourism Strategy for Scotland 2018-2023:</p> <ul style="list-style-type: none"> <li>Jointly engage education and training providers to help build capacity and promotion of Gaelic language skills.</li> </ul>	<p>SDS actively promotes the value of Gaelic language skills to training providers, employers and individuals.</p>	<p>SDS will:</p> <ul style="list-style-type: none"> <li>work with partners to develop a co-ordinated approach to communicating the value and benefits of Gaelic language skills</li> <li>increase the promotion of Gaelic to both individuals and businesses across SDS's social media platforms including, for example, the promotion of SDS Gaelic products and services and those offered by partner organisations</li> <li>ensure that Gaelic is reflected in SDS's choice/ use of customer case studies across its digital platforms, corporate publications and marketing materials</li> <li>promote Gaelic work-based learning opportunities including during Scottish Apprenticeship Week, particularly in locations where Gaelic is already the language of the workplace</li> <li>continue to work with relevant stakeholders to further promote Gaelic medium training and career guidance.</li> </ul>	<p>Training providers, employers and individuals have a better understanding of the value and benefits of Gaelic language skills.</p>	<p>Year 2</p> <p>Year 1</p> <p>Year 1</p> <p>Year 1</p> <p>Year 2</p>	<p>CIAG Delivery and Marketing and Communications</p>

## SDS commits to delivering the following aims and actions to further promote the Language

High-level aims	Current practice	Future action required	Outcomes	Target Date	Responsibility
Develop a Gaelic module for inclusion within the Hospitality Modern Apprenticeship framework.	SDS contributed to the formation of the Gaelic Tourism Strategy and is represented on the Visit Scotland Gaelic Tourism Strategy Group.	Work with partners in the Gaelic Tourism Strategy Group to develop a Gaelic module for inclusion into the framework.	Training providers, employers and individuals have a better understanding of the value and benefits of Gaelic language skills.	Year 2	CIAG Delivery and Communications and Marketing



## Corporate Service Aims

Aim	Current practice	Future action required	Desired Outcome	Target Date	Responsibility
Status	SDS has a Gaelic Logo/Brand agreed with BnG.	The SDS corporate logo is fully bilingual, demonstrating equal respect for Gaelic and English, and used as standard across the organisation	<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 should demonstrate equal prominence for both languages.	On renewal	Estates & Facilities and Communication & Marketing.
	SDS has signage with priority given to areas where at least 20% of population uses Gaelic	Action on Renewal and more bilingual signage will be increased nationally during the term of the plan.	<b>Signage:</b> Prominent signage will include Gaelic and English as part of any renewal process.	On renewal	Facilities and Communication & Marketing

## Corporate Service Aims

Aim	Current practice	Future action required	Desired Outcome	Target Date	Responsibility
<b>Communicating with the Public</b>	SDS actively encourages Gaelic-speaking customers to make contact in Gaelic. The organisation has a procedure in place to ensure that communications received in Gaelic are answered in Gaelic. To increase our communication from the public in Gaelic we will encourage them to contact us in Gaelic by telephone or email.	To increase our communication from the public in Gaelic we will encourage them to contact us in Gaelic during the first year of the plan. We will do this using communications with our stakeholders and promotion via social media, email and digital resources.	<b>Promotion:</b> Positive message that communication from the public in Gaelic is always welcome.	Year 1	CIAG Delivery and Communications & Marketing
	SDS actively encourages Gaelic-speaking customers to make contact in Gaelic. The organisation has a procedure in place to ensure that communications received in Gaelic are answered in Gaelic. To increase our communication from the public in Gaelic we will encourage them to contact us in Gaelic by telephone or email.	To increase our written communication with the public in Gaelic we will encourage them to contact us in Gaelic during the first year of the plan. We will do this using communications with our stakeholders and promotion via social media, email and digital resources.	<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.	Year 1	CIAG Delivery and Facilities
	SDS do not have a formal procedure for this although staff with Gaelic Skills regularly answer phones and talk to clients in Gaelic.	SDS will formalise a procedure to ensure that Gaelic speaking staff are encouraged to converse via telephone and promote this service to the public.	<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.	Year 1	CIAG Delivery and Communications & Marketing
	SDS regularly hold events where delivery is in Gaelic and English such as Careers events.	SDS will continue to hold events where delivery is in Gaelic and English.	<b>Public meetings:</b> Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.	Year 1	CIAG Delivery and Communications & Marketing.

Aim	Current practice	Future action required	Desired Outcome	Target Date	Responsibility
Information	High profile news releases and all news releases related to Gaelic are already circulated in both Gaelic and English.	SDS to increase the number of bilingual news releases by 30%.	<b>News releases:</b> High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.	Year 2	Communications & Marketing
	SDS regularly communicates details of Gaelic events/issues via social media. An SDS North Twitter page has been set up where Gaelic content is regularly posted.	A twitter account will be created for SDS' Gaelic Development Officer to regularly communicate content in Gaelic.  There will be a 50% increase in Gaelic posts on all SDS social media accounts.  SDS will use #cleachdi	<b>Social Media:</b> Gaelic content distributed regularly through social media, guided by the level of actual and potential users	Year 2	Communications & Marketing
	SDS to review and update its current web resources and add further Gaelic content over the third edition of its GLP	More Gaelic content to be produced on SDS's websites during the duration of its third GLP. Content aimed in areas where there is most demand such as careers profiles, case studies and content in relation to work-based learning and SDS' CIAG offer.	<b>Website:</b> Gaelic content is available on the public authority's website, with emphasis given to the pages with the highest potential reach.	Year 2	CIAG Delivery and Communications & Marketing
	SDS produces corporate publications in Gaelic.	Where determined, produce corporate publications in both Gaelic and English. SDS to increase the number of bilingual corporate publications by 30% during the duration of the Plan.	<b>Corporate Publications:</b> Produced in Gaelic and English, with priority given to those with the highest potential reach.	Year 2	CIAG Delivery and Communications & Marketing
	SDS ensures that translators are reputable and produce work of a high standard.	This is monitored on an ongoing basis.	<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.	Year 1	Corporate Affairs and CIAG Delivery
	SDS regularly attend events where delivery is in Gaelic and English.	Opportunities are regularly reviewed for opportunities to deliver public exhibitions bilingually i.e. online Gaelic Careers Event during 2020/21 SDS to increase the number of these over the duration of the Plan	<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.	Year 2	CIAG Delivery and Communications & Marketing

Aim	Current practice	Future action required	Desired Outcome	Target Date	Responsibility
Staff	Gaelic Skills Survey carried out as part of each edition of the plan.	Internal audit has been undertaken.	<b>Internal audit:</b> Conduct an internal audit of Gaelic skills and training needs through the life of each plan.	Year 3	CIAG Delivery, Evaluation & Research and Communications & Marketing.
	Information on SDS Gaelic Language Plan is currently not included in new staff inductions.	Details of SDS Gaelic Language Plan to be included in new staff inductions.	<b>Induction:</b> Knowledge of the public authority's Gaelic language plan included in new staff inductions.	Year 1	CIAG Delivery and Human Resources.
	SDS staff are given opportunities for Gaelic learning if appropriate to their role and are briefed on Gaelic related events and activities through existing communication channels.	SDS to look at Gaelic learning for staff and in which instances it can accessed. SDS to provide Gaelic learning for staff where it is requested and to offer Gaelic training for staff throughout the duration of the Plan.	<b>Language training:</b> Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authorities' Gaelic language plan.	Year 1	CIAG Delivery and Human Resources.
	SDS staff have the opportunity to attend Gaelic awareness sessions. During the last iteration of SDS plan, awareness sessions were held throughout the country.	Further awareness sessions for staff to be held during the duration of the plan. SDS to follow up further requests of staff training following on from these sessions.  Developing an internal Gaelic e-learning module for SDS staff and explore the potential of a multi-agency approach to do this.	<b>Awareness training:</b> Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.	Year 2	CIAG Delivery and Human Resources
	Each vacancy is considered on its merits	Increase the number of roles/vacancies where Gaelic is deemed an essential skill and look at more SDS posts are Gaelic desirable.  Utilisation of staff with Gaelic Language Skills to assist where required and where resources allow.	<b>Recruitment:</b> Recognising and respecting Gaelic skills within the recruitment process throughout the public authority	Year 2	CIAG Delivery and Human Resources
	Each vacancy is considered on its merits.	More specific targeting of vacancies where Gaelic could be deemed essential/desirable. SDS to ensure that CIAG posts in areas where Gaelic is spoken are designated as Gaelic desirable.	<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 BNG recruitment advice.	Year 2	CIAG Delivery and Human Resources

Aim	Current practice	Future action required	Desired Outcome	Target Date	Responsibility
<b>Staff</b>	Each appropriate vacancy is considered on its merits.	Include Gaelic skills in the HR recruitment process and policy.	<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 BNG recruitment advice.	Year 2	CIAG Delivery and Human Resources

Aim	Current practice	Future action required	Desired Outcome	Target Date	Responsibility
<b>Gaelic Language Corpus</b>	The most recent Gaelic Orthographic Conventions are followed in relation to all written materials produced by SDS.	SDS constantly monitors develops to ensure it follows the most recent Gaelic Orthographic Conventions in its communications.	<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.	Year 1	CIAG Delivery.
	SDS currently seeks advice from Ainmean-Àite na h-Alba with regard to place names.	Advice sought when required	<b>Place-names:</b> Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.	Year 1	CIAG Delivery.

## A' cleachdadh na Gàidhlig

Amasan Àrd-Ìre	Cleachdadh làithreach	Feum air gnìomh san àm ri teachd	Builean	Ceann-latha Targaid	Dleastanas
Bidh na gealltanasan uile bhon eagraan nas tràitheden Phlana Ghàidhlig aig SDS, a tha a' fuireach taobh a-staigh a dhleastanais, air an toirt air adhart agus air an libhrigeadh.	Bidh gealltanasan leantainneach SDS bhon <a href="#">ath-thriall mu dheireadh</a> den Phlana Ghàidhlig aca, air an toirt air adhart chun an tritheamh ath-thriall den Phlana.	Sùil a chumail air inbhe nan gnìomhan a tha fhathast rin coileanadh bhon dàrna ath-thriall den GLP.	Tha gealltanasan bho phlanaichean nas tràithe a' leantainn orra gan libhrigeadh.	Bliadhna 1	Buidheann Buileachaidh is Sgrùdaidh GLP.
<p>Na prìomhachasan bhon iomairt air a stiùireadh le Riaghaltas na h-Alba, Gàidhlig – Astar Adhartais nas Luaithe, a chleachdadh mar fhrèam-obrach airson na leanas a libhrigeadh:</p> <ul style="list-style-type: none"> <li>■ Cudromachd na Gàidhlig aithneachadh mar sgil tro Phlanaichean Tasgaidh Sgilean Roinneil agus gnìomhachd adhartachaidh Gàidhlig, anns na leanas: <ul style="list-style-type: none"> <li>● Turasachd, Biadh is Deoch agus Dualchas (air a stiùireadh le HIE)</li> <li>● Cùram-chloinne is Tràth-Bhliadhnaichean (air a stiùireadh le SDS)</li> <li>● Gnìomhachasan cruthachail (air a stiùireadh le HIE)</li> <li>● Buidhnean poblach le plana Gàidhlig.</li> </ul> </li> </ul>	Tha SDS air a bhith an sàs ann an iomairt Astar Adhartachaidh nas Luaithe an riaghaltais on Lùnastal 2018. Tha uallach airson an t-sruth-obrach Eaconamaidh is Sgilean den iomairt air a roinn eadar SDS agus HIE.	<p>Meudachadh agus togail air aonachdan is gnìomhan co-roinnte a stèidheachadh eadar SDS, HIE agus solaraichean ionnsachaidh ann an adhartachadh agus leudachadh gnìomhachd Ghàidhlig sa phrìomh roinn, mar leasachadh air tuilleadh ghoireasan do roinn Cùram-chloinne agus Tràth-Bhliadhnaichean.</p> <p>Cothroman com-pàirteachais a leasachadh le buidhnean poblach eile, a' coimhead ri iad a bhith nam prìomh luchd-fastaidh agus nan gaisgich a thaobh ionnsachadh stèidhichte air obair co-cheangailte ri Gàidhlig.</p>	Tha prìomhachasan SDS, mar a tha mìnichte ann an Astar Adhartachaidh nas Luaithe aig Riaghaltas na h-Alba, air an libhrigeadh.	Bliadhna 1	Planadh Sgilean, Libhrigeadh CIAG agus Prògraman Trèanaidh Nàiseanta.
Nithear follaiseach gu bheil Gàidhlig na sgil phrìseil airson phreantasachdan, gu h-àraidh nuair a tha Gàidhlig ga cleachdadh san àite-obrach mu thràth.	Tha Gàidhlig air a gabhail a-steach do chuid de na prògraman stèidhichte air obair agus far a bheil Gàidhlig dha cleachdadh mar chànan as an àite-obrach.	<p>Leasachadh air Gàidhlig a-steach do phrògraman buntainneach stèidhichte air obair, an dà chuid traidiseanta agus air-loidhne, ga dhèanamh soilleir gu bheil luach air mar sgil do phreantasachdan, gu h-àraid far a bheil e mar-thà mar chànan an àite-obrach. Thèid seo a choileanadh le:</p> <ul style="list-style-type: none"> <li>- adhartachadh nam prògraman gu h-èifeachdach le luchd-fastaidh agus compàirtichean.</li> <li>- meudachadh na h-àireimh de fhrèaman-obrach a tha a' cleachdadh Gàidhlig.</li> </ul>	Tha Gàidhlig air a fighe a-steach tarsainn tuilleadh fhrèaman-obrach ionnsachaidh stèidhichte air obair	Bliadhna 2	Libhrigeadh CIAG, Prògraman Trèanaidh Nàiseanta agus sgioba FA/GA.

Amasan Àrd-Ìre	Cleachdadh làithreach	Feum air gnìomh san àm ri teachd	Builean	Ceann-latha Targaid	Dleastanas
Thèid leasachadh a dhèanamh air seirbheis Fiosrachadh, Comhairleachaidh is Stiùiridh mu Dhreuchdan (CIAG) LSA le bhith a' toirt barrachd sheirbheisean Gàidhlig a-steach agus a' cruthachadh ghoireasan Gàidhlig.	Tha SDS gu làithreach a' tabhann sheiseanan CIAG aon-ri-aon ann an co-rèir ri Stiùireadh Slàinte Phoblach an Rìghaltais. Tha an tairgse seo ri faotainn aghaidh-ri-aghaidh ann an Gàidhlig aig Comhairle nan Eilean Siar agus air a dhèanamh comasach gu nàiseanta tro theicneòlas far a bheil iarrtasan a' tighinn bho luchd-labhairt Gàidhlig.	<p>Meudachadh ruigsinneachd air ar tairgse CIAG do luchd-labhairt na Gàidhlig tro sheirbheisean ùra no ath-sgrùdaichte a tha air an leasachadh mar fhreagairt do COVID-19.</p> <p>Sreath làithreach SDS de ghoireasan Gàidhlig a luachadh gus tuigse nas fheàrr fhaotainn do fheumalachdan luchd-èisteachd Gàidhlig. Tha seo a' gabhail a-steach mar a tha goireasan gan ùisneachadh, agus am feum is an èifeachdas. Thèid an fheum as fheàrr air goireasan/beàrnan ann an solar a chomharrachadh.</p> <p>An raon de ghoireasan Gàidhlig a tha rim faotainn le luchd-ùidhe, eagrachadh agus a leudachadh. A' leantainn air eacarsaich luachaidh le in-chur bho chom-pàirtichean, bidh SDS a' leasachadh/grinneachadh a stuthan do luchd-fastaidh, sgoiltean, sgoilearan, tidsearan, pàrantan agus luchd-obrach SDS. Tha e air aontachadh gun tig raon de chom-pàirtichean còmhla, a' gabhail a-steach HIE, MG Alba, BnG, Sabhal Mòr Ostaig, SQA agus ùghdarrasan ionadail, gus seo a thoirt air adhart.</p> <p>Cothroman Gàidhlig nàiseanta a leasachadh, tro Phrògram Tàlaint Òg SDS.</p>	<p>Ann an co-rèir ri iarrtas, tha SDS (agus com-pàirtichean), air seirbheisean</p> <p>is goireasan a neartachadh gus feumalachdan luchd-labhairt</p> <p>na Gàidhlig a choileanadh.</p> <p>Tha dùblachadh air solar sheirbheisean air feadh Alba, air a lùghdachadh.</p>	Bliadhna 2	Libhrigeadh CIAG agus Margaideachd is Conaltraidhean.

Amasan Àrd-ìre	Cleachdadh làithreach	Feum air gnìomh san àm ri teachd	Builean	Ceann-latha Targaid	Dleastanas
<p>A' cleachdadh nam prìomhachasan bhon iomairt Gàidhlig - Adhartas nas Luaithe mar fhrèam-obrach gus adhartas a dhèanamh leis na leanas:</p> <ul style="list-style-type: none"> <li>A' dèanamh cinnteach gun tèid an fhianais ùr air an ìre de dh'iartras a th' ann airson sgilean Gàidhlig a sgaoileadh am measg luchd-obrach agus fhastaichean a tha a' dèanamh obair chudromach ann a bhith a' toirt Foghlam Dreuchdail seachad agus gun cleachd iad an fhianais a th' ann air an iartras sin. Bidh seo a' gabhail a-steach luchd-obrach CIAG agus a' cleachdadh seo an lùib ghrunn thachartasan is iomairtean a ghabhas LSA agus ar luchd-compàirt os làimh gus co-chonaltradh a dhèanamh le luchd-gnìomhachais is diofar roinnean.</li> </ul>	<p>Tha SDS a' cleachdadh an fhiosrachaidh seo gus deasbadaidh roinneil le luchd-fastaidh fhiosrachadh, agus a chuid obrach fhèin fhiosrachadh a thaobh iomairt Astar Adhartachaidh nas Luaithe an riaghaltais.</p>	<p>SDS a bhith ag obrachadh còmhla ri buidhnean iomairt eile na h-Alba, gus buannachdan na Gàidhlig don eaconamaidh adhartachadh.</p>	<p>Tha Fiosrachadh Margaid Obrach air a roinn, air ùisneachadh agus air adhartachadh le luchd-obrach SDS tarsainn a' ghnòthachais.</p>	<p>Bliadhna 2</p>	<p>Planadh Sgilean, Lìbhrigeadh CIAG agus Prògraman Trèanaidh Nàiseanta.</p>
<p>Leantainn air adhart a' fighe a-steach sgilean Gàidhlig ann an leudachadh slighe ionnsachaidh stèidhichte air obair, a' gabhail a-steach Bun-Phreantasachd, Nuadh-Phreantasachd agus Preantasachdan Ceum.</p>	<p>Tha Gàidhlig air a gabhail a-steach do chuid de na prògraman stèidhichte air obair.</p>	<p>Leasachadh air Gàidhlig a-steach do phrògraman buntainneach stèidhichte air obair, an dà chuid traidiseanta agus air-loidhne, ga dhèanamh</p> <p>soilleir gu bheil luach air mar sgil do phreantasachdan, gu h-àraid far a bheil e mar-thà mar chànan an àite-obrach. Thèid seo a choileanadh le:</p> <ul style="list-style-type: none"> <li>- adhartachadh nam prògraman gu h-èifeachdach le luchd-fastaidh agus compàirtichean.</li> <li>- meudachadh na h-àireimh de fhrèaman-obrach a tha sinn a' lìbhrigeadh.</li> </ul>	<p>Tha Gàidhlig air a fighe a-steach tarsainn tuilleadh fhrèaman-obrach ionnsachaidh stèidhichte air obair.</p>	<p>Bliadhna 2</p>	



# Tha Leasachadh Sgilean na h-Alba gu bhith a' cur na gealltanasan agus gnìomhan gu h-ìosal an gnìomh gus a' Chànan a Sàbhadh

Sèisean Fosgailte  
Cuspair 4.1 PT2

Amasan Àrd-ìre	Cleachdadh làithreach	Feum air gnìomh san àm ri teachd	Builean	Ceann-latha Targaid	Dleastanas
<p>Thèid na geallaidhean a leanas aig SDS ann an Ro-Innleachd Turasachd na Gàidhlig do dh'Alba 2018-2023 a thoirt air adhart agus a choileanadh:</p> <ul style="list-style-type: none"> <li>Obraichidh sinn còmhla ri daoine eile gus luchd-solair foghlaim is trèanaidh a chleachdadh gus cuideachadh le bhith a' cur ri sgilean Gàidhlig luchd-obrach agus gus na sgilean sin a chur air adhart</li> </ul>	<p>Far a bheil cothroman an làthair, tha SDS gnìomhach ann an adhartachadh luach sgilean cànan ann an Gàidhlig, gu solaraichean trèanaidh, luchd-fastaidh agus daoine fa leth.</p>	<p>Bidh SDS:</p> <ul style="list-style-type: none"> <li>ag obair le com-pàirtichean gus modh-obrach co-òrdanaichte a leasachadh airson luach agus buannachdan sgilean cànan ann an Gàidhlig a chonaltradh dhaibh.</li> <li>a' meudachadh adhartachaidh air a' Ghàidhlig don dà chuid daoine fa leth agus gnothachasan tarsainn àrd-ùrlaran mheadhanan sòisealta SDS. Tha seo a' gabhail a-steach, mar eisimpleir, adhartachadh air toraidhean agus seirbheisean Gàidhlig agus iadsan air an tabhann le buidhnean com-pàirteachais.</li> <li>a' dèanamh cinnteach gu bheil Gàidhlig air a nochdadh ann an roghainn/cleachdadh SDS air sgrùdaidhean cùise theachdaichean tarsainn an àrd-ùrlaran didseatach, foillseachaidhean corporra agus stuthan margaideachd.</li> <li>ag adhartachadh cothroman ionnsachaidh Gàidhlig stèidhichte air obair a' gabhail a-steach rè Seachdain Preantasachd na h-Alba, gu h-àraid ann an àiteachan far a bheil a' Ghàidhlig mar-thà mar chànan an àite-obrach.</li> <li>a' leantainn air adhart ag obair le luchd-ùidhe buntainneach gus trèanadh tro mheadhan na Gàidhlig agus stiùireadh dhreuchdan adhartachadh.</li> </ul>	<p>Tha tuigse nas fheàrr do luach agus buannachdan sgilean cànan ann an Gàidhlig aig solaraichean trèanaidh, luchd-fastaidh agus daoine fa leth.</p>	<p>Bliadhna 2</p> <p>Bliadhna 1</p> <p>Bliadhna 1</p> <p>Bliadhna 2</p>	<p>Lìbhrigeadh CIAG agus Margaideachd is Conaltraidhean</p>
<ul style="list-style-type: none"> <li>Cruthaich modal Gàidhlig airson a bhith mar phàirt de fhrèam nan Nuadh-</li> </ul>	<p>Chuir SDS ri cumadh air an Ro-innleachd Turasachd Ghàidhlig agus tha iad air an riochdachadh ann am Buidheann Ro-innleachd Turasachd aig Visit Scotland.</p>	<p>Obrachadh le com-pàirtichean ann am Buidheann Ro-innleachd Turasachd Ghàidhlig gus modal Gàidhlig a leasachadh airson a ghabhail a-steach don fhrèam-obrach.</p>	<p>Tha modal Gàidhlig air a leasachadh agus ri fhaotainn airson in-ghabhail taobh a-staigh frèam-obrach na Nuadh-Phreantasachd Aogheachd.</p>	<p>Bliadhna 2</p>	<p>Planadh Sgilean, Lìbhrigeadh CIAG agus Prògraman Trèanaidh Nàiseanta.</p>

## Amasan Seirbheis Chorporra

Seisean Fosgailte  
Cuspair 4.1 PT2

Amasan	Cleachdadh làithreach	Feum air gnìomh san àm ri teachd	Buil Roghnaichte	Ceann-latha Targaid	Dleastanas
Inbhe	Tha suaicheantas/brannd Gàidhlig aig SDS a chaidh aontachadh le BnG.	Tha suaicheantas corporra SDS làn dà-chànanach, a' taisbeanadh spèis co-ionann do Ghàidhlig agus Beurla, agus cleachdte gu coitcheann tarsainn na buidhne.	<b>Suaicheantas agus brannd:</b> An suaicheantas corporra agus branndadh san dà chuid Gàidhlig is Beurla ri chleachdadh aig a' chiad chothrom agus mar phàirt den phròiseas ath-ùrachaidh. Bu chòir don t-suaicheantas follaiseachd co-ionann don dà chànan a thaisbeanadh.	Aig àm ath-ùrachaidh	Goireasan agus Conaltradh is Margaideachd.
	Tha soidhneachd Ghàidhlig aig SDS le prìomhachas air a thoirt do raointean far a bheil co-dhiù 20% den àireamh-sluaigh a' cleachdadh Gàidhlig.	Gnìomh aig àm ath-ùrachaidh agus thèid barrachd soidhneachd dhà-chànanach a mheudachadh gu nàiseanta rè ùine a' phlana.	<b>Soidhneachd:</b> Bidh soidhneachd fhollaiseach a' gabhail a-steach Gàidhlig agus Beurla mar phàirt den phròiseas ath-ùrachaidh.	Aig àm ath-ùrachaidh	Goireasan agus Conaltradh is Margaideachd.

Amasan	Cleachdadh làithreach	Feum air gnìomh san àm ri teachd	Buil Roghnaichte	Ceann-sath Targaid	Seòrsa Fosgailte Cuspair
<b>Conaltradh leis a' Phoball</b>	Tha SDS gnìomhach ann am brosnachadh theachdaichean le Gàidhlig gu conaltradh ann an Gàidhlig. Tha modh-obrach aig a' bhuidhinn gus a dhèanamh cinnteach gu bheil conaltradh a gheibhear ann an Gàidhlig air a fhreagairt ann an Gàidhlig. Gus ar conaltradh bhon phoball sa Ghàidhlig àrdachadh broснаichidh sinn iad fios a chur thugainn sa Ghàidhlig air fòn no post-d.	Gus ar conaltradh leis a' phoball ann an Gàidhlig a mheudachadh, broснаichidh sinn iad gu fios a chur thugainn ann an Gàidhlig, anns a' chiad bhliadhna den phlana.	<b>Adhartachadh:</b> Teachdaireachd dheimhinneach gu bheil conaltradh ann an Gàidhlig bhon phoball an-còmhnaidh di-beathte.	Bliadhna 1	Lìbhrigeadh CIAG agus Conaltradh is Margaideachd.
	Tha SDS gu gnìomhach a' brosnachadh theachdaichean le Gàidhlig conaltradh riutha ann an Gàidhlig. Tha modh-obrach aig a' bhuidhinn gus a dhèanamh cinnteach gu bheil conaltradh a gheibhear ann an Gàidhlig air a fhreagairt ann an Gàidhlig. Tha an t-Oifigear Leasachaidh Gàidhlig gu cunbhalach a' faighinn agus a' freagairt litrichean ann an Gàidhlig.	Gus ar conaltradh leis a' phoball ann an Gàidhlig a mheudachadh, broснаichidh sinn iad gu fios a chur thugainn ann an Gàidhlig, anns a' chiad bhliadhna den phlana. Nì sinn seo a' cleachdadh conaltradh le ar luchd-ùidh agus sanasachd tro mheadhanan sòisealta, post-d agus goireasan didseatach.	<b>Conaltradh Sgrìobhte:</b> Thathar an-còmhnaidh a' gabhail ri conaltradh sgrìobhte ann an Gàidhlig (post, post-d agus meadhanan sòisealta) agus thèid freagairtean a thoirt ann an Gàidhlig ann an co-rèir ri poileasaidh coitcheann.	Bliadhna 1	Lìbhrigeadh CIAG agus Goireasan
	Gus ar conaltradh bhon phoball sa Ghàidhlig àrdachadh broснаichidh sinn iad fios a chur thugainn sa Ghàidhlig air fòn no post-d.	Bidh SDS a' foirmeileachadh modh-obrach gus a dhèanamh cinnteach gu bheil luchd-obrach le Gàidhlig air am brosnachadh gu conaltradh air a' fòn, agus an t-seirbheis seo adhartachadh don phoball ann an raointean far a bheil cleachdadh farsaing air Gàidhlig. Nì sinn seo a' cleachdadh conaltradh le ar luchd-ùidh agus sanasachd tro mheadhanan sòisealta, post-d agus goireasan didseatach.	<b>Fàilteachas agus Fòn:</b> Far an urrainn do luchd-obrach le Gàidhlig an t-seirbheis seo a thoirt seachad, gu bheil iad a' faotainn taic gu sin a dhèanamh agus gu bheil an t-seirbheis air a h-adhartachadh don phoball.	Bliadhna 1	Lìbhrigeadh CIAG agus Conaltradh is Margaideachd.
	Tha SDS gu cunbhalach a' cumail thachartasan far a bheil lìbhrigeadh ann an Gàidhlig agus Beurla, leithid tachartasan Dhreuchdan.	Bidh SDS a' foirmeileachadh modh-obrach gus a dhèanamh cinnteach gu bheil luchd-obrach le Gàidhlig air am brosnachadh gu conaltradh air a' fòn, agus an t-seirbheis seo adhartachadh don phoball ann an raointean far a bheil cleachdadh farsaing air Gàidhlig.	<b>Coinneamhan Poblach:</b> Tha sireadh agus adhartachadh gu cunbhalach air cothroman gus coinneamhan poblach a chumail ann an Gàidhlig no gu dà-chànanach.	Bliadhna 2	Lìbhrigeadh CIAG agus Conaltradh is Margaideachd.

Amasan	Cleachdadh làithreach	Feum air gnìomh san àm ri teachd	Buil Roghnaichte	Ceann-sath Targaide	Cùisean Fosgailte Cuspair 4.1 P12
Fiosrachadh	Tha SDS gu làithreach a' toirt brathan naidheachd gu buil ann an Gàidhlig agus Beurla airson sgeulachdan co-cheangailte ri Gàidhlig.	SDS a' meudachadh na h-àireimh de bhrathan naidheachd dà-chànanach le 30%.	<b>Brathan Naidheachd:</b> Brathan naidheachd àrd-iomhaigheil agus brathan naidheachd uile co-cheangailte ri Gàidhlig air an cuairteachadh san dà chuid Gàidhlig agus Beurla.	Bliadhna 2	Conaltradh is Margaideachd.
	Tha SDS gu làithreach a' conaltradh mion-fhiosrachadh mu thachartasan/chùisean Gàidhlig tro mheadhanan sòisealta. Tha duilleag SDS North Twitter air a chur suas far a bheil susbaint Ghàidhlig ga phostadh gu cunbhalach.	Thèid cunntas twitter a chruthachadh do dh'Oifigear Leasachaidh Gàidhlig SDS a bhith a' conaltradh susbaint ann an Gàidhlig.  Bidh meudachadh de 50% ann am puist Ghàidhlig air cunntasan mheadhanan sòisealta SDS.  Cleachdaidh SDS #cleachdi	<b>Meadhanan Sòisealta:</b> Tha susbaint Ghàidhlig ga sgaoileadh gu cunbhalach tro na meadhanan sòisealta, air a stiùireadh leis an ìre de fhìor luchd-cleachdaidh agus luchd-cleachdaidh san amharc.	Bliadhna 2	Conaltradh is Margaideachd..
	Tha SDS air adhartas a dhèanamh san raon seo gu ruige seo. Tha am buidheann a' planadh a ghoireasan làrach-lìn ath-sgrùdadh agus ùrachadh agus barrachd susbaint Ghàidhlig a chur ris thar an tritheamh eagan den GLP.	Tha tuilleadh susbaint Ghàidhlig ri chur air làraichean-lìn SDS rè beatha an tritheamh GLP. Thèid susbaint a chuimseachadh air raointean far a bheil an t-iartras as motha leithid pròifilean dhreuchdan, sgrùdaidhean cùise agus susbaint co-cheangailte ri ionnsachadh stèidhichte air obair agus tairgse CIAG SDS.	<b>Làrach-lìn:</b> Bu chòir do shusbaint Ghàidhlig a bhith ri faotainn air làrach-lìn an ùghdarrais phoblaich, le cuideam air a chur air na duilleagan leis a' chomas ruigsinneachd as àirde.	Bliadhna 2	Libhrigeadh CIAG agus Conaltradh is Margaideachd.
	Tha SDS a' toirt fhoillseachaidhean corporra gu buil ann an Gàidhlig.	Far an tèid a dhearbhadh, foillseachaidhean corporra rin toirt gu buil ann an Gàidhlig agus Beurla.  SDS ris an àireamh de fhoillseachaidhean corporra dà-chànanach a mheudachadh le 30%, rè ùine a' Phlana.	<b>Foillseachaidhean Corporra:</b> Air an toirt gu buil ann an Gàidhlig agus Beurla, le prìomhachas ga thoirt dhaibhsan leis an comas ruigsinneachd as àirde.	Bliadhna 2	Libhrigeadh CIAG agus Conaltradh is Margaideachd.
	Tha SDS a' dèanamh cinnteach gu bheil cliù aig eadar-theangairean agus gu bheil iad a' toradh obrach den ìre as àirde.	Bidh seo air a sgrùdadh air bunait leantainneach.	<b>Goireas Cànan:</b> Tha pròiseas na àite gus a dhèanamh cinnteach gu bheil càileachd agus ruigsinneachd na Gàidhlig àrd, ann am fiosrachadh corporra uile.	Bliadhna 1	Cùisean Corporra agus Libhrigeadh CIAG
	Tha SDS gu cunbhalach a' frithealadh thachartasan far a bheil libhrigeadh ann an Gàidhlig agus Beurla.	Cothroman rin ath-sgrùdadh gu cunbhalach airson cothroman a thaobh taisbeanaidhean poblach a libhrigeadh gu dà-chànanach i.e. Tachartas Dhreuchdan Gàidhlig air-loidhne rè 2020/21.  SDS ris an àireamh dhiubhsan a mheudachadh thar ùine a' Phlana.	<b>Taisbeanaidhean:</b> Bu chòir cothroman air taisbeanaidhean poblach a liubhairt gu dà-chànanach no ann an Gàidhlig, a bhith air an rannsachadh gu cunbhalach le prìomhachas ga thoirt dhaibhsan leis a' bhuaidh as àirde san amharc.	Bliadhna 2	Libhrigeadh CIAG agus Conaltradh is Margaideachd.

Amasan	Cleachdadh làithreach	Feum air gnìomh san àm ri teachd	Buil Roghnaichte	Cearsaichean Targaidh	Seiseanan Fosgailte	Ùreastanas
Luchd-obrach	Suirbhidh Sgilean Gàidhlig air a coileanadh mar phàirt de gach ath-thriall de gach plana.	In-sgrùdadh air a ghabhail os làimh.	<b>In-sgrùdadh:</b> In-sgrùdadh air sgilean Gàidhlig agus feumalachdan trèanadh ga choileanadh tro bheatha gach plana.	Bliadhna 3	Seisean 9	Lìbhrigeadh CIAG, Luachadh is Rannsachadh agus Conaltradh is Margaideachd.
	Chan eil fiosrachadh air Plana Gàidhlig SDS gu làithreach air a ghabhail a-steach do dh'inntrigidhean luchd-obrach ùr.	Mion-fhiosrachadh mu Phlana Gàidhlig SDS ri ghabhail a-steach do dh'inntrigidhean luchd-obrach ùr.	<b>Inntrigeadh:</b> Eòlas a thaobh plana Gàidhlig an ùghdarrais phoblaich air a ghabhail a-steach do dh'inntrigidhean luchd-obrach ùr.	Bliadhna 1	Cuspair 4.1 P12	Lìbhrigeadh CIAG agus Goireasan Daonna.
	Tha luchd-obrach SDS a' faotainn chothroman airson Gàidhlig ionnsachadh mar a bhios iomchaidh do an dreuchd, agus air am fiosrachadh mu thachartasan is ghnìomhachdan Gàidhlig tro shianailean conaltraidh àbhaisteach.	Tha aig SDS ri coimhead ri ionnsachadh Gàidhlig do luchd-obrach agus na h-àiteachan far an gabh e faotainn. SDS a' solarachadh ionnsachadh Gàidhlig do luchd-obrach far an tèid iarraidh. agus trèanadh Gàidhlig a thabhann do luchd-obrach fad beatha a' Phlana.	<b>Trèanadh Cànan:</b> Trèanadh agus leasachadh sgilean cànan sa Ghàidhlig ga thabhann do luchd-obrach, gu h-àraid a thaobh buileachadh air plana Gàidhlig nan ùghdarrasan poblach.	Bliadhna 1		Lìbhrigeadh CIAG agus Goireasan Daonna.
	Tha cothrom aig luchd-obrach SDS seiseanan mothachaidh don Ghàidhlig a fhrithleadh. Rè an ath-thriall mu dheireadh de phlana SDS chaidh seiseanan mothachaidh a chumail air feadh na dùthcha.	Barrachd sheiseanan mothachaidh do luchd-obrach rin cumail tro bheatha a' phlana. SDS ri tuilleadh iartasan airson trèanadh luchd-obrach a choileanadh, a' leantainn air adhart bho na seiseanan tèamaichte.  Modal e-ionnsachaidh Gàidhlig a leasachadh do luchd-obrach SDS agus comas modh-obrach ioma-bhuidhne a rannsachadh gus seo a dhèanamh.	<b>Trèanadh Mothachaidh:</b> Trèanadh ann am mothachadh don Ghàidhlig a thabhann do luchd-obrach, le prìomhachas ga thoirt do stiùirichean, buill den bhòrd, comhairlichean agus luchd-obrach a tha a' dèiligeadh ris a' phoball.	Bliadhna 2		Lìbhrigeadh CIAG agus Goireasan Daonna.
	Tha gach dreuchd bhàn ga beachdachadh a rèir a h-airidheachd.	Meudachadh na h-àireimh de dhreuchdan/ obraichean far a bheil a' Ghàidhlig ga meas mar sgil dheatamach agus coimhead barrachd ri dreuchdan SDS a bhith le Gàidhlig ion-mhiannaichte.  Barrachd targaideadh air dreuchdan bàna a ghabhail os làimh, far an gabhadh Gàidhlig a bhith air a meas mar sgil a tha deatamach/ion-mhiannaichte.  Ùisneachadh luchd-obrach le sgilean cànan ann an Gàidhlig gus cuideachadh far a bheil feum air, agus far an ceadaich goireasan.	<b>Trusadh:</b> Ag aithneachadh agus a' toirt spèis do sgilean Gàidhlig taobh a-staigh a' phròiseis trusaidh air feadh an ùghdarrais phoblaich.	Bliadhna 2		Lìbhrigeadh CIAG agus Goireasan Daonna.

Amasan	Cleachdadh làithreach	Feum air gnìomh san àm ri teachd	Buil Roghnaichte	Ceann-latha Targaid	Stèidheachadh
Luchdobraich	Tha gach dreuchd bhàn ga beachdachadh a rèir a h-àiridheachd.	Barrachd targaideadh air dreuchdan bàna far am faodadh Gàidhlig a bhith air a meas deatamach/ion-mhiannaichte. SDS a dèanamh cinnteach gu bheil dreuchdan CIAG ann an sgìrean far a bheil Gàidhlig dha bruidhinn air an comharrachadh mar Ghàidhlig ion-mhiannaichte.	<b>Trusadh:</b> Sanasan obrach dà-chànanach no Gàidhlig a-mhàin airson dreuchdan uile far a bheil a' Ghàidhlig na sgil dheatamach.	Bliadhna 2	Libhrigeadh CIAG agus Goireasan Daonna.
	Tha gach dreuchd bhàn iomchaidh ga beachdachadh a rèir a h-àiridheachd.	Barrachd targaideadh air dreuchdan bàna far am faodadh Gàidhlig a bhith air a meas deatamach/ion-mhiannaichte.	<b>Trusadh:</b> Sanasan obrach dà-chànanach no Gàidhlig a-mhàin airson dreuchdan uile far a bheil a' Ghàidhlig na sgil dheatamach.	Bliadhna 2	Goireasan Daonna.
Corpas na Gàidhlig	Tha Gnàthasan Litreachaidh na Gàidhlig as ùire gan leantainn a thaobh stuthan sgrìobhte uile air an toirt gu buil le SDS.	SDS gu cunbhalach a' sgrùdadh leasachaidhean gus a dhèanamh cinnteach gu bheil iad a' leantainn nan Gnàthasan Litreachaidh Gàidhlig as ùire nan conaltraidhean.	<b>Gnàthasan Litreachaidh na Gàidhlig:</b> Thèid Gnàthasan Litreachaidh na Gàidhlig as ùire a leantainn a thaobh stuthan sgrìobhte uile air an toirt gu buil leis an ùghdarras phoblach.	Bliadhna 1	Libhrigeadh CIAG.
	Tha SDS gu làithreach a' sireadh comhairle bho Ainmean-Àite na h-Alba a thaobh ainmean-àite.	Comhairle ga shireadh mar a bhios riatanach.	<b>Ainmean-àite:</b> Comhairle mu ainmean-àite Gàidhlig bho Ainmean-Àite na h-Alba ga shireadh agus ga chleachdadh.	Bliadhna 1	Libhrigeadh CIAG.

## 5. Publication

SDS will promote the publication of our plan as follows.

**Internally** we will:

- direct colleagues to the publication on our corporate website
- provide details of the plan in Gaelic and English on our staff intranet
- highlight to colleagues how aspects of the plan will be delivered and the opportunities that exist to get involved
- undertake MS Teams calls for colleagues, through our Learning Academy, in order they can find out more about our GLP, and the importance of Gaelic in Scotland more generally.

SDS will inform colleagues of their duties under the plan through regular internal communications, line managers and team meetings.

**Externally** we will:

- publish the plan in both Gaelic and English on our website
- issue a bilingual press release announcing the plan
- arrange media interviews to promote the plan
- publicise the plan through a variety of social media platforms
- distribute copies of the plan to key stakeholders in the public, private and third sectors
- make hard copies available on request.

## 5. Foillseachadh

Adhartaichidh SDS foillseachadh air a' phlana againn mar a leanas:

**Air an taobh a-staigh**, bidh sinn:

- a' stiùireadh cho-obraichean chun an fhoillseachaidh air an làrach-lìn chorporra againn
- a' toirt seachad mion-fhiosrachadh mun phlana ann an Gàidhlig agus Beurla air eadra-lìon an luchd-obrach
- a' toirt gu aire cho-obraichean mar a thèid taobhan den phlana a lìbhrigeadh agus na cothroman a tha an làthair airson a dhol an sàs ann
- a' gabhail ghairmean MS Teams os làimh do cho-obraichean tro ar Acadamaidh Ionnsachaidh, gus am faigh iad tuilleadh a-mach mun GLP againn, agus cudromachd na Gàidhlig ann an Alba san fharsaingeachd.

Bidh SDS a' fiosrachadh cho-obraichean mu an dleastanasan fon phlana tro chonaltraidhean cunbhalach air an taobh a-staigh, manaidsearan agus coinneamhan sgioba.

**Air an taobh a-muigh**, bidh sinn:

- a' foillseachadh a' phlana ann an Gàidhlig agus Beurla air an làrach-lìn againn
- a' sgaoileadh brath naidheachd dà-chànanach ag ainmeachadh a' phlana
- a' cur air dòigh agallamhan mheadhanan airson am plana adhartachadh

SDS has guidance notes on its obligations for all those delivering services on its behalf. SDS will inform its partners, stakeholders and suppliers through our terms and conditions of any actions they must be aware of/undertake in relation to our plan.

- a' follaiseachadh a' phlana tro mheasgachadh de dh'àrd-ùrlaran mheadhanan sòisealta
- a' sgaoileadh lethbhreacan den phlana gu prìomh luchd-ùidhe anns an roinn phoblaich, phrìobhaidich agus treasaimh
- a' toirt cothrom air lethbhreacan pàipeir fhaotainn le an iarraidh.

Tha notaichean stiùiridh aig SDS mu uallaichean a thaobh iadsan uile a tha a' liubhairt sheirbheisean às ar leth. Fiosraichidh SDS a chom-pàirtichean, luchd-ùidhe agus solaraichean tro ar cumhachan is cùmhnantan mu ghnìomhan sam bith do am feum iad a bhith mothachail / a ghabhail os làimh a thaobh a' phlana.



## 6. Monitoring the Plan

Ongoing monitoring of approved GLPs is a requirement of the Gaelic Language (Scotland) Act 2005.

### Links to the National Performance Framework

SDS recognises that, through the social, economic and educational benefits it brings, Gaelic contributes to achievement of Scotland's ambitions, as defined in the [National Performance Framework](#).

As one of Scotland's enterprise agencies, we will continue to promote both this recognition, and the contribution that Gaelic makes to our national outcomes, including: the economy, education, young people, on tackling inequality, on communities, on a fair and inclusive national identity and on the quality of public services. Corporate reporting within SDS is aligned to the National Performance Framework.

### GLP Implementation and Monitoring Group

SDS has constituted a GLP Implementation and Monitoring group. This is a cross-business group of colleagues who were consulted in the development of this plan. The group that includes senior managers will meet four times a year to review progress against the aims of the plan. Where relevant, colleagues on the group will feedback information to their teams on our progress against our commitments.

## 6. Sgrùdadh a' Phlana

Tha sgrùdadh air GLPan na riatanas de Achd na Gàidhlig (Alba) 2005.

### Ceanglaichean gu Frèam-obrach Coileanaidh Nàiseanta

Tha SDS a' tuigsinn gu bheil a' Ghàidhlig, tro na buannachdan sòisealta, eaconamach agus oideachail a tha i a' tarraing, a' cur ri coileanadh air àrd-amasan na h-Alba, mar a tha mìnichte anns am [Frèam-obrach Coileanaidh Nàiseanta](#).

Mar aon de bhuidhnean iomairt na h-Alba, leanaidh sinn air adhart ag adhartachadh an dà chuid an aithne seo agus an tabhartas a tha Gàidhlig a' cur ri ar builean nàiseanta, a' gabhail a-steach: an eaconamaidh, foghlam, daoine òga, dèiligeadh ri neo-ionannachd, na coimhearsnachdan, dearbh-aithne nàiseanta chothromach is in-ghabhalach agus càileachd sheirbheisean poblach. Tha aithris chorporra taobh a-staigh SDS air a co-thaobhadh ris am Frèam-obrach Coileanaidh Nàiseanta.

### Buidheann Sgrùdaidh is Buileachaidh GLP

Tha SDS air buidheann Sgrùdaidh is Buileachaidh GLP a stèidheachadh. Is e buidheann de cho-obraichean tar-ghnothachais a tha seo a thug co-chomhairleachadh ann an leasachadh a' phlana seo. Coinnichidh am buidheann anns a bheil àrd-mhanaidsearan, ceithir tursan sa bhliadhna gus adhartas ath-sgrùdadh mu choinneamh amasan a' phlana seo. Far a bheil e buntainneach, bheir co-obraichean sa bhuidheann fiosrachadh air ais do an sgiobaidhean fhèin mu an adhartas againn mu choinneamh ar gealltanasan.

## Annual Monitoring Report

We will also produce a monitoring report annually, from 12 months after the date of the plan's approval and each year thereafter. This report will be submitted to BNG and made available to the public. Our annual GLP monitoring report will also be shared with staff through our internal communication channels.

## Resourcing the Plan

The majority of activities outlined in this plan I will be, or have already been, incorporated and resourced through SDS's budgets agreed with its sponsor, Scottish Government.

## Overall responsibility for the Plan

Ultimate responsibility for ensuring this plan is delivered lies with the SDS Chief Executive Officer. He can be contacted as follows:

### Damien Yeates

Chief Executive Officer  
Skills Development Scotland  
Monteith House  
11 George Square  
Glasgow  
G2 1DY

## Aithisg Sgrùdaidh Bhliadhnail

Bheir sinn aithisg sgrùdaidh gu buil gach bliadhna cuideachd, bho 12 mìos às dèidh ceann-latha aonta a' phlana agus gach bliadhna às dèidh sin. Thèid an aithisg seo a chur a-steach gu BnG agus bidh i ri faotainn leis a' phoball. Thèid an aithisg sgrùdaidh GLP bhliadhnail a roinn cuideachd le luchd-obrach tro ar sianailean conaltraidh air an taobh a-staigh.

## Goireasachadh a' Phlana

Bidh a' mhòr-chuid de ghnìomhachdan a tha mìnichte sa phlana seo air an gabhail a-steach, mura h-eil mar-thà, agus air an goireasachadh tro bhuidseatan SDS a tha aontaichte le a sponsair, Riaghaltas na h-Alba.

## Uallach iomlan airson a' Phlana

Tha uallach deireannach airson a' phlana seo a lìbhrigeadh, a' laighe le Àrd-Oifigear SDS. Faodar conaltradh leis mar a leanas:

### Damien Yeates

Àrd-Oifigear  
Leasachadh Sgilean na h-Alba  
Taigh Monteith  
11 Ceàrnag Sheòrais  
Glaschu  
G2 1DY

## Day-to-day responsibility for the Plan

The senior officer with operational responsibility for overseeing preparation, delivery and monitoring of our Gaelic Language Plan is the Head of Operations (North Region) for SDS: Anthony Standing. The Gaelic Development Officer has day-to-day responsibility for the delivery and monitoring of the SDS GLP. Queries regarding the day-to-day operation of the plan should be addressed to:

### Derek Mackenzie

Gaelic Development Officer  
Skills Development Scotland  
1-5 Church Street  
Inverness  
IV1 1DY

[derek.mackenzie@sds.co.uk](mailto:derek.mackenzie@sds.co.uk)

While certain SDS colleagues have more responsibility for the upkeep and implementation of our GLP, all colleagues nationally have a responsibility and a positive contribution to make to the delivery of its commitments.

## Uallach latha gu latha airson a' Phlana

Is e an t-àrd-oifigear air a bheil uallach obrachail airson amharc air ullachadh, lìbhrigeadh agus sgrùdadh ar Plana Gàidhlig às leth SDS, an Ceannard Obraichean (Roinn a Tuath), Anthony Standing. Tha uallach bho latha gu latha aig an Oifigear Leasachaidh Ghàidhlig, airson lìbhrigeadh agus sgrùdadh air Plana Gàidhlig SDS. Bu chòir ceistean a thaobh obrachadh a' phlana bho latha gu latha a chur gu:

### Derek MacCoinnich

Oifigear Leasachaidh Gàidhlig  
Leasachadh Sgilean na h-Alba  
1-5 Sràid na h-Eaglaise  
Inbhir Nis  
IV1 1DY

[derek.mackenzie@sds.co.uk](mailto:derek.mackenzie@sds.co.uk)

Ged a tha barrachd uallaich air cuid de cho-obraichean SDS airson am Plana Gàidhlig a chumail suas agus a bhuileachadh, tha uallach air co-obraichean uile gu nàiseanta air cur gu deimhinneach ri lìbhrigeadh air a ghealltanasan.

## 7. High Level Aims

### Throughout the plan

That all commitments from the previous edition of SDS's Gaelic Language Plan which remain within its remit are carried forward and delivered.

### Using Gaelic

Use the priorities in the Scottish Government led initiative, Gaelic – a Faster Rate of Progress, as a framework for delivering on the following:

- Recognise the importance of Gaelic as a skill through the Regional Skills Investment Plans and Gaelic promotional activity in the following key sectors:
  - Tourism, Food & Drink and Heritage (led by HIE)
  - Childcare & Early Years (led by SDS)
  - Creative industries (led by HIE)
  - Public bodies with a Gaelic language plan

## 7. Amasan Àrd-Ìre

### Am plana air fad

Bidh gach gealladh bhon tionndadh mu dheireadh de Phlana Gàidhlig LSA a tha fhathast mar phàirt de dhleasan an ùghdarrais air an toirt air adhart agus air an cur a-steach don phlana agus air an lìbhrigeadh.

### A' cleachdadh na Gàidhlig

A' cleachdadh nam prìomhachasan bhon iomairt Gàidhlig - Adhartas nas Luaithe, a tha air a stiùireadh le Riaghaltas na h-Alba, mar fhrèam-obrach gus adhartas a dhèanamh leis na leanas:

- A' toirt fa-near do cho cudromach 's a tha a' Ghàidhlig mar sgil tro Phlanaichean Taice Roinneil airson Sgilean agus obair gus a' Ghàidhlig a chur air adhart sna roinnean cudromach a leanas:
  - Turasachd, Biadh is Deoch is Dualchas (air a stiùireadh le HIE)
  - Cùram-chloinne is na Tràth-bhliadhnaichean (air a stiùireadh le LSA)
  - Gnìomhachasan Cruthachail (air a stiùireadh le HIE)
  - Buidhnean poblach le Planaichean Gàidhlig

- Make explicit that Gaelic is valued as a skill for apprenticeships, particularly where Gaelic is already the language of the workplace.
- Enhance SDS's Careers Information, Advice and Guidance (CIAG) service by introducing more Gaelic language services and developing resources in Gaelic language.

## Learning Gaelic

Use the priorities in Gaelic – a Faster Rate of Progress as a framework for delivering on the following:

- Ensure the recently developed demand for Gaelic skills evidence base (LMI) is shared and utilised by practitioners and employers who have a key role in the delivery of Career Education. This includes SDS CIAG staff as well as using this across the range of industry and sector engagement activities undertaken by SDS and our partners.
- Continue to embed Gaelic skills in work-based learning pathways expansion including Foundation, Modern and Graduate apprenticeships.

- Nithear follaiseach gu bheil Gàidhlig na sgil phrìseil airson phreantasachdan, gu h-àraidh nuair a tha Gàidhlig ga cleachdadh san àite-obrach mu thràth.
- Thèid leasachadh a dhèanamh air seirbheis Fiosrachadh, Comhairleachaidh is Stiùiridh mu Dhreuchdan (CIAG) LSA le bhith a' toirt barrachd sheirbheisean Gàidhlig a-steach agus a' cruthachadh ghoireasan Gàidhlig.

## Ag ionnsachadh na Gàidhlig

A' cleachdadh nam prìomhachasan bhon iomairt Gàidhlig - Adhartas nas Luaithe mar fhrèam-obrach gus adhartas a dhèanamh leis na leanas:

- A' dèanamh cinnteach gun tèid an fhianais ùr air an ìre de dh'iartras a th' ann airson sgilean Gàidhlig a sgaoileadh am measg luchd-obrach agus fhastaichean a tha a' dèanamh obair chudromach ann a bhith a' toirt Foghlam Dreuchdail seachad agus gun cleachd iad an fhianais a th' ann air an iartras sin. Bidh seo a' gabhail a-steach luchd-obrach CIAG agus a' cleachdadh seo an lùib ghrunn thachartasan is iomairtean a ghabhas LSA agus ar luchd-compàirt os làimh gus co-chonaltradh a dhèanamh le luchd-gnìomhachais is diofar roinnean.

Develop and deliver on the following SDS commitments in the Gaelic Tourism Strategy for Scotland 2018-2023:

- Jointly engage education and training providers to help build capacity and promotion of Gaelic language skills.
- Develop a Gaelic module for inclusion within the Hospitality Modern Apprenticeships framework.

- A' cumail oirnn a' fighe sgilean Gàidhlig a-steach do ar slighean ionnsachaidh stèidhichte air obair air a bheil sinn a' togail, leithid Preantasachdan Bun-ìre, Luchd-ceuma agus Nuadh-phreantasachdan.

Thèid na geallaidhean a leanas aig SDS ann an Ro-Innleachd Turasachd na Gàidhlig do dh'Alba 2018-2023 a thoirt air adhart agus a choileanadh:

- Obraichidh sinn còmhla ri daoine eile gus luchd-solair foghlaim is trèanaidh a chleachdadh gus cuideachadh le bhith a' cur ri sgilean Gàidhlig luchd-obrach agus gus na sgilean sin a chur air adhart.
- Cruthaich modal Gàidhlig airson a bhith mar phàirt de fhrèam nan Nuadh-phreantasachdan ann an Aoigheachd.

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**University of Strathclyde**

**Gaelic Language Plan**

**2022-2027**

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



**FOREWORD**

As Vice-Chancellor and Principal of the University of Strathclyde I am pleased to present our Gaelic Language Plan for 2022-2027.

The University of Strathclyde is committed to the aspirations and objectives set out in the National Gaelic Language Plan (Scotland) Act 2005 and has identified commitments and allocated responsibilities for ensuring that Strathclyde plays an active part in the future sustainability of the Gaelic language and culture in Scotland.

From our foundation as a place of useful learning, we take it as our responsibility to research, teach and be of benefit to society – to reach outside the University to make the world better educated, prosperous, healthy, fair and secure.

Our collective vision and ambition for Strathclyde is of a socially progressive, leading international technological university inspired by its founding mission as ‘the place of useful learning’, that makes a positive difference to the lives of its students, to society and to the world. Our reputation and influence is global, yet we are an institution firmly grounded in the heart of Glasgow, contributing to the social, cultural and economic life of Scotland through the presence of a vibrant, international student community, as a major employer and by proactive engagement with the city leadership to drive Glasgow’s growth.

The University of Strathclyde supports the city and region in being modern and multicultural, a focus of opportunity and achievement, cultural and sporting excellence. Our contribution to the city’s sustainable economic and social growth positions our institution as a natural partner for our civic and commercial leaders and echoes our traditional strengths and connectivity with the city.

We take pride in our place at the heart of the City of Glasgow. Taking our character from our home, we are dedicated to the principle that the world should flow through the University and not around it - the University of Strathclyde is not a place apart. Glasgow’s history is one of radicalism and intellectual vigour; of industry, enterprise and international trade. We take seriously our responsibilities to help the city and region and to provide opportunities for the local community to study and work with us.

Part of our commitment as a leading Scottish university is supporting Scotland’s history and national identity. We also recognise Strathclyde’s role in public life and the local community, and we will continue to support the development of the Gaelic language.

In progressing actions associated with our Gaelic Language Plan, the University supports our Gaelic speaking staff and students and makes a positive impact on the growth of the Gaelic language and culture; including Glasgow’s community of Gaelic speakers.

In preparing our GLP the University has endeavoured to facilitate the use and promotion of Gaelic at a level proportionate to our current circumstances and stage of GLP development.

The University has focused on levels of provision and commitment we believe will be instrumental in enhancing the status of Gaelic and building capacity across our staff and student community.

Building on this base, and following implementation and evaluation of the effectiveness of our plan, we would hope to enhance our level of support and provision. In our view it is critical that our GLP is realistic, deliverable and proportionate to our current level of Gaelic provision. Core to this is that

we want to ensure that we can deliver on the commitments within our GLP; underpinned by an ongoing commitment to future enhancement of Gaelic's identity and status at Strathclyde. The University of Strathclyde has a unique position in Scotland as the first and principal provider of initial teacher education and professional development for primary and secondary Gaelic teachers and teachers working in Gaelic medium schools. We introduced Gaelic Initial Teacher Education and have retained our prominent status by extending and increasing our offer to include Primary Education, additional teaching qualification (ATQ) in Gaelic and Gaelic Medium provision for all subjects in our PGDE portfolio. Our plan describes how the University will maintain and build on this tradition and will contribute to the future of the Gaelic language in Scotland through teaching, research and knowledge exchange activities.

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## INTRODUCTION

### Description of the University of Strathclyde

The University of Strathclyde was founded in 1796 when John Anderson, Professor of Natural Philosophy at Glasgow University, left instructions in his will for 'a place of useful learning' - a university open to everyone. His vision was realised when Anderson's Institution opened later the same year.

The Institution grew rapidly and became Anderson's University in 1828. By the close of the nineteenth century as the Glasgow and West of Scotland Technical College our institution had become a major player in research and teaching in science and technology. We became the Royal Technical College in 1912 and the Royal College of Science and Technology in 1956. In the 1960s the College was able to broaden its activities through merger with the Scottish College of Commerce which offered a wide range of business and social science subjects. In 1964 the merged institution was granted a Royal Charter and became the University of Strathclyde. In 1993, the University merged with the Jordanhill College of Education, Scotland's largest teacher education institution.

Today, Strathclyde is the third largest university in Scotland and has four faculties: Business (Strathclyde Business School), Engineering, Humanities & Social Sciences and Science. The University is committed to providing a high-quality education and experience to all students, regardless of background, inspiring them to develop to the full their abilities, producing outstanding professional and enterprising people for industry, business and the professions.

The University has in excess of 14,000 undergraduates, most of whom live in or close to campus in the heart of Glasgow. Over 10% are international students coming from more than 100 countries around the world.

Over 7,000 students are undertaking postgraduate studies and each year and we also teach over 5000 students per year on open access courses available through our Centre for Lifelong Learning.

The University employs over 4,000 staff, of which, approximately 1700 are academic and research staff, with around 750 of them being non-UK nationals drawn for all parts of the globe.

### Gaelic in the University of Strathclyde

The University is located in the heart of the City of Glasgow and draws many of its students and staff from the City and the wider area of the West of Scotland. The 2011 census identified 87,100 people in Scotland as having some level of Gaelic language. Of these over 9,400 were located in the City of Glasgow.

Of the central West of Scotland area from which much of the University's learner population and staff are principally drawn, 0.6% are Gaelic speakers\*. However, as this represents over 10% of Scotland's Gaelic speakers, the largest number outside Eilean Siar and Highland regions, the City of Glasgow area can be seen as a hub for Gaelic language and culture in mainland Scotland.

[\*Scotland's Census 2001].

Glasgow is an important centre of activity for the promotion of Gaelic, language and culture. The city has, for centuries, been recognised as *Baile Mòr nan Gàidheal*, the City of the Gaels, and that this is still acknowledged today. The city is home to a number of organisations listed below as well as hosting both the Piping World Championships and the Celtic Connections international festival annually. Further, Glasgow is an important hub in the Gaelic media sector. Organisations and

establishments based or represented in Glasgow include:

- An Lochran – an organisation promoting Gaelic arts and language
- Bòrd na Gàidhlig
- Comhairle nan Leabhraichean- The Gaelic Books Council
- Iomairt Ghàidhlig Ghlaschu – Glasgow Gaelic Initiative
- Sgoil Ghàidhlig Ghlaschu – Glasgow Gaelic School

The University supports Bòrd na Gàidhlig's identification of Glasgow as an important area for the development and enhancement of the Gaelic language and culture and will continue to support this objective through the extension of our outreach activities through the Centre for Lifelong Learning. We will also continue to play our part to support the increasing demand for Gaelic medium education at school level in Glasgow through interactions between the School of Education, the 3-18 Gaelic Medium Campus and the City of Glasgow Council.

In recent years, the numbers of fluent Gaelic speakers and those learning the language in the city have increased. Both the development of Gaelic-medium education and the opening of Scotland's first Gaelic-medium secondary school in 2006 mean that the number of younger people using Gaelic in the city continues to grow. As part of the roll-out of the plan we will build on our existing relationship with the University of Glasgow to support collaboration and opportunities for the City's community of students with Gaelic skills and encourage further engagement between this community and Gaelic organisations.

In writing the 2022-2027 plan, we have focused on levels of provision and commitment we believe will be instrumental in enhancing the status of Gaelic and building capacity across our staff and student community. Building on this base, and following implementation and evaluation of the effectiveness of our initial plan, we would hope to enhance our level of support and provision. Currently, the University does not maintain information on the number of members of staff able to speak, read or understand Gaelic. As our plan indicates we intend to establish base line information about levels of usage of Gaelic amongst staff as part of a wider exercise to identify proficiency in languages other than English amongst staff at Strathclyde. Our most recent language survey of all our students identified that 64% of respondents were able to use a language other than English. Of 2,764 respondents, 51 reported that they had some competence in Gaelic, and 26 reported that, other than English, they felt most competent in Gaelic. The University recognises that this information is dated. Consequently, as we implement our Gaelic Language Plan an updated survey of the University community (staff and students) to establish levels of Gaelic skills. The information gathered will be core to the actions and priorities for our Gaelic Language Plan Implementation and Monitoring Group.

The University is partly funded by the Scottish Funding Council (SFC) and the University works with and supports the Council's plans, along with those of the University's other key funders, i.e. UK Research Councils, UK Government, industrial partners, etc. The University supports the aim of the SFC to help the colleges and universities it provides funds to, to promote and market existing Gaelic provision. We also support SFC's "aspiration to increase the availability and uptake of Gaelic learning opportunities in the college sector over the period of this Plan" (SFC Gaelic Language Plan, December 2009). Indeed, this is reflected and reported to SFC through our annual reporting and outcome agreements.

## Gaelic Medium Education

The University provides training for primary and secondary school teachers both in Gaelic Medium Education (GME) and in the teaching of Gaelic, through undergraduate, postgraduate and continuing professional development programmes.

It is our intention, in partnership with the Scottish Funding Council, Scottish Government and Bòrd na Gàidhlig to continue to offer a range of courses that support Gaelic education in primary and secondary schools. The range and composition of those courses will continue to evolve in response to the needs of the sector, student feedback and opportunities which emerge through our partnerships with key agencies.

### BA Primary Education (BA PE)

Language, Culture and the Arts, both for those new to Gaelic and those who are speakers of the language (with that module, or components thereof, delivered through the medium of Gaelic) are offered as separate modules on our BA in Primary Education. There are also some language learning modules. This means that a total of 40 credits of the BA PE course can be in Gaelic or about Gaelic language and culture.

Support is made available to students on the BA PE who wish to pursue a career in Gaelic Medium Education during the various modules as appropriate, and there is the option of completing the 4th year thesis through Gaelic. Third and fourth year placements are offered in GME schools.

More information is available at <https://www.teagasg.com/en/becoming-a-gaelic-teacher/undergraduate-courses/primary-courses/university-of-strathclyde>

### Professional Graduate Diploma in Education (PGDE) Gaelic Provision

Strathclyde is a major provider of Gaelic and Gaelic medium teacher education.

All Gaelic and Gaelic medium PGDE courses are predominantly taught through the medium of Gaelic with submissions and assessments at Masters level being submitted in Gaelic. We are the only provider offering a GME qualification in secondary subjects through the medium of Gaelic, establishing our course as not just a leading provider but also the only provider currently responding to national demand of GME secondary qualified graduates. Strathclyde is actively preparing a qualified teaching workforce for current and planned Gaelic Medium schools.

We offer the following courses on our teacher training programmes for graduates:

1. PGDE Primary (Gaelic Medium)
  2. PGDE Gaelic (Secondary)
  3. PGDE (Subject Level - Secondary) through the medium of Gaelic.
- <https://www.strath.ac.uk/courses/postgraduate/taught/secondaryeducationgaelic/>
  - <https://www.teagasg.com/en/becoming-a-gaelic-teacher/post-graduate-courses/primary-courses/university-of-strathclyde>
  - <https://www.teagasg.com/en/becoming-a-gaelic-teacher/post-graduate-courses/secondary-courses/>

### Additional Teaching Qualification in Gaelic

In academic year 2021/22, the University's School of Education entered into an agreement with Bòrd na Gàidhlig to upskill qualified teachers in Modern Languages to undertake an additional teaching qualification in Gaelic. This enables them to teach Gaelic at secondary school level. This development further extends Strathclyde's Gaelic Medium Teacher Education portfolio and will

contribute to meeting the national shortage of Gaelic teachers in Scotland. This initiative adds significantly to the School of Education's national profile as leaders in the development in Gaelic and Gaelic-medium education and will further contribute to the University's Gaelic Language Plan and related activity.

### **Centre for Lifelong Learning**

The University's Centre for Lifelong Learning (CLL) is well placed to assist the university in its aim to address some of the desired outcomes from the National Gaelic Language Plan, as it is able to reach within the University to the staff and student community as well as externally to a large public audience. CLL's public programmes attract over 2500 adult learners each year to a wide range of part-time classes. There may be scope within this for target marketing of particular communities. In conjunction with Strath Union, the University provides free Language Classes for undergraduate students. The portfolio is dynamic and varies on an annual basis to reflect student demand for specific language education. To date there has been limited interest but moving forward in order to promote the learning of Gaelic, we will ensure that Gaelic language classes are always offered, irrespective of the range of other requests.

The CLL programmes include several classes and options of relevance, and we will continue to review this provision and expand in response to demand and capacity:

- CLL Daytime Programme provision
- Summer programmes
- Gaelic language Credit bearing modules
- Our suite of Scottish Genealogy courses
- A range of classes relating to Scottish history, culture and place.

Through the CLL, Strathclyde will continue to provide short accredited and non-accredited language, Scottish history and culture classes for undergraduate students, staff and the public.

### **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.

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

The University of Strathclyde's Gaelic Language Plan 2022-2027 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 Plan.

### **The National Gaelic Language Plan**

University of Strathclyde supports the aim of the National Gaelic Language Plan 2018-23 that "Gaelic

is used more often, by more people and in a wider range of situations.” Our Gaelic Language Plan Implementation and Monitoring Group will monitor and report on progress on the plan and our wider partnership with Bòrd na Gàidhlig.

We are committed to the achieving this aim by focussing our work, on the following areas:

- Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic, more often when they interact with us
- Increasing the opportunity for people to learn Gaelic as part of our day-to-day operations
- Promoting a positive image of Gaelic whenever we can as part of our day-to-day operations as an organisation

### **Internal Gaelic Capacity Audit**

The University is committed to undertaking an internal Gaelic capacity audit as a key element in implementing our GLP. This will be an important step in establishing current Gaelic capacity across our staff and student community.

The University periodically reviews and develops the data it holds about staff to ensure that such data supports our compliance obligations under equalities legislation, data protection and employment and immigration requirements. We currently do not routinely collect information about language capacity from staff. As part of our internal Gaelic capacity audit we will develop a voluntary register of staff Gaelic language skills and their respective skills levels Gaelic speaking staff who are able to support the University’s commitments within this plan. This internal Gaelic Capacity Audit will be a priority for Gaelic Language Plan Implementation and Monitoring Group as we implement our plan.

The Gaelic Language Plan Implementation and Monitoring Group will oversee the audit, working closely with colleagues in Human Resources and our partners in Strath Union (the University’s students’ association), including StrathUnion’s Comunn Gàidhlig to explore potential contributions students, as well as staff, can make to our Gaelic capacity.

### **Consultation on the Gaelic Language Plan**

Public consultation on the draft University of Strathclyde’s Gaelic language plan (GLP) took place online in January between 06 January and 18 February 2021. The online consultation survey was accessed through hyperlinks in communications and through news items on the University’s web site and “Inside Strathclyde”; the University’s weekly news and communications platform. These opportunities to engage with the survey were promoted and accessible throughout the consultation period. In addition, key external stakeholders were notified regarding the consultation and sent links to the GLP and the online consultation survey.

In total 38 responses were received, although not all participants responded to each question. Whilst the numbers are small, it is clear that in all sections of the GLP respondents appear very positive regarding the proposals. This is especially encouraging as the majority of participants (74%) are Strathclyde staff and students. The results from the consultation provide clear indication that the GLP’s proposals sit well with the University community. The overall report and survey findings are contained in Appendix 2 and will be reviewed by the University’s Gaelic Language Plan Implementation and Monitoring Group to inform future actions and activities.

The GLP has been reviewed and approved by the University’s Senate and Education Strategy Committee. These committees have extensive representation from across all of Strathclyde’s four faculties, students (Strath Union) and Professional Services Directorates.



**KEY PRINCIPLES****Equal Respect**

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

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 and the Bòrd in turn expects that public authorities will demonstrate in their plans how the principle will be achieved and maintained in practice.

**Active Offer**

University of Strathclyde 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 take the responsibility away from the individual to ask for the service and will give Gaelic users the confidence to know that their needs will be met if that is their choice.

We will ensure that our Gaelic language services are as accessible as our English language services.

**Mainstreaming**

University of Strathclyde will ensure that opportunities for the public and our staff to use Gaelic are promoted, in support of the National Gaelic Language Plan 2018-23 aim that Gaelic is used more often, by more people and in a wider range of situations.

**PLAN COMMITMENTS**

The University has focused our aims on levels of provision and building capacity across our staff and student community in a manner we believe will be instrumental in enhancing the use of Gaelic, the learning of Gaelic and Promoting a Positive Image of Gaelic.

Building on this base, and following implementation and evaluation of the effectiveness of our plan, we would hope to enhance our level of support and provision. In our view it is critical that our GLP is realistic, deliverable and proportionate to our current level of Gaelic provision. Core to this is that we want to ensure that we can deliver on the commitments within our GLP; underpinned by an ongoing commitment to future enhancement of Gaelic's identity and status at Strathclyde.

**High Level Aims****Increasing the Use of Gaelic:**

High-level Aim	To extend opportunities to all staff to engage with the Gaelic language, both informally and formally.
Desired Outcome	Increased opportunities for the university community to engage with Gaelic language and culture.
Current Practice	Opportunities exist but not promoted in a coordinated and systematic manner.
Actions Required	Increased Gaelic language presence on website.  Sharing of Gaelic culture and language related activities through internal staff and student communication channels.
Target Date	Year 2 of the GLP onwards
Responsibility	Gaelic Language Plan Implementation and Monitoring Group, Human Resources and Communications and Marketing

High-level Aim	That Gaelic has a high status on the University of Strathclyde's website, and where information about Gaelic courses appears, this is prominent and easily accessible.
Desired Outcome	Provision of Gaelic and bilingual information and content on the university website.
Current Practice	No current Gaelic content on University website.
Actions Required	A detailed review of the content on our website will be conducted to identify pages for translation. Priority will be given to the pages with the highest potential reach along with all pages that hold information on any of the Gaelic courses we offer.  Development of Gaelic language presence on university website.
Target Date	Year 2 of the GLP onwards
Responsibility	Gaelic Language Plan Implementation and Monitoring Group, Web development team and Communications and Marketing

**Promoting a Positive Image of Gaelic:**

High-level Aim	To ensure that Gaelic is part of the vision and strategies of the University of Strathclyde
Proposed Outcome	We will report on the delivery and monitoring of the University's GLP through key strategic committees. We will ensure that Gaelic related activity is incorporated in strategic and annual planning processes.

Current Practice	Limited Gaelic reporting and planning activity at present.
Actions Required	Annual reports relating to GLP to be prepared for internal and external monitoring and forward planning purpose. This will be in addition to annual monitoring reports to Bòrd na Gàidhlig and SFC.  Gaelic related activity to be incorporated in strategic planning at institutional, faculty and school levels; particularity in relation to the School of Education and CLL.
Target Date	From Year 1 and each year thereafter.
Responsibility	Deputy Associate Principal (Learning and Teaching) and Gaelic Language Plan Implementation and Monitoring Group

High-level Aim	That all staff are informed of the Gaelic courses and pathways available at the University of Strathclyde. In particular, staff dealing with the public.
Desired Outcome	Greater awareness of the Gaelic language, culture courses and pathways available at the University of Strathclyde.
Current Practice	Limited coordination and promotion of Gaelic related activity at present.
Actions Required	The university will ensure that Gaelic language provision is promoted and that classes are offered within the CLL portfolio. The Gaelic Language Plan Implementation and Monitoring Group will coordinate this offer via CLL and in conjunction with key internal stakeholders.
Target Date	From Year 1 and each year thereafter.
Responsibility	Gaelic Language Plan Implementation and Monitoring Group, CLL, Human Resources and OSDU.

High-level Aim	That the “Scottish Gaelic Association - The University of Strathclyde” and StrathUnion Comunn Gàidhlig are promoted and supported.
Desired Outcome	Greater engagement with and support for “Scottish Gaelic Association - The University of Strathclyde” and StrathUnion Comunn Gàidhlig.
Current Practice	Limited engagement with Scottish Gaelic Association - The University of Strathclyde and StrathUnion Comunn Gàidhlig at present.
Actions Required	Establish communication channels and information exchange with Invite StrathUnion Comunn Gàidhlig representation on Gaelic Language Plan Implementation and Monitoring Group,
Target Date	From Year 1 and each year thereafter.
Responsibility	Gaelic Language Plan Implementation and Monitoring Group, Comunn Gàidhlig and StrathUnion.

**Increasing the Learning of Gaelic:**

High-level Aim	That proactive support is available for students undertaking BA and PDGE courses in subjects through the medium of Gaelic, including support for students moving from secondary education.
Desired Outcome	Through our School of Education, we will ensure that supplementary Gaelic language support is offered.
Current Practice	All students are supported to achieve success; pastorally, academically and professionally.
Actions Required	Additional provision will be offered via the School of education.
Target Date	Ongoing throughout the GLP and students' study.
Responsibility	School of Education, CLL and the Gaelic Language Plan Implementation and Monitoring Group.

Along with the above, approved, high-level aims, we are also committing to the implementing the following ambitions:

Ambition	To establish a voluntary register of Gaelic speaking staff who can assist with the University's work in support of the GLP.
Desired Outcome	Establishment of a register of Gaelic capacity within the University's staff complement.
Current Practice	No register currently kept.
Actions Required	Invitation to staff to opt into a Gaelic Speakers' register. Collation of register.
Target Date	Register to be developed during Year 1 of the GLP.
Responsibility	Gaelic Language Plan Implementation and Monitoring Group, Human Resources and Communications and Marketing.

Ambition	To provide Gaelic language classes to staff, students and the general public through our Centre for Lifelong Learning.
Desired Outcome	Through our Centre for Lifelong Learning we will ensure that Gaelic languages classes are always offered, irrespective of the range of requests for other languages.
Current Practice	The current programme operates annually but the language offer is in response to student demand.
Actions Required	The university will ensure that Gaelic languages classes are always offered within the overall CLL portfolio. The Gaelic Language Plan Implementation and Monitoring Group will coordinate this offer via CLL and in conjunction with key internal stakeholders.
Target Date	From Year 1 and each year thereafter.
Responsibility	Gaelic Language Plan Implementation and Monitoring Group to coordinate with CLL and StrathUnion.

Ambition	To promote the use and image of the Gaelic language at the University of Strathclyde
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Proposed Outcome	Through delivery of the actions underpinning delivery of the University's GLP we will coordinate, highlight, promote and share a range of activities and examples with the University community and external partners as appropriate.
Current Practice	No coordinated activity or oversight at present.
Actions Required	Overview of current activity to be established and coordinated by the Gaelic Language Plan Implementation and Monitoring Group
Target Date	From Year 1 and each year thereafter.
Responsibility	Deputy Associate Principal (Learning and Teaching) and Gaelic Language Plan Implementation and Monitoring Group

**Corporate Service Aims****Status**

Desired Outcome	<b>Establish a Gaelic Language Plan Implementation and Monitoring Group.</b>
Current Practice	No current Gaelic-focused working group in existence
Actions Required	Establishment of group; terms of reference, operations and membership. Oversight and implementation of the GLP. The group will meet a minimum of four times per year.
Target Date	The Gaelic Language Plan Implementation and Monitoring Group's first meeting took place in August 2021.
Responsibility	Deputy Associate Principal (Learning and Teaching).

Desired Outcome	<b>Logo and brand</b> Develop a Gaelic version of the corporate logo.
Current Practice	We do not currently have logo and branding in Gaelic
Actions Required	Development of a bilingual corporate logo. Upon renewal of branding consideration will give to the development of a bilingual logo. Until major rebranding we will create Gaelic logo for interim use.
Target Date	To be developed during Year 2 of the GLP. Implementation from Year 3 onwards.
Responsibility	Communications and Marketing and Gaelic Language Plan Implementation and Monitoring Group.

Desired Outcome	<b>Signage</b> Develop a policy to include Gaelic signage as appropriate in our signage renewal process.
Current Practice	The University does not currently have Gaelic signage.

Actions Required	The University will develop a policy for signage renewal to ensure that prominent signage should be rendered bilingual, with equal respect for Gaelic and English. Gaelic signage to be included in signage renewal in accordance with revised policy.
Target Date	To be developed during Years 2 and 3 of the GLP with ongoing implementation thereafter.
Responsibility	Estates Services, Estates Committee and Gaelic Language Plan Implementation and Monitoring Group.

**Communicating with the Public**

Desired Outcome	<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.
Current Practice	No provision currently offered.
Actions Required	We will develop a policy to support staff in dealing with communication in Gaelic.  Communication received in Gaelic will be responded to in Gaelic.  We will promote that we welcome communication in Gaelic to the public through our website and social media channels.
Target Date	Policy to be developed during Year 1 of the plan for implementation from year 2 onwards.
Responsibility	Communications and Marketing, Human Resources and Gaelic Language Plan Implementation and Monitoring Group.

Desired Outcome	<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.
Current Practice	No provision currently offered.
Actions Required	We will develop a policy to support staff in dealing with communication in Gaelic.  We will use the results of the Gaelic skills audit to identify current capacity and inform plans for service provision.  Staff will be offered opportunities to develop their Gaelic Skills through our annual development review process.  We will promote that we welcome communication in Gaelic to the public through our website and social media channels.

Target Date	This will be developed in Years 2 and 3 of the plan following completion of the internal capacity audit.
Responsibility	Faculties, Communications and Marketing, Human Resources and Gaelic Language Plan Implementation and Monitoring Group.

Desired Outcome	<b>Promotion</b> Positive message that communication from the public in Gaelic is always welcome.
Current Practice	Not covered.
Actions Required	Standard email signature text to be developed to include a positive message that communication in Gaelic is welcome.  The use of the email signature will be promoted to all staff.
Target Date	From Year 1 and each year thereafter.
Responsibility	Gaelic Language Plan Implementation and Monitoring Group.

## Information

Desired Outcome	<b>Social Media</b> Gaelic content distributed regularly through social media, guided by the level of actual and potential users.
Current Practice	Currently no coordinated provision
Actions Required	At least 10 posts will be distributed on our social media platforms annually.
Target Date	From Year 1 and each year thereafter.
Responsibility	School of Education, CLL, Communications and Marketing, StrathUnion and Gaelic Language Plan Implementation and Monitoring Group

Desired Outcome	<b>Exhibitions</b> Opportunities to deliver public exhibitions in Gaelic and English should be explored on a regular basis, with priority given to those with the highest potential impact.
Current Practice	No current oversight of provision.

Actions Required	We will work in partnership with Strath Union to deliver at least 1 Gaelic exhibition annually.
Target Date	From Year 1 and each year thereafter.
Responsibility	School of Education, CLL, Communications and Marketing and Gaelic Language Plan Implementation and Monitoring Group

Desired Outcome	<b>Public meetings</b> Opportunities to hold some public meetings and relevant events bilingually or in Gaelic are regularly explored and promoted.
Current Practice	Consideration is given to bilingual or Gaelic meetings where appropriate. For example, Open days for Gaelic / Gaelic Medium Teacher Education programmes and “in service” activities.
Actions Required	Adjust guidance to staff to include information on Gaelic and bilingual provision for meetings; particularly in relation to the promotion of Gaelic medium teacher education.
Target Date	From Year 1 and each year thereafter.
Responsibility	School of Education and CLL.

Desired Outcome	<b>News releases</b> News releases related to Gaelic are circulated in both English and Gaelic.
Current Practice	No existing provision
Actions Required	Establish a process whereby Gaelic related press releases are circulated in both Gaelic and English (e.g. launch of GLP). Identify a Gaelic-speaking staff member as the University’s representative for Gaelic media.
Target Date	From Year 1 and each year thereafter.
Responsibility	School of Education and Communications and Marketing and Gaelic Language Plan Implementation and Monitoring Group.

Desired Outcome	<b>Corporate Publications</b> Publications relating to our Gaelic medium teacher education will be available bilingually
Current Practice	Gaelic medium teacher publications are currently available.
Actions Required	Continue current practice and develop Gaelic language publications in line with GLP implementation.
Target Date	From Year 1 and each year thereafter.
Responsibility	School of Education, Marketing and Communications



**Staff**

Desired Outcome	<b>Internal Gaelic Capacity Audit</b> The University will conduct an internal audit of Gaelic skills and training needs through the life of each plan.
Current Practice	No provision currently in place.
Actions Required	Conduct a Gaelic capacity audit and use the outcomes of this to develop training provision.
Target Date	Audit to completed during Year 1 of the GLP.
Responsibility	Gaelic Language Plan Implementation and Monitoring Group, Human Resources and Organisation and Staff Development Unit (OSDU).

Desired Outcome	<b>Induction</b> Knowledge of the university's Gaelic Language Plan included in new staff inductions.
Current Practice	No provision currently in place.
Actions Required	We will include a section on the Gaelic Language Plan which will include roles and responsibilities for its implementation which will be embedded into the induction process.
Target Date	From Year 1 and each year thereafter.
Responsibility	Gaelic Language Plan Implementation and Monitoring Group and University's Organisation and Staff Development Unit (OSDU).

Desired Outcome	<b>Awareness training</b> Gaelic awareness training will be offered to staff.
Current Practice	No provision currently in place.
Actions Required	2 Gaelic awareness sessions will be offered annually to staff.
Target Date	From Year 1 and each year thereafter.
Responsibility	Gaelic Language Plan Implementation and Monitoring Group, Human Resources and Organisation and Staff Development Unit (OSDU).

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	No formal mechanism in place
Actions Required	The University will: Establish a register of posts where Gaelic is named as an essential and / or desirable requirement. Develop guidance on the development of bilingual job descriptions with Human Resources. Ensure that for posts where Gaelic is identified as an essential skill, the interview panel includes at least one Gaelic speaker.  The University will identify a range of posts where Gaelic will feature as a desirable skill.
Target Date	To be developed during Year 2 of the GLP. Implementation from Year 3 onwards.
Responsibility	Human Resources, Gaelic Language Plan Implementation and Monitoring Group

Desired Outcome	<b>Recruitment</b> Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
Current Practice	No formal mechanism in place
Actions Required	Advertise on a bilingual basis for posts where Gaelic is an essential skill.
Target Date	To be developed during Year 2 of the GLP. Implementation from Year 3 onwards.
Responsibility	Human Resources, School of Education and CLL.
Desired Outcome	<b>Language training</b> Staff will be able to apply for subsidised places on our Centre for Lifelong Learning Gaelic courses. Staff can also be directed to self-directed study options.
Current Practice	No subsidy currently available
Actions Required	Budget will be allocated for staff support.  The availability of these opportunities will be promoted to staff through internal communications at the start of each semester.
Target Date	Developed during Year 2 of the GLP with ongoing promotion throughout the GLP.
Responsibility	Gaelic Language Plan Implementation and Monitoring Group to coordinate with CLL.

Desired Outcome	<b>Language training</b> As part of joint programme with the University students are able to apply for places on our Centre for Lifelong Learning language courses. We will ensure that Gaelic languages classes are always offered, irrespective of the range of requests for other languages.
Current Practice	Programme operates annually but the language offer is in response to student demand.
Actions Required	The university will ensure that Gaelic languages classes are always offered within the overall CLL portfolio. The Gaelic Language Plan Implementation and Monitoring Group will coordinate this offer via CLL and in conjunction with key internal stakeholders.
Target Date	Developed during Year 2 of the GLP with ongoing promotion throughout the GLP.
Responsibility	Gaelic Language Plan Implementation and Monitoring Group to coordinate with CLL and Strath Union.

**Gaelic Language Corpus**

Desired Outcome	<b>Gaelic Orthographic Conventions</b> The most recent Gaelic Orthographic Conventions will be followed in relation any written materials produced by the University.
Current Practice	No formal mechanism in place.
Actions Required	We will ensure the accuracy of any communications / publications ahead of publication / issue.
Target Date	From Year 1 and each year thereafter.
Responsibility	Gaelic Language Plan Implementation and Monitoring Group.

Desired Outcome	<b>Place-names</b> Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used as required.
Current Practice	Ainmean-Àite na h-Alba is consulted as appropriate
Actions Required	We will ensure the accuracy of any communications / publications ahead of publication / issue.
Target Date	From Year 1 and each year thereafter.
Responsibility	Gaelic Language Plan Implementation and Monitoring Group.

**PUBLICATION****Publishing and Publicising the Plan****Internal**

The approved plan will be highlighted in “Inside Strathclyde”; the University’s weekly news and communications platform and published on the University’s web site. Promotion of the plan to our student community will be actioned through joint communication with StrathUnion.

**External**

The University of Strathclyde’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 supporting 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
- publicise the plan through a variety of social media platforms
- make hard copies available on request

**RESOURCING THE PLAN**

The actions outlined in this plan will be resourced through the University’s mainstream budget planning process. The Gaelic Language Plan Implementation and Monitoring Group will also consider and coordinate opportunities for additional funding for their work.

**MONITORING THE PLAN**

The Gaelic Language Plan Implementation and Monitoring Group will compile an annual progress and monitoring report for the University’s Education Strategy Committee. Once approved the report will be shared with other internal committees and groups as appropriate. This annual report will also be shared with Bòrd na Gàidhlig.

**THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY****Overall Responsibility for the Plan**

The Deputy Associate Principal (Learning and Teaching) has overall responsibility for preparation, delivery and monitoring of the University of Strathclyde’s Gaelic Language Plan. Contact details are as follows: -

NAME: Brian Green

POSITION: Deputy Associate Principal (Learning and Teaching)

NAME OF ORGANISATION: University of Strathclyde

ADDRESS: Senior Officers Suite, Royal College Building, 204 George Street, Glasgow, G1 1XW

TELEPHONE NUMBER: 0141 548 4319

E-MAIL ADDRESS: [b.green@strath.ac.uk](mailto:b.green@strath.ac.uk)

**Day to day Responsibility for the Plan**

The Head of the School of Education has day-to-day responsibility for the delivery and monitoring of the University of Strathclyde's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

NAME: Linda Brownlow

POSITION: Head of School of Education

DEPARTMENT: School of Education

NAME OF ORGANISATION: University of Strathclyde

ADDRESS: Faculty of Humanities & Social Sciences, Lord Hope Building, 141 St James Road, Glasgow G4 0LT

TELEPHONE NUMBER: 0141 444 8193

E-MAIL ADDRESS: [linda.brownlow@strath.ac.uk](mailto:linda.brownlow@strath.ac.uk)

**Gaelic Language Plan Implementation and Monitoring Group**

To ensure that the Gaelic language plan is embedded across the University of Strathclyde we will establish a Gaelic Language Plan Implementation and Monitoring Group, consisting of staff from across the university with responsibility for developing, implementing and monitoring different aspects of the plan.

The Gaelic Language Plan Implementation and Monitoring Group is the key forum for oversight and monitoring of the University's Gaelic Language Plan and related activity.

**Gaelic Language Plan Implementation and Monitoring Group: Terms of Reference**

1. To monitor the development and implementation of the University's Gaelic Language Plan.
2. To provide an annual report on the University's Gaelic Language Plan to the Education Strategy Committee.
3. To contribute to the preparation of Gaelic language related reporting for the University's Outcome Agreement with the Scottish Funding Council.
4. To have oversight of institutional Gaelic Language focused activity (existing and planned).
5. To monitor the offer and uptake of Gaelic Language classes for staff and students.
6. To consider the implications of any Gaelic Language statutory and regulatory for the University.
7. To review documentation and other public information produced for students and other stakeholders and make appropriate recommendations.
8. To meet annually with Bòrd na Gàidhlig staff to review progress relative to the Gaelic Language Plan and to receive and share relevant updates and information.

**Gaelic Language Plan Implementation and Monitoring Group: Operations**

1. The Gaelic Language Plan Implementation and Monitoring Group shall meet at least four times per year in the first instance.
2. Meetings will be organized and supported by the office of the Deputy Associate Principal (Learning and Teaching).
3. The Gaelic Language Plan Implementation and Monitoring Group will report, in the first instance to the Education Strategy Committee. Reports to other groups and committees will be provided as requested.

**Gaelic Language Plan Implementation and Monitoring Group: Membership**

<b>Rationale for Representation</b>	<b>Membership</b>
<b>Convener</b>	Brian Green; (Deputy Associate Principal; Learning & Teaching) or nominee.
<b>Academic Provision</b>	Head of the School of Education or nominee. (Vice Convener)
<b>Gaelic Teacher Education</b>	Member of the Gaelic / Gaelic Medium Teacher Education team.
<b>Language Class Provision</b>	Head of the Centre for Lifelong Learning or nominee.
<b>Education Enhancement</b>	Member of the Education Enhancement Team.
<b>Student Experience</b>	Support and Wellbeing Manager, Student Support and Development.
<b>Strath Union</b>	Member of the Strath Union Student Executive.
<b>Information and Communications</b>	Member of the Marketing and Communications team with responsibility for public information provision.
<b>SFC Reporting</b>	Member of the Strategy and Policy Directorate with responsibility for SFC Outcome Agreement reporting.
<b>By Invitation</b>	Other members of University staff may be invited to contribute to the discussions as appropriate.

**APPENDIX****Appendix 1: Public Consultation**

The University of Strathclyde's Gaelic language plan (GLP) has been developed in consultation with staff and students and approved by Education Strategy Committee and University Senate.

Public consultation on the GLP took place in January and February 2021. This Appendix provides a summary of the responses and key findings from the consultation.



## **Appendix 1**

### **University of Strathclyde Gaelic Language Plan (2021-2026)**

#### **PUBLIC CONSULTATION RESULTS (06 January – 18 February 2021)**



## Introduction

The University of Strathclyde's Gaelic language plan (GLP) 2021-26 has been developed in consultation with staff and students and approved by Education Strategy Committee and University Senate.

Public consultation on the GLP took place in January and February 2021. This report provides a summary of the responses and key findings from the consultation. The report will be shared with Bòrd na Gàidhlig as a supplement to the GLP. The report will also be reviewed by the University's Gaelic Language Plan Implementation and Monitoring Group to help inform future actions and activities.

## Methodology

The GLP sets out the University of Strathclyde's proposed actions over the period 2021-26 in support of the National Gaelic language plan. It has been prepared with input and contributions from key stakeholders across the university. These include the School of Education (the host School for our academic programmes in Gaelic Language Education), the Centre for Lifelong Learning (the provider of open Gaelic Language classes) along with colleagues in the Student Experience Directorate.

The GLP has been reviewed and approved by the University's Senate and Education Strategy Committee. These committees have extensive representation from across all of Strathclyde's four faculties, students (Strath Union) and Professional Services Directorates.

In addition, public consultation on the University of Strathclyde's Gaelic language plan (GLP) 2021-26 took place on line in January between 06 January and 18 February 2021. The online consultation survey was accessed through hyperlinks in communications and through news items on the University's web site and "Inside Strathclyde"; the University's weekly news and communications platform. These opportunities to engage with the survey were promoted and accessible throughout the consultation period. In addition, key external stakeholders were notified regarding the consultation and sent links to the GLP and the online consultation survey. The results from the consultation follow.

## Results

In total 38 responses were received, although not all participants responded to each question. Given the limited numbers, a detailed statistical overview and analysis is not possible. The results for each section are presented below in graph and tabular form. The corresponding, free text comments for each section are also presented in full.

Whilst the numbers are small, it is clear that in all sections of the GLP respondents appear very positive regarding the proposals. This is especially encouraging as the majority of participants (74%) are Strathclyde staff and students. This indicates that the plan's proposals sit well with the University community. For all questions and within each of the sections in the consultation survey the proposals are very strongly supported as indicated by respondents who either agree or strongly agree with planned approach and actions.

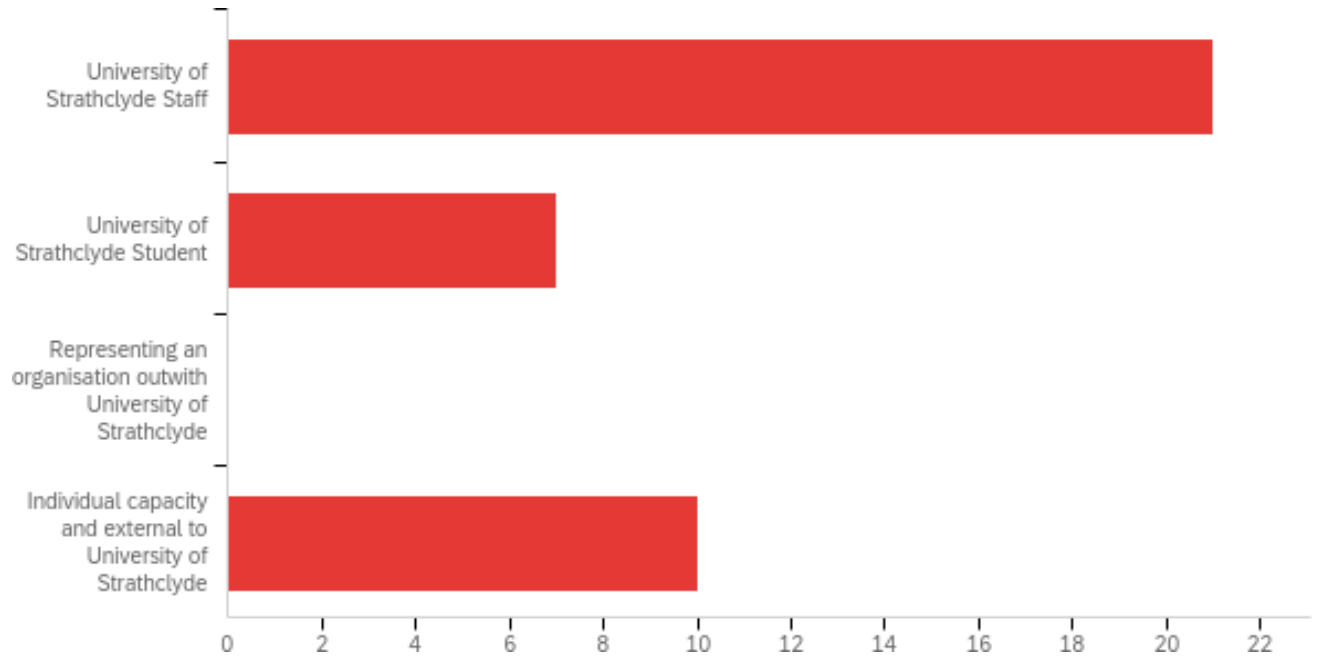
## Summary Results

Proposed GLP Aim / Action	% Agree / Strongly Agree
Increase the Use of Gaelic	92.00
Increase the Learning of Gaelic	87.50
Promote a Positive Image of Gaelic	91.30
Corporate Service Aims	86.36
Public communication	95.24
University Staff and their development	95.00

Collectively these results provide clear indication that the GLP's proposals sit well with the University community.

### Detailed Results: University of Strathclyde Gaelic Language Plan Survey

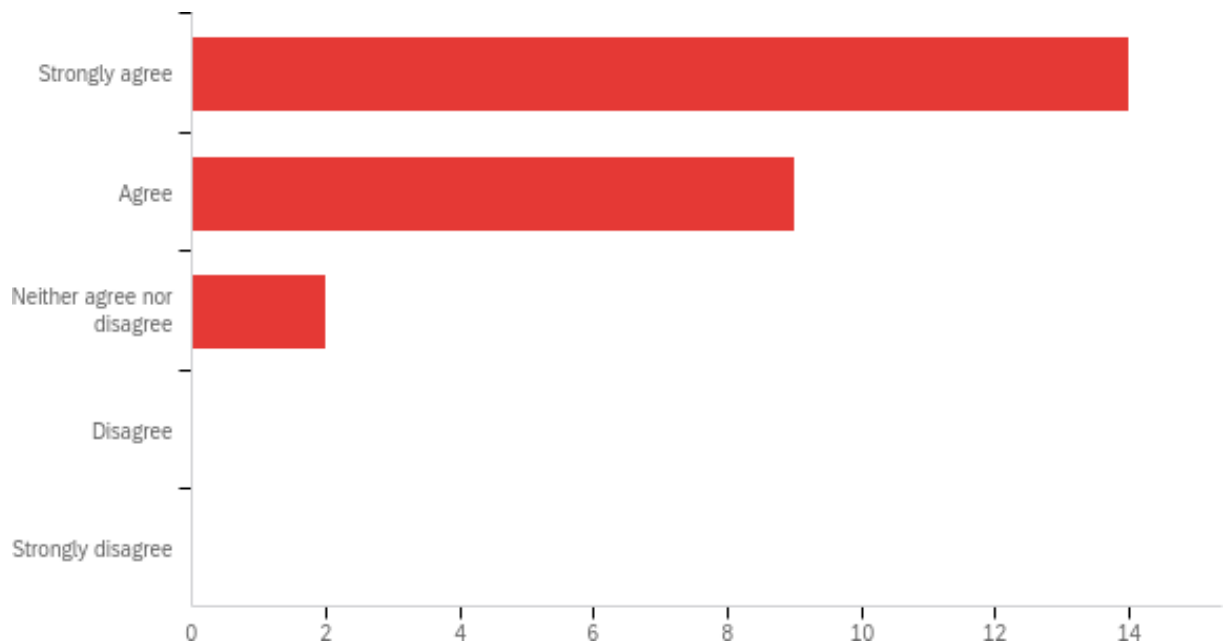
#### Q2 - I am participating in this consultation in the following capacity:



**Table 1: Participant Details**

Answer	%	Count
University of Strathclyde Staff	55.26%	21
University of Strathclyde Student	18.42%	7
Representing an organisation outwith University of Strathclyde	0.00%	0
Individual capacity and external to University of Strathclyde	26.32%	10
Total	100%	38

**Q3 - Do you agree that the aim identified in the GLP around the theme of Increasing the Use of Gaelic (page 8) is appropriate?**



**Table 2: GLP Aims to Increase the Use of Gaelic**

Answer	%	Count
Strongly agree	56.00%	14
Agree	36.00%	9
Neither agree nor disagree	8.00%	2
Disagree	0.00%	0
Strongly disagree	0.00%	0
Total	100%	25

**Q4 - If you have any comments on the theme of Increasing the Use of Gaelic, please add them here:**

**Table 3: Comments on the theme of Increasing the Use of Gaelic**

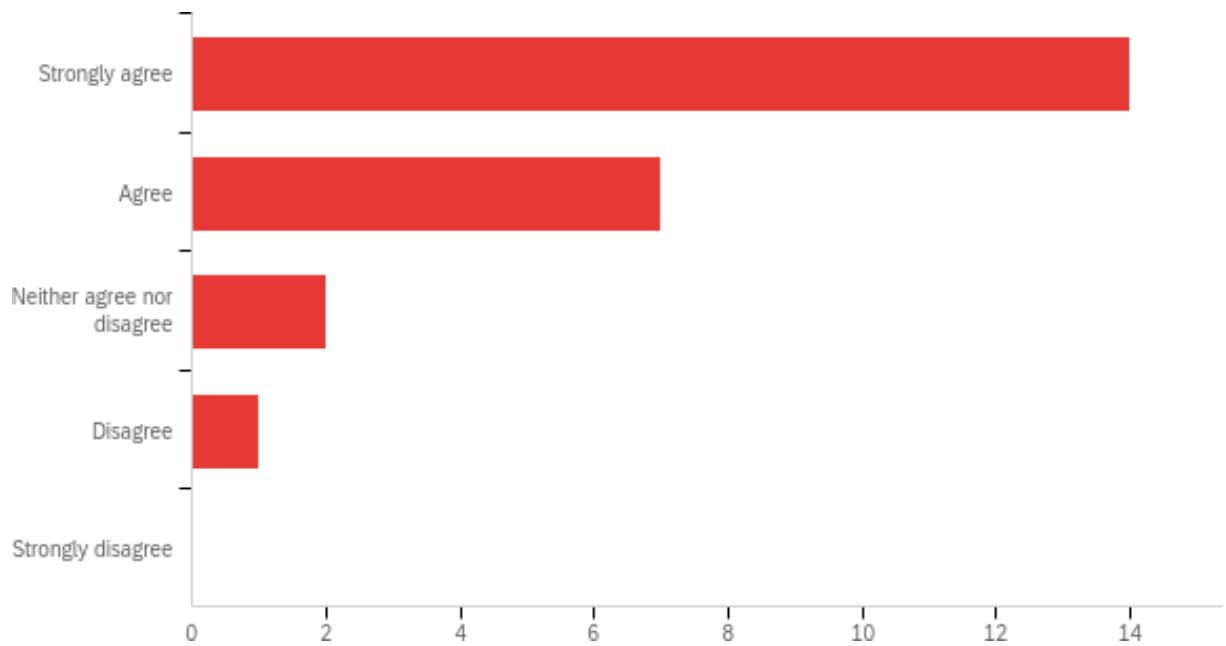
As a former student (engineering), facilitation of a network or meetings amongst Gaelic speaking students would also be welcomed, and university-wide as opposed to limited to GME teachers.

Gaelic speaking registry isn't enough also need specific opportunities to speak Gaelic such as a Gaelic cafe or lunch time drop in meetings as happen in Glasgow Uni.

Great, but I'd like to see awareness of stuff other than BnG, such as Misneachd Alba, w.r.t the use of Gaelic. I would like to be able to request resources in Gaelic.

I would like to see the plan include aspects of Gaelic as used in Ireland and in the Irish Gaeltacht areas.

**Q5 - Do you agree that the aim identified in the GLP around the theme of Increasing the Learning of Gaelic (page 8) is appropriate?**

**Table 4: GLP aims to increase the Learning of Gaelic**

Answer	%	Count
Strongly agree	58.33%	14
Agree	29.17%	7
Neither agree nor disagree	8.33%	2
Disagree	4.17%	1
Strongly disagree	0.00%	0
Total	100%	24

**Q6 - If you have any comments on the theme of Increasing the Learning of Gaelic, please add them here:**

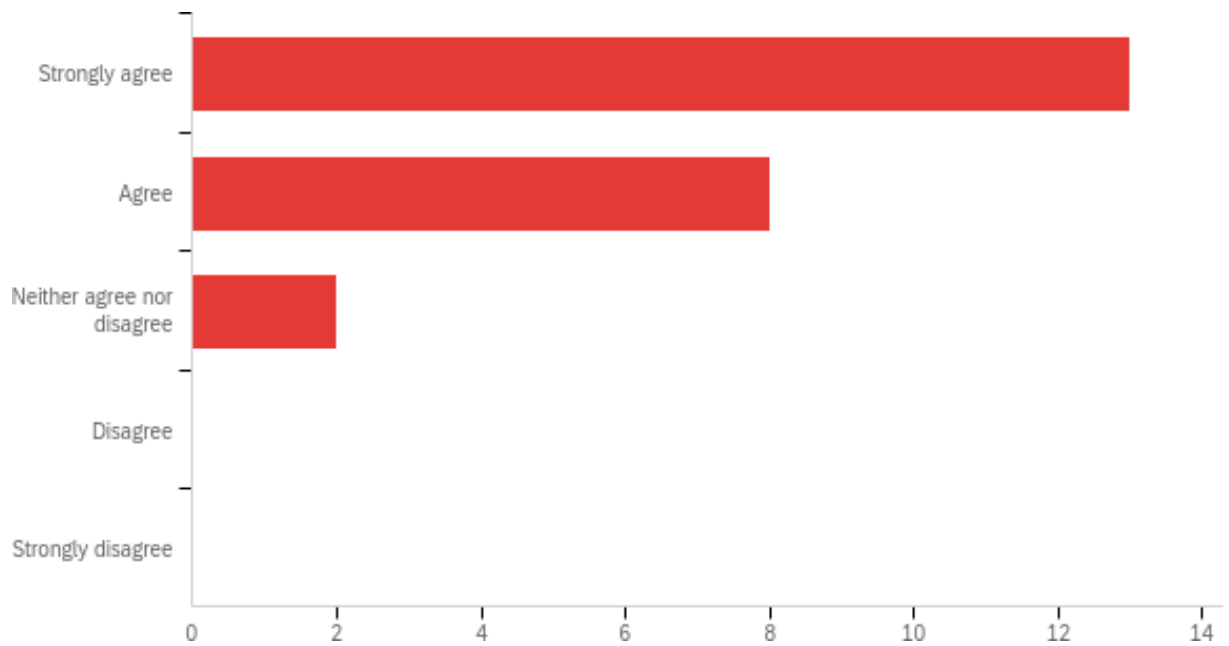
**Table 5: Comments on the theme of Increasing the Learning of Gaelic**

It's been a while since I checked but only beginner's level classes were provided last time I looked. There is a lack of progression from beginner to advanced or fluent

I am disappointed that you no longer run Gift courses.

I'd like to see more education of Gaelic - maybe offering electives to students and staff.

**Q7 - Do you agree that the aim identified in the GLP around the theme of Promoting a Positive Image of Gaelic (page 10) is appropriate?**

**Table 6: GLP aims to Promote a Positive Image of Gaelic**

Answer	%	Count
Strongly agree	56.52%	13
Agree	34.78%	8
Neither agree nor disagree	8.70%	2
Disagree	0.00%	0
Strongly disagree	0.00%	0
Total	100%	23

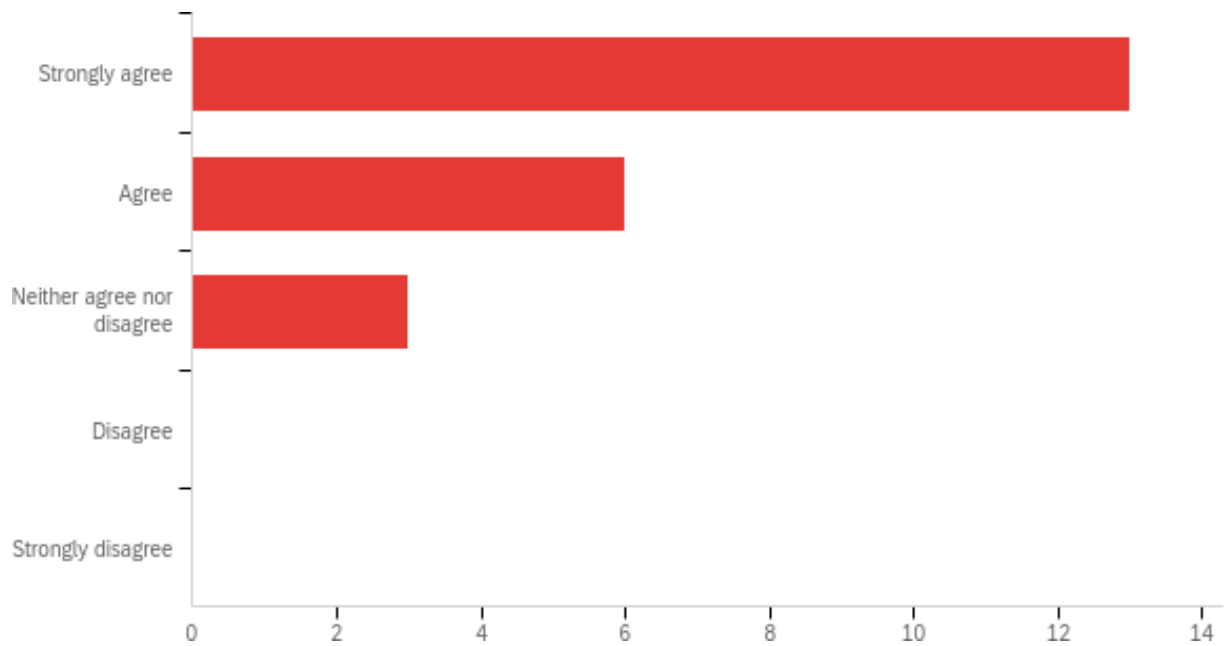
**Q8 - If you have any comments on the theme of Promoting a Positive Image of Gaelic, please add them here:**

**Table 7: Comments on the theme of Promoting a Positive Image of Gaelic**

The positive image should be promoted around Gaelic games and Music as in Ireland.

I trust that the proposals will be carried out and are not merely a list of platitudes.

**Q9 - Do you agree that the Corporate Service Aims (page 11) identified in the GLP are appropriate?**

**Table 8: GLP Corporate Service Aims**

Answer	%	Count
Strongly agree	59.09%	13
Agree	27.27%	6
Neither agree nor disagree	13.64%	3
Disagree	0.00%	0
Strongly disagree	0.00%	0
Total	100%	22

**Q10 - If you have any comments on the Corporate Service Aims, please add them here:**

**Table 9: Comments on the Corporate Service Aims**

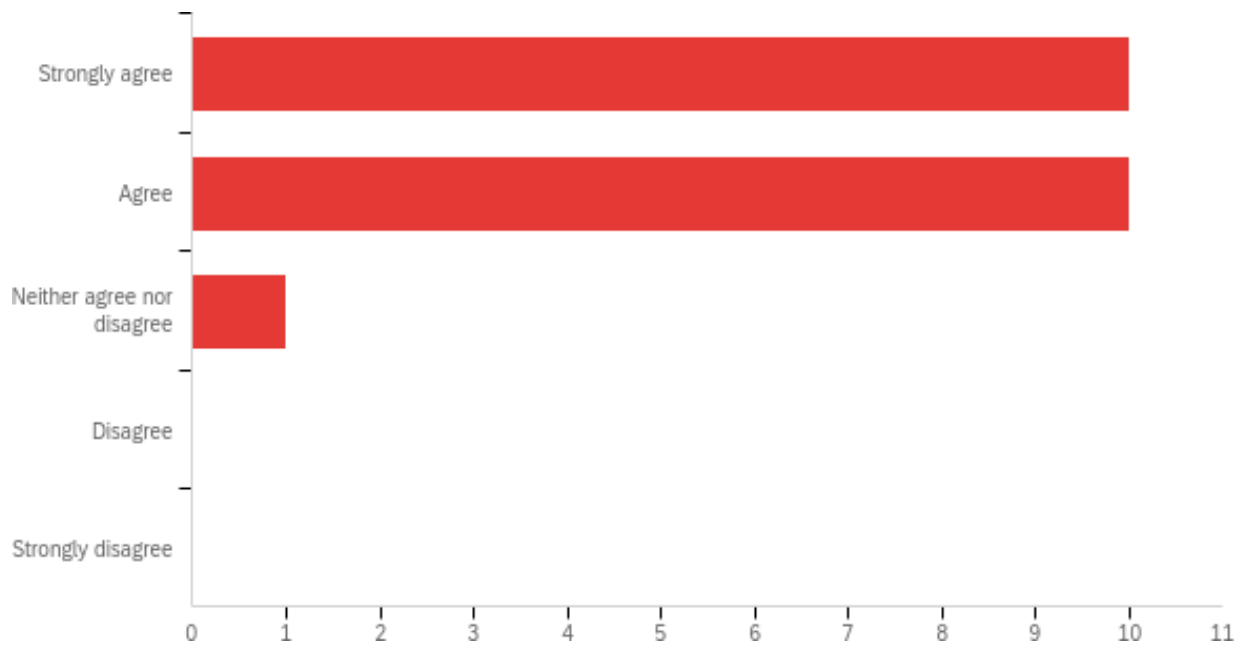
The steering group is a very good idea

This could go further to include translation of the public-facing homepage.

It would be nice to have an Oilthigh Shrath Chluaidh logo

Would be nice if the Gaelic usage was alongside the English on all branding rather than just as a small group or individual feels is appropriate. Gaelic was and is a huge part of Scotland's neglected culture and it should be given at very least an equal footing with English.

**Q11 - Do you agree that the aims associated with public communication (pages 11 and 12) identified in the GLP are appropriate?**

**Table 10: GLP aims associated with public communication**

Answer	%	Count
Strongly agree	47.62%	10
Agree	47.62%	10
Neither agree nor disagree	4.76%	1
Disagree	0.00%	0
Strongly disagree	0.00%	0
Total	100%	21

**Q12 - If you have any comments on the aims associated with public communication, please add them here:**

**Table 11: Comments on the aims associated with public communication**

I would particularly agree with bilingual printing of communications regarding Gaelic. Public meetings should similarly be bilingual where it is appropriate, not just for the sake of it.

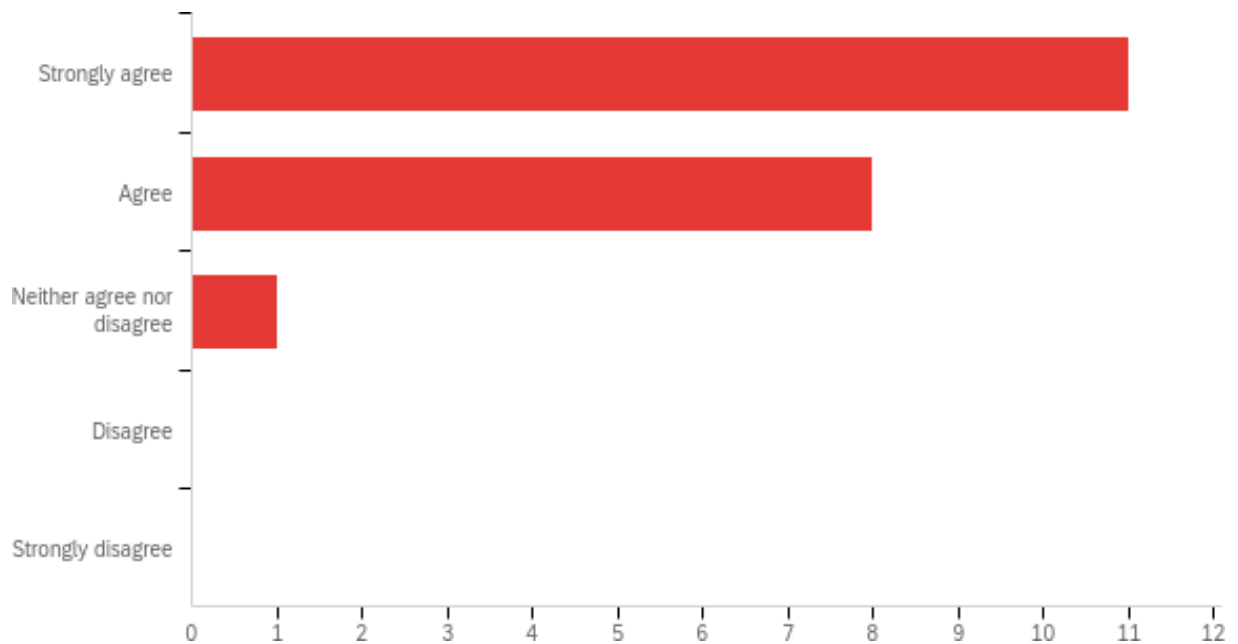
A Gaelic medium open day is an excellent idea! Even if it's only part of a much wider open day, an ability to see around the University with a Gaelic medium guide would put the University in a very strong position to compete for admissions.

The appointment of a full time Gaelic Officer would ensure the promotion of the language.

I agree, and this should be extended internally too. I should be able to speak to someone in Gaelic when accessing resources etc. The initiative should not be confined to the Education School - all communications should be available in Gaelic.

Promotion of events is very important and should not be restricted or limited to a niche audience, it should be broad to help encourage and promote the language, culture and opportunities.

**Q13 - Do you agree that the aims associated with University Staff and their development (pages 12 and 13) identified in the GLP are appropriate?**



**Table 12: GLP aims associated with University Staff and their development**

Answer	%	Count
Strongly agree	55.00%	11
Agree	40.00%	8
Neither agree nor disagree	5.00%	1
Disagree	0.00%	0
Strongly disagree	0.00%	0
Total	100%	20

**Q14 - If you have any comments on the aims associated with University staff and their development, please add them here:**

**Table 13: Comments on the aims associated with University staff and their development.**

Places on language training is good but again progression beyond absolute beginner level is essential.

Classes at various levels need to be offered.

I fully support the sentiment of this and would prefer if classes are run outwith 'normal' hours to support even full-time staff to attend. I think staff already have a discount on CLL courses as one of our benefits - could a subsidy cover the remaining cost, or alternately be distributed among a greater number of people to make the most of this existing discount?



There should be some focus put towards making folk aware of the importance of Gaelic in Glasgow's (and Scotland's) history
I am currently learning Gaelic using DuoLingo, and would love to use it more in the workplace. It would be good if any learning opportunities were online and live, via Zoom/Teams.
A Gaelic only space may be nice, even if it starts as one afternoon a week at a specific location where staff and or students are actively encouraged to only communicate and use Gaelic in a certain area.

## Conclusions and Next Steps

Collectively these results provide clear indication that the GLP's proposals sit well with the University community.

Whilst the quantitative responses are informative, the qualitative, free text comments are also insightful and constructive.

The overall report and survey findings will be reviewed by the University's Gaelic Language Plan Implementation and Monitoring Group to inform future actions and activities and help progress the GLP.

## Acknowledgments

The University of Strathclyde would like to thank all who responded to this consultation. These contributions will help the University and the Gaelic Language Plan Implementation and Monitoring Group further develop, enhance and implement the Gaelic Language Plan. Thanks are also due to colleagues in the University's Communications Team for supporting the consultation and to the Surveys Team for collating and analysing the responses.

## Geàrr-iomradh air Adhartas le Eagran 2 de Phlana Gàidhlig Riaghaltas na h-Alba

- Tha Riaghaltas na h-Alba air adhartas a dhèanamh le bhith a' cumail taic ri ùghdarrasan ionadail, buidhnean Gàidhlig agus buidhnean eile le maoineachadh cunbhalach gus fàs a thoirt air ionnsachadh agus cleachdadh na Gàidhlig. Mar eisimpleir, MG ALBA agus Sabhal Mòr Ostaig.
- Thàinig stiùireadh ùr bhon Riaghaltas a tha a' toirt fios do dh'ùghdarrasan poblach air mar a bhios aca ri measadh a dhèanamh air a' bhuaidh air a' Ghàidhlig taobh a-staigh Measaidhean Buidh Coimhearsnachd nan Eilean. Tha an t-adhartas seo a' cur gu mòr ri Plana Nàiseanta nan Eilean agus bheireadh seo buaidh air a' chànan sna na h-Eileanan.
- Thathar air adhartas fhaicinn le fàs ann am foillsichidhean dà-chànanach agus atharrachadh ann am poileasaidhean co-cheangailte ris a' Ghàidhlig. Mar eisimpleir – tro àm a' ghalair lèir-sgaoilte, chaidh comhairle foghlaim fhoillseachadh gus taic a chumail ri solar foghlam tro mheadhan na Gàidhlig tro àm a' ghlasaidh-sluaigh.
- Tro eagrain 2 de phlana Gàidhlig an Riaghaltais, thathar air a bhith a' gabhail cheumannan a bharrachd gus an cànan àbhaisteach anns gach roinn den Riaghaltais. 'S urrainnear seo fhaicinn le fàs air cleachdadh na Gàidhlig air na meadhan sòisealta, ann am foillsichidhean corporra agus brathan naidheachd.
- Tron eagrain seo, thathar air adhartas a dhèanamh le bhith a' toirt fàs air an àireimh de luchd-obrach a tha a' faighinn cothroman trèanaidh ann am mothachadh Gàidhlig agus sgilean Gàidhlig. Tha an trèanadh seo air àbhaisteachadh ann am pròiseas inntrigidh an Riaghaltais.
- Thathar ag aithneachadh gu bheil Riaghaltas na h-Alba, leis an fhios a tha ri fhaighinn gu h-àrd agus leis an fhiosrachadh a fhuair bho na h-aithisgean dearcnachaidh airson Eagrain 2 den phlana aca, air ceumannan a gabhail gus fàs a thoirt air ionnsachadh na Gàidhlig is cleachdadh na Gàidhlig.
- Tha cothroman aig Riaghaltas na h-Alba cleachdadh na Gàidhlig a leudachadh aig ìre corporra leis an ath-eagrain den phlana aca, gu sònraichte le bhith a' cumail orra a bhith a' cleachdadh na Gàidhlig air na meadhanan sòisealta agus air an làraich-lìn aca, a bhith a' foillseachadh fiosan-naidheachd gu dà-chànanach agus le bhith ag àbhaisteachadh a' chànan am broinn nam poileasaidhean agus dòighean-obrach aca.

## Geàrr-iomradh air Adhartas le Eagran 2 de Phlana Gàidhlig Leasachadh Sgilean na h-Alba

- Tha Leasachadh Sgilean na h-Alba a' meudachadh cleachdadh na Gàidhlig le bhith a' leantainn air adhart a' libhrigeadh barrachd den t-seirbheis aca sa Ghàidhlig. Mar eisimpleir, thathar a-nis a' libhrigeadh cuid de na prìomh thoraidhean aca leithid Bun-phreantasachdan sa Ghàidhlig. Thathar a' libhrigeadh Frèamaichean sna Tràth-bhliadhnaichean agus sna Meadhanan Cruthachail is Didseatach. Thathar an dùil na cothroman seo a leudachadh gu roinn na turasachd, agus anns an roinn slàinte agus cùraim.
- Thathar air adhartas fhaicinn le fàs ann am foillsichidhean dà-chànanach agus atharrachadh ann am poileasaidhean co-cheangailte ris a' Ghàidhlig. Mar eisimpleir, chaidh stuthan margaidheachd do sgoiltean, lèirmheas bhliadhnail agus Frèamaichean ionnsachaidh fhoillseachadh gu dà-chànanach.
- Bidh Leasachadh Sgilean na h-Alba a' tabhann sheiseanan aon-ri-aon, Comhairle agus Stiùireadh Dhreuchdan ann an Gàidhlig. Tha an tairgse seo ri faighinn gu nàiseanta, agus thathar a' cleachdadh an luchd-obrach aca aig a bheil Gàidhlig agus teicneòlas gus an t-seirbheis seo a libhrigeadh.
- Ann an 2018, dh'fhoillsich Leasachadh Sgilean na h-Alba, ann an co-bhann le Bòrd na Gàidhlig agus Iomairt na Gàidhealtachd is nan Eilean, aithisg air margaidheachd obrach na Gàidhlig. Chaidh an aithisg seo a chur ri chèile gus stiùir a thoirt air mar a dh'fhaodadh na buidhnean taic a chumail ri fàs ann am margaidh obrach Gàidhlig ann an roinnean eadar dhealaichte.
- Thathar ag aithneachadh gu bheil Leasachadh Sgilean na h-Alba, leis an fhios a tha ri fhaighinn gu h-àrd agus leis an fhiosrachadh a fhuair bho na h-aithisgean dearcnachaidh airson Eagrain 2 den phlana aca, air ceumannan a ghabhail gus fàs a thoirt air ionnsachadh na Gàidhlig is cleachdadh na Gàidhlig.
- Tha cothroman aig Leasachadh Sgilean na h-Alba cleachdadh na Gàidhlig a leudachadh aig ìre corporra leis an ath-eagrain den phlana aca, gu sònraichte le bhith a' cumail orra a bhith a' cleachdadh na Gàidhlig air an làraich-lìn aca, a bhith a' foillseachadh fiosan-naidheachd gu dà-chànanach agus le bhith a' tabhainn barrachd chothroman trèanadh don luchd-obrach ann an sgilean Gàidhlig agus seiseanan mothachadh Gàidhlig.



<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	30/08/22
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	5.1

<b>Tìotal a' Phàipeir</b>	Amasan Àrd-ìre	
<b>Moladh do Bhuill</b>	Ri Aontachadh	
<b>Neach-labhairt:</b>	Christie NicIleathain, Manaidsear Planaidh	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha an Aonta</b>	<b>Seòrsachadh co-dhùnadh</b>
Stiùiriche Foghlaim	16/08/2022	Ri Aontachadh
<b>Pàipear-taice air a cheangal ris</b>	PT1 – Amasan Àrd-ìre airson E03 PGR063 Ùghdarras Pàirc Nàiseanta Loch Laomainn is nan Tròisichean PT2 - Amasan àrd ìre E03 PGR053 Sabhal Mòr Ostaig	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	A' sireadh aonta na Comataidh air amasan àrd-ìre airson eagra 03 de phlana Gàidhlig Ùghdarras Pàirc Nàiseanta Loch Laomainn is nan Tròisichean agus E03 de Phlana Gàidhlig Sabhal Mòr Ostaig.	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>2.1</b>	Chaidh an dreachd de na h-amasan àrd-ìre ann am PT1 – PT2 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 stèidhichte air na prìomhachasan anns a' Phlana Cànain Nàiseanta Gàidhlig 2018-23.	
<b>3.2</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.	
<b>3.3</b>	Gheibh an dà bhuidheann seat den na h-Amasan Seirbheisean Chorporra àbhaisteach cuideachd.	
<b>4.0</b>	<b>Moladh</b>	
<b>4.1</b>	Aire a thoirt don fhiosrachadh ann am PT1 agus PT2.	
<b>4.2</b>	Aonta a chur ris na h-amasan àrd-ìre ann am PT1 agus PT2.	
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>	
<b>5.1</b>	<b>Buidhean air Ionmhas</b> Chan eil buaidh ionmhais ann.	
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b> Cha bhi buaidh mhì-àbhaisteach ann air an luchd-obrach.	
<b>5.3</b>	<b>Buidhean air Trèanadh</b> Chan eil buaidh ann air trèanadh.	

5.4	<p><b>Ceanglaichean ri Amasan Ro-innleachdail agus Corporra</b></p> <p>Tha planaichean Gàidhlig reachdail air aon dè na prìomh dhòighean anns am bi am Bòrd a’ cur Plana Nàiseanta na Gàidhlig 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><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 seasmhach 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 seasmhach agus in-ghabhalach		’S e comann-sòisealta a th’ annainn a tha a’ dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a’ toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach		AR LUACHAN BUILEAN NÀISEANTA				Còraichean daonna	<input checked="" type="checkbox"/>	Clann	<input checked="" type="checkbox"/>	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input 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>Buaidhean air Cliù</b></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>																																				
5.7	<p><b>Buaidhean air Slàinte is Sàbhailteachd</b></p> <p>Chan eil buaidh air slàinte is sàbhailteachd</p>																																				
5.8	<p><b>Buaidhean Laghail</b></p> <p>Tha am pròiseas seo stèidhichte air na dleastanasan reachdail aig Bòrd na Gàidhlig gus Achd na Gàidhlig (Alba) 2005 a chur an gnìomh.</p>																																				
5.9	<p><b>Buaidhean air Co-ionannas</b></p> <p>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.</p>																																				
5.10	<p><b>Buaidhean air an Àrainneachd</b></p> <p>Cha bhi buaidh air an àrainneachd.</p>																																				

**Amasan Àrd-Ìre Ùghdarras Pàirc Nàiseanta Loch Laomainn is nan Tròisichean | Loch Lomond and the Trossachs National Park Authority High Level Aims****Plana Gàidhlig, Eagan 03 | Gaelic Language Plan Edition 3**

Amasan Àrd-Ìre	High-level Aims
<b>Airson an cur a-steach do dh'eagan 3 de Phlana Gàidhlig Ùghdarras Pàirc Nàiseanta Loch Laomainn is nan Tròisichean</b>	<b>For inclusion in edition 3 of Loch Lomond and the Trossachs National Park Authority Gaelic Language Plan</b>
<b>A' cleachdadh na Gàidhlig</b>	<b>Using Gaelic</b>
A' brosnachadh luchd-obrach agus luchd-tadhail a bhith a' cleachdadh na h-iomairt Cleachdail.	Encourage use of the Cleachdail initiative by staff and visitors.
A' lorg chothroman airson fastadh, a' gabhail a-steach preantasachdan agus inntearnasan pàighte, a bhiodh a' toirt fàs air cleachdadh na Gàidhlig cuide ri lìbhrigeadh amasan ro-innleachdail Ùghdarras na Pàirce Nàiseanta.	Seek potential opportunities for employment, including apprenticeships and paid internships, which would grow the use of Gaelic alongside delivery of the National Park Authority's strategic aims.
<b>Ag ionnsachadh na Gàidhlig</b>	<b>Learning Gaelic</b>
A' cruthachadh ghoireasan Gàidhlig, stèidhichte air dualchas cultarach is nàdarraich na Pàirce, ag amas air ìrean diofraichte de chomasan Gàidhlig, ann an sgoiltean is sa choimhearsnachd.	Create Gaelic resources, based on the Park's natural and cultural heritage, aimed at different levels of Gaelic proficiencies, in schools and the wider community.
<b>A' cur na Gàidhlig air adhart</b>	<b>Promoting Gaelic</b>
A' cur air dòigh is a' cumail buidheann buileachaidh is leasachaidh airson a' phlana Ghàidhlig le riochdairean bho àrd-ìre.	Establish and maintain a Gaelic language plan implementation and development group with senior representation.
A' glèidheadh, a' meudachadh is a' cur air adhart dualchas agus cultar na Gàidhlig a th' aig sgìre Ùghdarras Pàirc Nàiseanta Loch Laomainn is nan Tròisichean airson leas luchd-còmhnaidh is luchd-tadhail.	Conserve, enhance and promote the Gaelic language and cultural heritage of the Loch Lomond and the Trossachs National Park area for the benefit of residents and visitors.



**Amasan Àrd-Ìre Sabhal Mòr Ostaig | Sabhal Mòr Ostaig High Level Aims**  
**Plana Gàidhlig, Eagran 03 | Gaelic Language Plan Edition 3**

Amasan Àrd-Ìre	High-level Aims
<b>Airson an cur a-steach do dh'eagran 3 de Phlana Gàidhlig Sabhal Mòr Ostaig</b>	<b>For inclusion in edition 3 of Sabhal Mòr Ostaig's Gaelic Language Plan</b>
<b>A' cleachdadh na Gàidhlig</b>	<b>Using Gaelic</b>
A' neartachadh àrainn na Colaiste mar choimhearsnachd Ghàidhlig anns am bi cothrom aig luchd-obrach, oileanaich agus muinntir coimhearsnachd Shlèite a' Ghàidhlig aca a chleachdadh anns a h-uile suidheachadh.	Strengthen the College campus as a Gaelic community where staff, students, and members of the Sleat community are able to use Gaelic in all situations.
<b>Ag ionnsachadh na Gàidhlig</b>	<b>Learning Gaelic</b>
A' leudachadh air an àireamh de dh'oileanaich a bhios ag ionnsachadh na Gàidhlig tro na cùrsaichean againn, an dà chuid air astar agus air àrainn na Colaiste.	Increase the number of students that are learning Gaelic on our courses, both through distance learning and on campus.
A' leudachadh air an àireamh de dh'oileanaich a bhios a' coisinn cheumnan tro mheadhan na Gàidhlig, an dà chuid air astar agus air àrainn na Colaiste.	Increase the number of students earning degrees through medium of Gaelic, both through distance learning and on campus.
A' cruthachadh chùrsaichean dreuchdail tro mheadhan na Gàidhlig.	Create vocational courses through the medium of Gaelic.
A' cruthachadh cùrsa teagaisg do luchd-cleachdaidh tràth-bhliadhnaichean Gàidhlig.	Create a teaching course for Gaelic early-years practitioners.
<b>A' cur na Gàidhlig air adhart</b>	<b>Promoting Gaelic</b>
Ag àrdachadh inbhe na Gàidhlig mar chànan nàiseanta a bhuineas dhan dùthaich air fad agus a' dèanamh rannsachadh a chuireas gu susbainteach ri deasbadan anns an raon phoblach air ro-innleachdan is adhartas a chum ath-bheothachadh na Gàidhlig air feadh na dùthcha.	Enhance the status of Gaelic as a national language that belongs to all of Scotland and conduct research that productively informs debates in the public sphere on strategy and progress toward the revival of the Gaelic language nationally.





<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	30/08/2022
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	7.1

Tiotal a’ Phàipeir		Poileasaidhean	
Moladh do Bhuill		Ri Aontachadh	
Neach labhairt:		Louise NicIlleathain	
Cùrsa Riaghlachais airson na h-Aithris		Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba-stiùiridh		08/06/2022	Ri Aontachadh
Pàipear-taice air a cheangal ris		PT1 - Poileasaidh Smachdachaidh PT2 - Poileasaidh airson Cùisean Gearain PT3 - Poileasaidh airson Draghan Fhoillseachadh	
1.0	Adhbhar		
1.1	Chaidh na 3 poileasaidhean seo a chruthachadh mar phàirt den obair a tha a’ dol leis ar t-seirbheis HR gus lèirmheas a dhèanamh air na poileasaidhean uile. Mar phàirt den obair seo, thèid cuid de phoileasaidhean a thoirt ri chèile far a bheil sin iomchaidh.		
2.0	Cùl-fhiosrachadh		
2.1	Tha na poileasaidhean a’ nochdadh anns a’ Bheurla leis gun deach a sgrìobhadh le taic bho thaobh a-muigh na buidhne.		
2.2	Chaidh lèirmheas a dhèanamh air na poileasaidhean seo gus am biodh iad a’ riochdachadh an suidheachadh làithreach a thaobh laghan fastaidh, stiùireadh Advisory, Conciliation and Arbitration Service (ACAS), cleachdadh Riaghaltas na h-Alba agus cumhaichean cosnaidh Bhòrd na Gàidhlig.		
3.0	Prìomh Aithris/Fiosrachadh		
3.1	Chaidh na 3 poileasaidhean seo gu Sgioba Stiùiridh aon turas agus bha iad fosgailte airson co-chomhairle am measg an luchd-obrach airson 2 sheachdain ann an dà chuibhreann.		
3.2	Cha d’fhuair beachdan tron phròiseas co-chomhairleachaidh.		
4.0	Moladh		
4.1	Gun aontaich Comataidh Poileasaidh is Goireasan ris na 3 poileasaidhean seo.		
5.0	Prìomh Bhuidhean Ro-innleachdach		
5.1	Buidhean air Ionmhas		
	Cha bhi buaidh air buidseat oir tha na modhan obrach seo mar phàirt de ar n-obair làitheil mar-thà.		
5.2	Buidhean air Luchd-obrach		
	Tha na poileasaidhean seo a’ toirt taic agus stiùir làidir don luchd-obrach air na cuspairean seo.		
5.3	Buidhean air Trèanadh		



Seisean Fosgailte  
Cuspair 7.1

	Bidh trèanadh ann airson an sgioba gus am bi e furasta na poileasaidhean seo a chur an gnìomh.																																				
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b>																																				
	Tha ùrachadh na poileasaidhean seo a' cur ris an t-amas chorporra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.																																				
<b>5.5</b>	<b>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</b>																																				
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## Disciplinary Policy

Air aontachadh le/Approved by: xxxxxxxx

Air aontachadh air/Approved on: xxxxxxxx

Ath-nuadhachadh a dhìth/Review due on: xxxxxxxx

Eadar-theangachadh dearbhte/translation checked: xxxxxxxx

## **Disciplinary Policy**

### **1. Purpose**

Bòrd na Gàidhlig require good standards of discipline from its employees together with satisfactory standards of work. The purpose of this procedure is to ensure that any concerns over employees conduct, is handled in a fair, consistent and timely manner, with the intention of bringing about improvement and to protect the proper operation of the organisation's business and the health and safety of its employees.

Guidance can be sought at all times from HR on the interpretation and operation of this policy.

### **2. Scope**

This policy applies to all employees of Bòrd na Gàidhlig. For employees who are currently serving their probationary period, the principles of this policy will apply in the context of managing their probation. Further information on probation can be found in Bòrd na Gàidhlig's terms & conditions of employment.

### **3. Policy Statement**

The purpose of this policy is to offer all employees the opportunity to improve their conduct. It is not intended as a means of imposing sanctions but as a means of emphasising and encouraging a change in behaviour to attain good standards of individual conduct.

Conduct and behaviour expected of all Bòrd na Gàidhlig employees are set out in the Standards of Conduct Policy; all employees are expected to familiarise themselves with these. Any breach of these standards would normally constitute misconduct. Classifications of misconduct are detailed in paragraph 7.

This policy does not form part of the employee's contractual rights. Bòrd na Gàidhlig reserve the right to vary the detail of the policies as may be required by legislation or organisational requirements.

### **4. Procedure**

Matters of discipline will be handled sensitively and in confidence and all parties to the proceedings must maintain confidentiality throughout the process and after it has concluded.

Managers who deal with cases of misconduct must ensure that they act as soon as possible after an event so that employees have the opportunity to remedy the situation before further instances of misconduct occur and more serious action is required under this procedure.

No employee will be dismissed for a first breach of discipline except in the case of gross misconduct.

In cases where fraud or theft is suspected it is essential that the line manager discusses the concerns with their Countersigning Manager or alternatively HR or the Head of Finance and Corporate Affairs at the earliest possible opportunity (i.e. before an investigation is initiated). Fraud is usually used to describe depriving someone, or

seeking to deprive someone, of something by deceit. This covers behaviour in which someone seeks to gain an advantage by dishonest means. This includes (but is not limited to), misuse of funds or other resources, or more complicated crimes like false accounting and the supply of false information.

## **5. Roles and Responsibilities**

### **Employees have a responsibility to:**

- Take all reasonable steps to attend meetings.
- Co-operate fully when requested and not to unreasonably delay meetings.
- Bring to the attention of Bòrd na Gàidhlig all relevant information including any mitigating circumstances.
- If being accompanied, make arrangements for their companion to attend any meeting and be in receipt of all relevant documentation.
- Give advance notice of requests to call witnesses and line up their witnesses.
- Provide evidence or witness statements to Bòrd na Gàidhlig in good time before the meeting so that they can be considered.
- Set out in writing the grounds of any appeal.

### **Line managers have a responsibility to:**

- Where appropriate deal with informal conduct issues promptly and fairly.
- Provide the appropriate level of employee support.
- Seek advice and guidance from HR where appropriate.
- Save a file note of the informal stage in the employee's staff file.

### **The investigating manager has a responsibility to:**

- Carry out as much investigation as is reasonable for the circumstances and in a timely manner.
- Be responsible for conducting or overseeing the investigatory/fact finding process
- Ensure procedural requirements are satisfied.
- Investigate any allegation of misconduct
- Examine relevant documents and interview staff as is necessary.
- Establish the facts of the case and compile the evidence.
- Retain accurate notes, records of evidence and witness statements where appropriate, throughout.
- Remain independent, be objective, confidential and professional at all times.
- Provide evidence (investigation report with attached notes) and recommendation to the hearing manager when the investigation is complete.

### **The hearing manager has a responsibility to:**

- Follow the guidance in the Fraud Policy if the incident alleged is potential fraud.
- Ensure that all relevant information has been made available to the employee in good time prior to a hearing including full details in written format of the concerns to be considered at the hearing.
- Consider whether any further investigation is required for example issues raised by the employee at a hearing.

- Retain accurate notes of discussions they are responsible for.
- Maintain a relevant and up-to-date record by recording in writing the outcome at each formal stage.
- Seek HR advice and guidance where appropriate.
- Confirm the decision to the employee in writing after the hearing has taken place. This will include the reasoning behind the decision, the action to be taken, and by whom, and the right of appeal.

**HR has a responsibility to:**

- Provide appropriate levels of support and advice to the Investigation, Hearing and Appeal Managers.
- Confer with the investigating manager, hearing and appeal managers providing objective information and identifying areas of risk and advice on employment law.
- Liaise with the hearing and appeal managers to ensure the necessary policy and procedures have been complied with.

**The accompanying person has the responsibility to:**

- Assist the employee in collating information that supports their case.
- Support and confer with the employee during the hearing.

## **6. Criminal Offences**

An employee who is charged or convicted of a criminal offence will not automatically be subject to disciplinary action. In cases where an employee's conduct is the subject of a criminal charge or conviction, Bòrd na Gàidhlig will investigate before deciding whether to take formal action.

In some cases, acts of misconduct may also be criminal offences – for example, assault, theft, fraud or accessing illegal material on the internet. Bòrd na Gàidhlig will contact the Police at an early stage where there is reasonable suspicion of criminal conduct in the workplace.

Where an employee refuses, without good reason, to attend a disciplinary hearing or to say anything about a pending criminal charge, Bòrd na Gàidhlig may have to take a decision based on the available evidence.

## **7. Working with this Policy**

Underpinning this policy is the principle of natural justice i.e. that any employee against whom an allegation or allegations has/have been made shall have:

- Advance notice of the allegations and the evidence.
- The opportunity to challenge such allegation(s) and evidence before decisions are reached.
- The right of appeal against any decision taken.

A situation may arise where it initially appears the matter should be dealt with under this policy, but it may become clear that it should be dealt with under another, for example where investigating a case of unacceptable conduct it becomes apparent there are

capability issues. Where evidence of a combination of conduct and performance/ill health is raised at the same time, the issues may be combined on account of the common process as a single investigation. Where appropriate, one formal meeting will be arranged to address all issues. It will be made clear to the employee which policy is being followed.

If an employee raises a grievance during the disciplinary procedure, it may be appropriate to temporarily suspend the disciplinary procedure while the grievance is dealt with. However, if the grievance raised is closely connected to the disciplinary procedure, it will normally be appropriate to deal with both procedures at the same time. If the concerns raised in a grievance relate to the handling of the disciplinary then it will normally be for the employee to raise these as part of the disciplinary procedure.

At every stage of this procedure all managers should consult with HR..

## **8. Classifications of misconduct**

The lists below are provided for illustrative purposes only and are not to be considered as either complete or exhaustive.

### **Misconduct**

Misconduct is behaviour or conduct which knowingly involves a breach of Bòrd na Gàidhlig rules or procedures or is deliberate or wilful conduct which falls below the standards of behaviour which Bòrd na Gàidhlig reasonably requires of its employees.

Matters Bòrd na Gàidhlig views as misconduct include (but are not limited to):

- A serious breach of Bòrd na Gàidhlig rules, policies and procedures;
- A breach of health & safety obligations;
- Wilful damage to Bòrd na Gàidhlig property;
- A work-related act of harassment or offensive behaviour of any kind during work or whilst representing Bòrd na Gàidhlig;
- Unauthorised absence from work;
- Insubordination and/or failure to carry out legitimate tasks when requested;
- Breach of Acceptable Use for Bòrd na Gàidhlig IT Systems;
- Behaviour that brings Bòrd na Gàidhlig into disrepute;

### **Gross misconduct**

Gross misconduct is behaviour of a serious and fundamental nature such that it breaches the contractual relationship between the employee and Bòrd na Gàidhlig. If an employee commits an act of gross misconduct, Bòrd na Gàidhlig may summarily dismiss the employee without notice or pay in lieu of notice.

Matters that Bòrd na Gàidhlig views as gross misconduct include (but are not limited to):

- Stealing from the organisation, members of staff or the public;
- Falsification of a qualification that is a stated requirement of the employee's employment or results in financial gain to the employee;
- Falsification of records, reports, accounts, expense claims whether or not for personal gain;
- Sexual misconduct at work;

- Fighting with or physical assault on members of staff or the public while on Bòrd na Gàidhlig business premises;
- Being incapacitated by alcohol or a prohibited substance whilst at work (refer to Substance Abuse Policy);  
Possession, custody, or control of drugs\* on the organisation's premises (\*For this purpose, the term 'drugs' is used to describe both illegal drugs and other psychoactive (mind-altering) substances which may or may not be illegal).
- Deliberate breach of the organisation's rules, including, but not restricted to, health and safety rules and rules on computer use;

### **Gross negligence**

- Criminal convictions that adversely impact upon the employment relationship (whether committed inside or outside the workplace) conduct that brings the organisation's name into disrepute; and
- Discrimination or harassment of a fellow worker on the grounds of sex, sexual orientation, race, disability, age or religion or belief.

## **9. Disciplinary procedure**

### **Informal procedure**

Where appropriate a line manager should always attempt to resolve minor and isolated breaches of conduct on an informal basis. A quiet word is often all that is required to resolve an issue and improve an employee's conduct.

In cases where it appears matters can be appropriately dealt with informally, where an employee is failing to meet the conduct standards, the line manager should discuss this with the employee. This will normally take the form of a private one-to-one discussion.

A note of the discussion should be saved in the electronic staff file.

### **Formal procedure**

The formal procedure will be used if; informal attempts to improve minor misconduct have been unsuccessful or if the misconduct is considered serious.

### **Investigation**

An investigating manager will be appointed by the line manager in consultation with HR. In most cases, and in the interests of natural justice, it will be appropriate to appoint an investigating manager who is not the employee's line manager and outside the line management chain.

Every attempt will be made to make sure the investigating manager is not aware of any previous sanctions or live warnings.

The investigating manager will:

- Carry out full enquiries into all circumstances surrounding an alleged issue – which may include reviewing any relevant documents and emails, interviewing the employee and any relevant witnesses, and taking witness statements;
- Complete any investigation without unreasonable time delay;

- Provide a fair and balanced view of the information by taking evidence from witnesses including those who could provide evidence in support of the employee;
- Keep the employee and their line manager informed of progress;
- The employee being investigated will be advised of the concerns being investigated and will be given a minimum of 5 working days' notice of any investigatory meeting;
- Employees will be allowed to have the support of a work colleague or trade union representative at investigatory meetings;
- Provide a report to the hearing manager with a recommendation as to whether there is a case to answer or not.

## **Suspension**

If, due to the serious nature of allegations made, the nature of the employee's duties or to enable an investigation to be carried out thoroughly it is determined that it is undesirable for the employee to be at work, an employee may be suspended on full pay. The decision to suspend on full pay will be made by the employee's countersigning manager in consultation with HR.

Suspension will be kept as brief as possible and kept under review until investigations have been completed, either by there being no evidence to continue or to the outcome of a disciplinary hearing. If an investigation is likely to last more than 2 weeks, following the commencement of suspension, the employee should be informed at the outset or updated as the investigation progresses.

During suspension, an employee must not attend work but should be available with reasonable notice during normal working hours to attend Bòrd na Gàidhlig premises for meetings or be available for contact by phone or online (virtually). The employee should co-operate fully with requests for information.

An employee suspended from duty is under obligation to conduct themselves in a professional manner in respect of contacting other employees and in such circumstances the details of the case must not be discussed with other employees, with the exceptions being if their partner is an employee of Bòrd na Gàidhlig, or with their Trade Union Representative.

In some cases, Bòrd na Gàidhlig may decide that contact with employees, or certain employees, is inappropriate (e.g. where it is considered detrimental to the investigation). In such cases the employee will be advised of this and asked to contact HR with any queries they may have.

During periods of suspension the employee remains subject to the terms of their contract of employment.

## **Investigation Report**

Once the investigation is complete and the evidence has been compiled, the investigating manager should send a report to the hearing manager setting out the facts and with a recommendation as to whether there is a case to answer or not.

All documentation should remain confidential and should be stored securely.



## **Notice of the Hearing**

Where, as a result of an investigation, Bòrd na Gàidhlig considers that a formal disciplinary hearing needs to be arranged, the line manager, will arrange a hearing manager to deal with the case. Where possible, the hearing manager will be more senior and will not have had any prior involvement in the case. They must also not be made aware of any previous sanctions or live warnings that the employee may have at this time, however they will be notified at a later date should the outcome of this hearing be a further sanction.

The hearing manager will forward the allegations to the line manager. The line manager will include these in the letter inviting the employee to the hearing. The employee will be given a minimum of 5 working days' notice in writing of the date, place and time of the hearing. The letter will fully set out the allegations to be considered at the hearing. All documentary evidence intended to be considered at the hearing including the investigation report and any witness statements, will be included with the invite to the hearing. The employee will also be advised of their right to provide any other appropriate information or evidence, which should normally be submitted at least 2 working days prior to the hearing taking place.

The employee will be referred to the policies and procedures which are relevant to the hearing and will also be reminded that any previous sanctions or live warnings may be considered if a subsequent sanction is applied.

The employee will be given an indication of the level of sanction that may be applied following the hearing if the allegations are justified but reminded that no decision has been made prior to the hearing taking place.

## **Right to Be Accompanied and Postponement of Hearings**

An employee has the right to be accompanied at a hearing by a colleague from within Bòrd na Gàidhlig, or an accredited trade union representative.

In the event that an employee, or their accompanying person, is not available on the date or at the time proposed for a hearing, the employee can request an alternative date and/or time, provided that the proposed alternative date is within 5 working days of the original date. Only in exceptional circumstances will Bòrd na Gàidhlig permit a postponement of more than 5 working days.

Employees must make every effort to attend a hearing and failure to attend may result in a decision being taken in their absence based on the evidence available. If an employee becomes aware of a reason why they may not be able to attend a hearing, they should contact the Hearing Manager as soon as possible and provide full details.

An employee should advise the hearing manager who the accompanying person is normally 2 working days before the hearing. An accompanying person is permitted time off with pay to attend a hearing. Preparation time is also permitted during work time.

The accompanying person has the right to address the hearing to put the employee's case forward, sum up the case and respond on the employee's behalf to any view expressed at the hearing. They may also request adjournments to confer with the employee during the hearing. They do not have the right to answer direct questions on

behalf of the employee or address the hearing where the employee indicates that they do not wish it.

The employee should make arrangements for the accompanying person to attend any hearing and be in receipt of all relevant documentation, this may include giving permission for Bòrd na Gàidhlig to send hearing information direct to the representative.

### **Witnesses and documentation**

It is permissible to rely on witness statements during the hearing however, it may be appropriate in some instances for witnesses to be called to attend a hearing by either management or the employee. Details of any witnesses being called by either side should be notified to the other party at least 2 working days prior to a hearing. When witnesses are called there will be opportunity in the hearing for the other side to question any witness should they feel it necessary. The employee and their representative should make arrangements for their witness to attend any hearing, who will be given paid time off work to attend.

Employees have the right to see any evidence against them and submit their own evidence. Documentary evidence should be identified and exchanged as least 2 working days prior to a hearing.

Names of witnesses whose evidence is relevant to any proceedings will be made available to all parties unless there is a genuine fear for their safety.

### **The hearing**

The hearing manager will ensure at the start of the hearing that the employee understands the reasons for the meeting, that they understand the disciplinary procedures and have read the disciplinary policy and that they have received the appropriate documentation.

The line manager will organise a note taker to be available at the meeting. An electronic recording of the meeting may be required, in this instance agreement will be sought beforehand from all involved in the meeting. If agreed, a recording will be made available to the employee as soon as is practicable after the meeting along with a written transcript if requested. Covert recordings are not permitted at any stage in the process.

Both parties will discuss the details of the case and ask relevant and appropriate questions in order to fully understand the issues. All evidence relevant to the case should be available for reference and appropriate policies should be accessible. Witnesses may be called if necessary.

Meetings may be adjourned and reconvened at a later date at the discretion of the hearing manager to allow time for additional evidence to be obtained.

The employee or accompanying person may also call for an adjournment at any time throughout the meeting to consult or for the employee's wellbeing.

The hearing manager will make a decision as soon as possible. The employee will be given written confirmation of any formal action and notified of their right to appeal

against the decision reached, normally within 5 working days. The employee will have 5 working days from receipt of the decision to make an appeal.

### **Applying a sanction**

If appropriate (but not in the case of a dismissal) the hearing manager decides that the case against the employee is justified, then they will determine the level of sanction, to be applied, appropriate to the level of misconduct.

After hearing the case and deciding there is a case and a need for a sanction to be applied the hearing manager will then be advised by the HR Provider of any existing active sanctions.

When issuing a sanction the hearing manager if appropriate will explain verbally and confirm in writing:

- The level of sanction to be applied;
- How long the sanction will remain in force;
- The reason/s for the decision;
- The improvement expected and, if appropriate, the period of time given for improvement;
- That any unsatisfactory conduct during the life of a formal warning may lead to a more severe sanction being applied;
- The right of appeal and timescale for doing so.

The available sanctions are:

- First written warning which will be considered active for 6 months.
- Final written warning which will be considered active for 12 months.
- Dismissal (with notice).
- Summary dismissal (without notice).

### **Alternative or additional applied action**

In considering appropriate sanctions Bòrd na Gàidhlig reserves the right to impose other conditions including action short of dismissal where to do so would be reasonable in the light of the circumstances and the factors associated with any particular case.

The following actions may be appropriate:

- A requirement to retrain;
- Transfer to another team or unit;
- Loss of annual increment;
- Extending the period of an existing warning;
- As part of an action short of dismissal, an accompanying Final Written Warning will normally be issued, which will last for a period of 12 months.

### **Dismissal**

If the hearing manager takes the decision to dismiss the employee, they will inform the employee of their decision, which will be confirmed in writing, within 5 working days of the hearing, stating:

- The reason for dismissal;

- The period of contractual notice payable, the effective date of termination of employment and any other terms relating to the termination;
- In the case of summary dismissal, that the dismissal is immediately effective;
- Their right of appeal and timescale for doing so in accordance with Bòrd na Gàidhlig appeals procedure.

### **Appeal process**

Where an employee wishes to appeal against any formal decision made under this process, they must do so by writing to hearing manager within 5 working days of receiving the letter informing them of the outcome. The letter should state the grounds on which the appeal is made.

The appeal should be made in writing stating whether he/she is appealing against the finding that he/she has committed the alleged act or acts of misconduct, against the level of disciplinary sanction imposed or failure to apply policy and process.

The hearing manager will arrange for an appeal manager who is usually more senior to the previous Hearing Manager to hear the appeal.

The Appeal Manager will arrange a meeting with the relevant parties, within 10 working days of receipt of the written appeal.

### **The Appeal Hearing**

Prior to the appeal hearing the appeal manager will obtain all the available evidence and information to date.

During the appeal hearing the appeal manager will consider the reasons submitted for the appeal, in the context of reasonableness of the sanction applied in the original decision, the procedure that was followed and any new information that may have come to light.

If new matters are raised as part of the appeal, or if it is believed that earlier matters should be revisited, further investigation may need to be carried out.

*An employee will have the right to be accompanied at the hearing, as detailed under paragraph headed "Right to Be Accompanied and Postponement of Hearings" above.*

Following the appeal hearing, the decision may be to:

- Confirm the original decision;
- Revoke the original decision and (if appropriate) apply a lesser sanction.

The final decision of the appeal will be communicated where possible to the employee in person but if not in writing as soon as possible and within 5 working days of the appeal hearing.

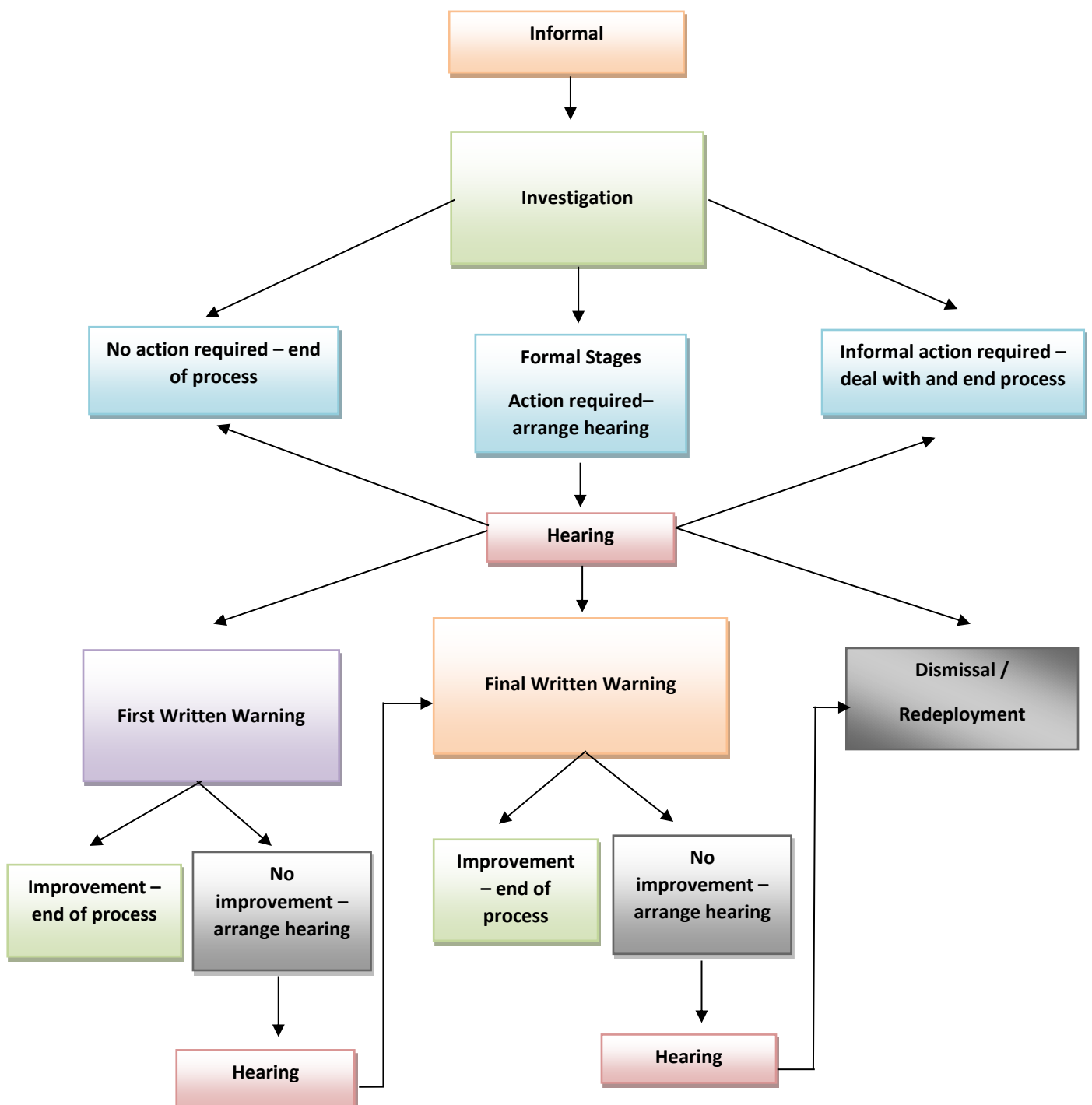
There is no further right of appeal within this procedure and this is the end of the disciplinary process.

## **10. Equality Impact Assessment**

Bòrd na Gàidhlig recognises its responsibility to ensure that no-one is discriminated against or disadvantaged on the grounds of age, disability, gender reassignment,

pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex and sexual orientation. This policy has been screened through an Equality Impact Assessment to ensure equality

## Appendix 1: Disciplinary Process Map





## Grievance Policy

Air aontachadh le/Approved by: xxxxxxxxx

Air aontachadh air/Approved on: xxxxxxx

Ath-nuadhachadh a dhìth/Review due on: xxxxxxxx

Eadar-theangachadh dearbhte/translation checked: xxxxx

## **Grievance Policy**

### **1. Purpose**

Bòrd na Gàidhlig is committed to ensure that most problems encountered at work are resolved informally between an employee and their manager. However it is recognised and acknowledged that employees may feel it is necessary to seek a formal solution to complaints which may arise regarding their employment.

Guidance can be sought at all times from our HR provider on the interpretation and operation of this policy.

### **2. Scope**

This policy applies to all employees of Bòrd na Gàidhlig. This policy does not form part of the employee's contractual rights. The organisation reserves the right to vary the detail of the policies as may be required by legislation or organisational requirements, in consultation with trade union (TU) as appropriate.

In the first instance where possible, grievances should be discussed with an employee's line manager in an attempt to resolve the matter informally. If an employee feels unable to approach their line manager directly, they should liaise with another manager of the same level who will discuss ways of dealing with the matter.

### **3. Policy Statement**

A grievance is a cause for complaint over something an employee believes to be wrong or unfair in the workplace. Grievances can result from a variety of reasons, for example, the allocation of work, your working environment or conditions, the opportunities that you have been given for career development or the way in which you have been managed. However, issues that are the subject of collective negotiation or consultation with the trade union will not be considered under the grievance procedure.

The grievance procedure ensures an employee's concerns, problems or complaints on a particular issue are raised and addressed. A grievance is a problem or complaint that affects an employee and their employment with Bòrd na Gàidhlig.

### **4. Procedure**

If it is not possible to resolve a grievance informally, employees should raise the matter formally in writing and should explain the nature of the grievance as well as provide a sense of their preferred outcome.

When a matter is referred to the formal procedure, both parties accept that progress should be as quick as possible with a joint commitment that every effort will be made to ensure that expected timescales are met.

If an employee raises a grievance during the disciplinary or performance improvement process, either process may be temporarily suspended while the grievance is dealt with. However, if the grievance is closely connected to either process, it will be appropriate to deal with both processes at the same time. If the concerns raised in a grievance relate to the handling of the disciplinary or performance improvement process then it will normally be for the employee to raise their concerns as part of the

disciplinary or performance process and Bòrd na Gàidhlig reserves the right either to consider or not consider these concerns, as part of a separate grievance process.

If the grievance relates to discrimination, victimisation, harassment or bullying, the employee should refer to the dignity at work policy.

If an employee wishes to raise any concerns about suspected wrongdoing within Bòrd na Gàidhlig, they should refer to the whistleblowing policy.

## 5. Working with this Policy

The operation of this policy is guided by the basic principles of natural justice meaning that issues are managed promptly, fairly, confidentially and consistently (where possible), without bias and with an emphasis on problem resolution. Wherever possible, issues will be resolved informally. Within the same guiding principles applying to individual grievances, a separate process ([Appendix 2](#)) sets out the steps that should be undertaken for collective grievances, i.e. where the same or similar grievance is raised by more than one individual.

Bòrd na Gàidhlig will ensure that:

- Employees have every opportunity to raise issues arising out of their employment, with all grievances being heard promptly and resolved fairly;
- The appropriate support and guidance is provided to encourage the resolution of grievance issues informally. This may include using a trained mediator;
- Employees receive a fair hearing concerning any formal grievance they raise;
- Grievance matters will be handled sensitively, as far as practical in confidence and all parties to the proceedings will maintain confidentiality throughout the process and beyond;
- Names of witnesses whose evidence is relevant to grievance proceedings will be made available unless other reasons determine that Bòrd na Gàidhlig should keep a person's identity confidential;

All parties will ensure that:

- They act in good faith to maintain trust and confidence throughout the course of any grievance;
- Grievance issues are dealt with discreetly and respectfully;
- They co-operate fully throughout the course of an investigation or grievance process, for example, providing witness information as part of an investigation meeting;
- The employee, or any person acting on their behalf, is not permitted to digitally record any meeting held by the organisation as part of the grievance procedure. Any breach of this provision may lead to a formal disciplinary process;
- In certain limited circumstances, the organisation may permit the meeting to be recorded digitally. For example, where the employee is disabled, it may be appropriate as a reasonable adjustment under the Equality Act 2010;
- Requests to digitally record any meeting must be directed to the line manager. As prior consent must be obtained by all parties before recording the interview. For further information please refer to the data protection policy.



## 6. Roles and Responsibilities in relation to this Policy

### Employees have a responsibility to:

- Make it clear, that the views they are expressing should be regarded as a grievance. At the informal stage this can be done verbally but in the formal stages it should be in writing.
- Explain their grievance and say how they think it should be resolved.
- Read, understand and comply with the policy when raising a grievance.
- Co-operate fully with the implementation of procedures.
- Participate in investigations, respond to correspondence and attend meetings when requested.
- If being accompanied, make arrangements for their accompanying person to attend any hearing and be in receipt of all relevant documentation.
- Not raise malicious grievances.

### Line Managers have a responsibility to:

- Deal promptly with all grievances raised, whether or not the grievance is presented in writing. If a manager is in any doubt, they should ask the employee directly and contact HR.
- Contact the employee making the grievance promptly to assess the situation and where possible, resolve the matter informally.
- Retain accurate records of the grievance at all stages and ensure copies of documentation are saved to the employee's personnel file.
- Liaise with HR at each formal stage of the grievance and seek advice and guidance when appropriate.
- Comply with this policy in an impartial manner.
- Administer formal grievance meetings and plan a provisional timetable.
- Ensure that the relevant information is available prior to a hearing.
- Where matters cannot be dealt with informally, invite the employee in writing to a formal hearing to discuss the grievance.
- Arrange support for the hearing i.e. note taker etc
- Confirm the decision to the employee in writing after the grievance meeting has taken place. This will include the reasoning behind the decision, if there is any action to be taken, by whom and the right of appeal.

### HR have a responsibility to:

- Provide support, guidance and advice on the application of the grievance policy to employees and managers ensuring that the policy is followed.
- When advising managers, provide objective information and identify areas of risk.
- Work with the parties concerned to identify practical solutions.

**The accompanying person has the responsibility to:**

- Assist the employee in collating information that supports their case.
- Support and confer with the employee during the hearing.
- Maintain confidentiality at all times
- Not to behave in a disruptive or obstructive manner.

Note - The accompanying person does not have the right to answer questions on the employee's behalf or address the meeting if the employee does not wish it or prevent the manager from explaining the case.

**7. Data Protection**

Bòrd na Gàidhlig processes personal data collected during informal complaints and the formal grievance procedure in accordance with its data protection policy. In particular, data collected as part of informal complaints and the grievance procedure, is held securely and accessed by and disclosed to, individuals only for the purposes of responding to the complaints or conducting the grievance procedure and is held in line with Bòrd na Gàidhlig's retention schedules.

Inappropriate access or disclosure of employee data constitutes a data breach and will be reported in accordance with the organisation's data protection policy immediately. It may also constitute a disciplinary offence and a formal process followed.

**8. Grievance Procedure****Conducting the grievance procedure**

Bòrd na Gàidhlig recognises that an informal or formal grievance procedure can be a stressful and upsetting experience for all parties involved. Everyone involved in the process is entitled to be treated fairly and with respect. The organisation will not tolerate abusive or insulting behaviour from anyone taking part in or conducting grievance procedures and will treat any such behaviour as misconduct under the disciplinary procedure.

**Informal Procedure**

If an employee considers they have a grievance, they should first discuss the matter on an informal basis with their line manager.

If the complaint is against the employee's line manager, the employee may choose to raise the grievance formally, however employees are encouraged to use the informal process to raise the issue with the line manager in the first instance or another manager of the same level.

The line manager or manager at the same grade will attempt to achieve a satisfactory solution within **10 working days** of the matter being referred, within the limits of their authority.

A record of the informal meeting and discussion will be made as well as the decision or actions the line manager intends to take to resolve the grievance. These should be saved in the employee's personnel file on PeopleHR.

Consideration can be given to seek resolution of the grievance by mediation if a satisfactory conclusion cannot be reached. Mediation will involve a third party and is a confidential, voluntary way to resolve differences. Please seek further information and guidance from the line manager.

In some circumstances, when a grievance is deemed to be particularly contentious or serious, for example allegations of bullying, where an employee does not feel able to explore the matter informally with the alleged perpetrator, the formal process will commence.

### **Formal Procedure**

If the matter is regarded by the employee as sufficiently serious, or if it has not been resolved at the informal stage, or if the employee's line manager is the cause of the grievance and the matter has not been able to be dealt with informally, the grievance can be taken forward as part of the formal process.

In such cases the employee should write to their line manager's manager. In cases where the informal stage has been used, any formal process should commence within **5 working days** after the decision has been communicated or actions to seek resolution completed (e.g. where mediation has been used and concluded).

In other cases the employee should avoid any undue delay between the acts (or the latest in a series of acts) complained of before initiating the formal procedure.

The line manager's manager may be the hearing manager or will arrange for a hearing manager to be appointed. The hearing manager will be at least the equivalent level of the line manager. The hearing manager will arrange a meeting with the employee to discuss the grievance usually within **10 working days** of receipt of a formal grievance.

Some initial information gathering by the hearing manager may be required before the meeting. There will normally be at least a file note of any informal stage.

During, or in advance of the meeting, the employee should identify any relevant witnesses who they suggest may be spoken to as part of the investigation or identify any other relevant information or evidence the employee believes relevant to their grievance including what they would like as the desired outcome. However, the hearing manager will decide who it is appropriate to interview as part of the process.

The employee is entitled to be accompanied at this meeting by a work colleague or accredited Trade Union Representative.

During the meeting, the hearing manager will consider the information and evidence presented and will explore any further avenues of enquiry as appropriate. Notes will be taken during the meeting, which will be shared with the employee (The employee and accompanier can take their own notes during the meeting, if they wish).

In cases where it is reasonably considered that matters can be dealt with without detailed further investigation, the hearing manager will aim to advise the employee of the outcome of the Grievance within **10 working days** of the hearing being concluded. In cases where this is not possible, or where further investigation is required, the hearing manager will advise the employee of this and of the estimated timescale for a response.

In cases where further investigation is required, or where further clarification is needed, the hearing manager will give consideration as to whether a further meeting with the employee is necessary.

When responding to the grievance, the hearing manager will give their decision in writing, aiming to resolve the situation appropriately.

Where any measures have been taken to try to achieve a satisfactory outcome or otherwise addressing the concerns raised, then these too, should be set out in the written decision. The hearing manager should seek advice from HR on the content of their written decision where necessary and they should ensure that a copy of the decision is filed appropriately.

The employee may appeal in writing within **5 working days** of receiving the outcome letter, to their line manager's manager or a manager at a similar level.

### **Appeal**

If the matter has not been resolved at the previous stage and the employee wishes to appeal, they will submit in writing, an appeal to their line manager's manager. The letter of appeal should be clear about which aspects of the decision they are dissatisfied with, which specific areas of the grievance they wish to appeal against, detailing new information which has not been considered previously or detailing any issues with the process. An appeal is not a mechanism to re-hear the original grievance.

The appeal will either be heard by the line manager's manager or an equivalent manager at the same level (the appeal manager).

The appeal manager will gather all the available evidence and information to date and consider the reasons submitted for the appeal. The appeal manager will arrange to meet the employee to discuss their appeal, normally within **10 working days**. The process will mirror the formal hearing.

The appeal manager's decision is final and the end of the formal grievance process.

### **Right to Be Accompanied**

The employee may be accompanied at any hearing fixed as part of the formal procedure. The accompanying person will be either by a colleague from within Bòrd na Gàidhlig, or an accredited Trade Union Representative. The request to be accompanied should be reasonable with no potential conflict of interest, for example; the accompanying person would not normally be a key witness or the employee's line manager.

The accompanying person does not have the right to answer questions on the employee's behalf or address the meeting if the employee does not wish it or prevent the manager from explaining the case.

The employee should advise the hearing manager or appeal manager who the accompanying person is, at least 2 working days before the hearing, or as outlined in the

invite letter. An accompanying person is allowed reasonable time off with pay to attend a hearing. Reasonable preparation time is also permitted during work time, but this must be with the consent of the accompanying employee's line manager. Acting as an accompanying person is voluntary; there is no obligation to undertake the role.

### **Adjournments**

Hearings and appeals may be adjourned at the discretion of the hearing or appeal manager to allow for additional evidence to be obtained.

The employee or the accompanying person may also request an adjournment at any time if they require to consult, or for issues of welfare.

### **Contentious or Serious Grievances**

In some circumstances, when a grievance appears to be contentious, serious or for welfare purposes, consideration can be given to suspending an employee, (with pay), whilst an investigation is carried out. HR should be consulted before any such action is taken.

### **Right to Refuse to Hear a Grievance**

If an employee raises a grievance that is found to be malicious or where the subject matter has been previously heard under this or another procedure, or where there is undue delay in raising the grievance, Bòrd na Gàidhlig reserves the right to refuse to hear the grievance. For the avoidance of doubt any employee found to be raising a malicious grievance may be subject to Bòrd na Gàidhlig's formal disciplinary process.

### **Pre/Post Termination Grievances**

The aim of this procedure is to resolve issues for current employees of Bòrd na Gàidhlig. However, Bòrd na Gàidhlig may consider grievances raised timeously by former employees or by employees who may have left prior to the resolution of their grievance. This is likely to be the case where grievances raise issues of particular concern, or which have ongoing relevance despite the fact the employee is no longer in the workplace. In such cases Bòrd na Gàidhlig will consider whether the procedure outlined in the policy is appropriate.

## **9. Equality Impact Assessment**

Bòrd na Gàidhlig recognises its responsibility to ensure that no-one is discriminated against or disadvantaged on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. This policy has been screened through an Equality Impact Assessment to ensure equality.

**Appendix 1 – Timetable**

<b>SUMMARY OF GRIEVANCE PROCEDURE</b>		<b>Total working days</b>
<b>Stage 1</b>	<b>Informal Meeting</b>  Held within 10 working days of being notified of the issue as practicable.	10
	<b>Decision notified</b> within 10 working days of meeting.	20
	<b>Employee submits a formal grievance.</b>  No more than 5 working days of being notified of decision.	25
<b>Stage 2</b>	<b>Grievance Hearing</b>  Grievance to be acknowledged and hearing to be arranged within 10 working days.	35
	<b>Decision notified</b> within 10 working days of hearing.	45
	Employee's Grievance not upheld and new information is available or there's an issue with process, submits an appeal.  No more than 5 working days of being notified of decision.	55
<b>Stage 3</b>	<b>Appeal Hearing</b>  Hearing to be arranged within 10 working days.	65
	<b>Decision notified</b> within 10 working days of hearing. End of process	75

## **Appendix 2 – Process for Collective Grievances**

### **Collective grievance**

Where a grievance is received from an individual or group (collective grievance) the same process will be followed as for individual grievances. Where the grievance doesn't already do so, those involved will be asked for their written agreement that it can be handled collectively and who the appointed spokesperson is that will represent the group. All correspondence will be sent to the nominated employee representing the group and their representative. The spokesperson is responsible for meeting with the manager that has been designated to deal with the grievance and then, in turn, liaise with the wider group. At each stage of the process the group will be represented by a maximum of three people, including the Trade Union representative.



## Whistleblowing Policy

Air aontachadh le/Approved by: xxxxxxxx

Air aontachadh air/Approved on: xxxxxxxx

Ath-nuadhachadh a dhìth/Review due on: xxxxxxxx

Eadar-theangachadh dearbhte/translation checked: xxxxxx



## Whistleblowing Policy

### 1. Purpose

Bòrd na Gàidhlig is committed to maintaining the highest levels of behaviour amongst its employees and takes very seriously any form of malpractice<sup>1</sup> that is identified or uncovered. Our Standards of Conduct Policy sets out the standards of behaviour expected from all our employees, providing employees with a comprehensive frame of reference. It provides an opportunity to make a disclosure of wrongdoing<sup>2</sup> within Bòrd na Gàidhlig in the public interest.

Guidance can be sought at all times from [corporra@gaidhlig.scot](mailto:corporra@gaidhlig.scot) on the interpretation and operation of this policy.

### 2. Scope

The organisation encourages employees and others with serious concerns about any aspect of Bòrd na Gàidhlig's work to come forward and voice those concerns.

This policy does not form part of the employee's contractual rights. Bòrd na Gàidhlig reserve the right to vary the detail of the policies as may be required by legislation or organisational requirements.

This policy applies to all employees of Bòrd na Gàidhlig.

### 3. Policy Statement

Employees are able to raise serious concerns about wrongdoing under this policy, so that problems can be identified and resolved quickly. Employees are encouraged to feel confident in raising such concerns. Where employees raise concerns that the employee reasonably believes the disclosure to be in the public interest, they will be protected against dismissal, victimisation, or detriment (including denial of promotion, facilities, or training opportunities).

The procedure also provides details of how to pursue any appeal, if an employee is not satisfied with any action taken.

### 4. Working with this Policy

This policy is designed to:

- Provide avenues for employees to raise concerns and receive feedback on any action taken;
- Allow employees to take the matter further if they are dissatisfied with Bòrd na Gàidhlig's response; and
- Reassure employees that they will be protected from reprisals or victimisation for whistleblowing where the employee reasonably believes the disclosure to be in the public interest.

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<sup>1</sup> Failure to act correctly or legally when doing your job, often causing injury or loss.

<sup>2</sup> A bad or an illegal action.

There are existing procedures in place to enable staff to lodge a grievance relating to their own employment. The whistleblowing policy is intended to cover concerns that fall outside the scope of that procedure and in particular, where those concerns are in relation to improper, illegal, or negligent behaviour by anyone in the workplace.

The Public Interest Disclosure Act 1998 (PIDA) specifies that if an employee is making a 'protected disclosure', they can qualify for protection from victimisation or any detrimental treatment from Bòrd na Gàidhlig as a direct result of making the disclosure, where certain conditions are met. The individual making or thinking of making a disclosure must reasonably believe that the disclosure is in the public interest, must reasonably believe that the formation is substantially true and reasonably believe they are making the disclosure through the right process. The 'qualifying disclosure' should contain information to show one or more of the offences or breaches listed below and is either happening now, took place in the past, or is likely to happen in the future:

- a criminal offence;
- the breach of a legal obligation;
- a miscarriage of justice;
- a danger to the health and safety of any individual;
- damage to the environment; or
- a deliberate attempt to cover up one of the above.

The Act applies whether or not the information being disclosed has a confidentiality classification.

The belief need not be correct. It could be discovered at a later date that the individual making the disclosure was mistaken. In these circumstances the provisions of the Act will still apply provided the individual can demonstrate that the belief was reasonable, and they reasonably believed that the disclosure was in the public interest.

However, in making a disclosure employees should take care to ensure the accuracy of the information. Employees should give this careful consideration and take advice prior to making a complaint. If it can be shown that the employee who raises the disclosure has done so vexatiously, mischievously, maliciously or for personal gain, disciplinary action may be taken.

Employees cannot be contractually bound to knowingly withhold information that could be covered by this Act. However, if by making a disclosure an individual breaks the law (if for example they had signed the Official Secrets Act 1989 as part of their employment contract) or where the information is protected under legal professional privilege, the disclosure and the individual will not be covered by the protections within the Public Interest Disclosure Act.

## **5. Whistleblowing Procedure**

### **Making a disclosure**

A disclosure made to Bòrd na Gàidhlig will be covered by the Public Interest Disclosure Act 1998 (PIDA) where it is made in line with Bòrd na Gàidhlig's procedures. Employees are encouraged to raise the matter through Bòrd na Gàidhlig's internal procedures as detailed below.

In the first instance, employees should raise any concerns with their immediate line manager, who will have responsibility for ensuring that the matter is fully investigated and dealt with. Where the disclosure involves the line manager (or more than one member of the line management chain) concerns should be raised with the countersigning manager. Exceptionally, employees may also raise their concern with the HR Provider or their Trade Union representative.

In many circumstances the easiest way to get your concern resolved will be to raise it formally or informally with your line manager. But where you don't think it is appropriate to do this, you can use any of the options set out below in the first instance.

If raising it with your line manager does not resolve matters, or you do not feel able to raise it with them, you can contact one of the following people: The Head of Finance and Corporate Affairs, the Trade Union Representative, or anyone in the organisation, including the Ceannard. If you feel that it's not appropriate to contact an internal person you may contact the Chair of Bòrd na Gàidhlig's Audit and Risk Management Committee.

Where concerns have been raised verbally these need to be confirmed in writing either by the employee who raised the concerns, or by the receiving manager keeping a written record. Depending upon the nature of the disclosure the receiving manager may seek to appoint an independent external investigator rather than internal to look into the matter. (**Handling a Disclosure below**).

Once the investigation manager has been identified, the receiving manager will inform the employee in writing of the process to be followed. The receiving manager will also inform any other employee(s) where allegations are made of the nature of those allegations and the initial investigation process. This will normally be done in writing within ten working days of the complaint being received. In exceptional circumstances and dependent upon the nature of the concerns raised, informing any other employee(s) may be delayed if it is likely to jeopardise the investigation.

### **Handling a disclosure**

Once the investigating manager has carried out this initial investigation to clarify the facts, they will then determine the appropriate level of investigation necessary which could be:

- the investigating manager and/or internal auditors;
- referral to the police;
- referral to the external auditor;
- an independent inquiry by an outside body.

Depending upon the concerns raised, the employee may be advised that the matter is better dealt with under another Bòrd na Gàidhlig policy. In cases of actual or suspected fraud, the case must be referred to the Head of Finance and Corporate Affairs or Ceannard who will decide whether a fraud investigation is required, and who will undertake it. Please refer to the Fraud Policy.

Any internal investigation should take no longer than three months to complete from the date of receipt of original disclosure and should include in its outcomes:

- whether disciplinary action be taken against any employee;
- whether changes should be recommended to any Bòrd na Gàidhlig's procedure;
- whether any other action should be recommended, these will be detailed in a final report.

In these circumstances, the investigating manager will send a copy of the final report, including recommendations, to the appropriate manager who will consider the recommendations and determine what action, if any, to take. The investigating manager will also give a response in writing to the employee who made the disclosure as soon as possible after the completion of the investigation, which will include what action, if any, is to be taken. Precise details of any actions cannot be given where there are legal constraints, where it would breach any duty of confidence owed by us to someone else or where there are business reasons for not doing so.

Where the investigation is external to Bòrd na Gàidhlig, any timescales and outcomes will be determined by the requirements of the body that carries this out.

### **Appeal**

An employee who raises a concern and is not satisfied with the outcome or action proposed may appeal against the decision to a more senior manager within Bòrd na Gàidhlig. An appeal should be made to the receiving manager within five days of receipt of the outcome letter.

After the appeal process is exhausted, there is no further right of internal appeal. However, if the employee remains dissatisfied, they may raise the matter further by contacting an outside agency, for example, Audit Scotland ([www.audit-scotland.gov.uk](http://www.audit-scotland.gov.uk)).

An employee who is subject to action arising from a whistleblowing disclosure will be able to make representations, within five working days, to the Head of Finance and Corporate Affairs about the outcome of the report. The Head of Finance and Corporate Affairs will consider these representations and may direct further investigation or review as appropriate.

## **6. Roles and Responsibilities in relation to this Policy**

### **Employees have a responsibility to:**

- Familiarise themselves with the whistleblowing policy and any related policies and should act in accordance with the principles set out in it;
- Highlight if they are being required to act in a way which conflicts with this policy;
- If they are considering making a disclosure, they should ensure the accuracy of the information;
- Employees should give this careful consideration and take advice prior to making a complaint. If it can be shown that the employee who raises the disclosure has done so vexatiously, mischievously, maliciously or for personal gain, disciplinary action may be taken.

**The investigating manager will have the following responsibility to the employee who raised the disclosure:**

- Hold a formal meeting with the employee making the complaint to discuss the matter;
- Inform them of their right to be accompanied at any interview by their trade union representative or work colleague;
- Keep the employee up to date with progress on the matter;
- Notify the employee making the disclosure about the outcome of the investigation, including how the matter will be dealt with and whether they will be required to attend an investigatory interview;
- Give details of employee support mechanisms available.

**The investigating manager will have the following responsibilities towards the employee against whom the disclosure is raised;**

- Inform the individual/individuals about whom the disclosure is made in writing of the disclosure, the seriousness of the allegations and provide any supporting evidence;
- Advise in writing of the procedure to be followed;
- Give the person the opportunity to respond in person and in writing to the claims made, and receive and consider any relevant evidence;
- Inform them of their right to be accompanied at any interview by a trade union representative or work colleague;
- Give details of employee support mechanisms available;
- The investigating manager may also be required to act as a witness at any subsequent disciplinary hearing if required;
- Where necessary Bòrd na Gàidhlig will provide support, counselling, or mediation to any team subject to investigation in order to ensure normal working relationships are resumed as effectively as possible.

**The manager appointed to hear an appeal will have the following responsibilities:**

- Hold appeal meeting with employee who made the disclosure;
- Ensure all parties are informed of their right to be accompanied at any meetings by a trade union representative/work colleague;
- Review the investigation report/procedure followed and findings;
- Decide whether to uphold appeal or not;
- Initiate a new investigation if necessary;
- Report the appeal findings in writing to the Ceannard, if applicable;
- Communicate outcome in writing to the employee making the disclosure and the employee against whom the disclosure is made.

**HR have a responsibility to:**

- Maintain a register containing all concerns that are brought to Bòrd na Gàidhlig's attention. These will be reported on a quarterly basis to the Head of Finance and Corporate Affairs;
- Treat all records as confidential and keep no longer than necessary in accordance with the Data Protection Act 2018. Individuals will have the right to

request and have access to certain personal data under General Data Protection Regulation regulations;

- Provide employees with copies of meeting records, although some information may be withheld to protect a third party;
- Support all managers and employees in the interpretation and implementation of the policy through the provision of tools, training and guidance.

## **7. Equality Impact Assessment**

Bòrd na Gàidhlig recognises its responsibility to ensure that no-one is discriminated against or disadvantaged on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. This policy has been screened through an Equality Impact Assessment to ensure equality.

## Appendix 1 – Timescales

Action	Timescales	By Who
Written acknowledgement of disclosure made in writing or if received verbally, including an outline of process to be followed	Within 10 working days.	Person who receives the disclosure – <b>the receiving manager</b>
Confirm in writing to the person complained about that a disclosure has been received and that it is being considered. Outline the process to be followed.	Within 10 working days.	Person who receives the disclosure – <b>the receiving manager.</b>
Confirmation of whether the matter is to be investigated, and if so, how it will be investigated. Letters sent to employee and person complained about.	Within four weeks of receipt of disclosure.	Person appointed to investigate – <b>the investigating manager</b>
Written confirmation of outcome of investigation and action to be taken. Letters sent to employee and person complained about.	Within three months of receipt of disclosure.	Person appointed to investigate – <b>the Investigating manager</b>
Appeal against outcome of investigation.	Within five working days from receipt of outcome.	Employee who makes the disclosure
Appeal against outcome of investigation	Within five working days from receipt of outcome.	Employee who makes the disclosure.



<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	Dimàirt 30/08/2022
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	8.1

<b>Tìotal a' Phàipeir</b>	Sgrùdadh Ràitheil den Phlana Gnìomh 2022/23	
<b>Moladh do Bhuill</b>	Airson Fiosrachadh	
<b>Neach labhairt:</b>	Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Sgioba-stiùiridh	27/7/22	Airson Fiosrachadh
<b>Pàipear-taice air a cheangal ris</b>	Tha PT1 – Plana Gnìomh (Àrd-ìre) 2022-23	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	Airson fiosrachadh air an adhartas a tha air a dhèanamh air a' Phlana Gnìomh a chaidh aontachadh aig coinneamh a' Bhùird-stiùiridh air 02/03/2022.	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>2.1</b>	Aig coinneamh a' Bhùird anns a' Mhàirt 2022 chaidh aontachadh ri dòigh-obrach ùr airson aire a' Bhùird a chumail air adhartas air a' Phlana Gnìomh le fòcas nas ro-innleachdail air na Prìomh Chomharran Coileanaidh (PCC)	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	Tha naoi Prìomh Chomharran Coileanaidh (PCC) airson na buidhne sa phlana; tha iad uile co-cheangailte ris a' Phlana Chorporra airson 2018-2023 agus chaidh measadh a dhèanamh air adhartas airson an t-seisein leis an sgioba san Dùbhlachd.	
<b>3.2</b>	Tha na prìomhachasan mar a leanas sa chlàr gu h-ìosal:	
	<b>Iomradh</b>	<b>Prìomh Chomharran Coileanaidh (PCC)</b>
	PCC – 1	Barrachd chothroman do dhaoine na sgilean Gàidhlig aca a chleachdadh
		Na Prìomh Slatan-tomhais ag obair le 70 buidhnean poblach air cruthachadh, a' cur an gnìomh agus a' measadh phlanaichean Gàidhlig
	PCC – 2	Bidh barrachd dhaoine ag aontachadh ris an abairt, "Tha a' Ghàidhlig a' dèanamh diofar nam bheatha."
		cùmhnantan ioma-bhliadhna ann airson nam prìomh buidhnean libhrigidh Gàidhlig
	PCC – 3	Barrachd taic do sholar sna Tràth-bhliadhnaichean
		Maoineachadh air a thoirt do sholar tràth-bhliadhnaichean tron Gàidhlig
	PCC – 4	Barrachd chothroman do dhaoine na sgilean Gàidhlig aca a thoirt air adhart
		Stiùireadh Reachdail airson Foghlam Gàidhlig air ùrachadh
	PCC – 5	Bidh barrachd dhaoine ag aontachadh leis an abairt, "Tha mi air na sgilean Gàidhlig agam a thoirt air adhart."
		Goireasan B1 agus B2 SpeakGaelic air ullachadh
	PCC – 6	A' dèanamh cinnteach gu bheil barrachd àite aig a' Ghàidhlig ann an aithne nàiseanta na h-Alba, aithne-dùthcha fhosgailte le iomadh taobh is cultar
		Plana Nàiseanta ùr air aontachadh ro 31 Am Màrt 2023



	PCC – 7	<b>Bidh barrachd dhaoine ag aontachadh ris an abairt, “Tha a’ Ghàidhlig cudromach do dh’Alba.”</b>	<b>Aithisg ‘Thuirt sibh, rinn sinne’ air fhoillseachadh às a’ cho-chomhairleachadh air PCN#4</b>
	PCC – 8	<b>Bidh barrachd den luchd-obrach againn ag aontachadh ris an abairt, “Tha an obair agam aig Bòrd na Gàidhlig a’ còrdadh rium agus tha i a’ dèanamh diofar.”</b>	<b>Plana Corporra Ùr air a chruthachadh le ceangal dìreach ri Plana Nàiseanta na Gàidhlig#4 ri planadh agus gnìomhachd Bhòrd na Gàidhlig agus an luchd-obrach aige</b>
	PCC - 9	<b>Bidh barrachd de ar luchd-ùidhe ag aontachadh ris an abairt, “Tha Bòrd na Gàidhlig a’ coileanadh a dhleastanasan gu h-èifeachdach agus tha e a’ cur taic ris an obair againne.”</b>	<b>cruthaichidh sinn ro-innleachd luchd-ùidh le plana gnìomh a tha soilleir agus a ghabhas tomhas</b>

**3.3** Tha adhartas math air a bhith ann air na gnìomhan a tha air an coileanadh aig ìre luchd-obrach agus tha an t-adhartas ri fhaicinn anns a’ chlàr gu h-ìosal:

Task	Gnìomhan gun tòiseachadh (Grey)	Gnìomhan air tòiseachadh (Blue)	Gnìomhan air an crìochnachadh (Green)	Total
SP1-PCC-1	2	7	2	11
SP1-PCC-2	5	2	1	8
SP2-PCC-3	2	3	0	5
SP2-PCC-4	4	13	2	19
SP2-PCC-5	3	0	0	3
SP3-PCC-6	3	1	2	6
SP3-PCC-7	6	4	1	11
SP4-PCC-8	4	3	0	7
SP4-PCC-9	8	1	1	10

gnìomhan gun tòiseachadh  
 gnìomhan air tòiseachadh  
 gnìomhan air an crìochnachadh

Seisean Fosgailte  
Cuspair 8.1

	Tha 80 gnìomhan mionaideach ceangailte ris na prìomh chomharran coileanaidh. Tha 9 air an crìochnachadh, 34 air tòiseachadh agus 37 gun tòiseachadh. Aig an àm seo chan eil gnìomhan air dheireadh agus tha adhartas math ga dhèanamh air an obair.			
4.0	Moladh			
4.1	Tha an aithisg airson fiosrachadh agus gun toir buill fa-near dhan adhartas a tha air a dhèanamh air na gnìomhan dhen Phlana Gnìomh 2022/23			
5.0	Prìomh Bhuidhean Ro-innleachdach			
5.1	Buidhean air Ionmhas			
	Bidh am plana gnìomh seo a’ stiùireadh mar a thèid buidseat na buidhne a chleachdadh.			
5.2	Buidhean air Luchd-obrach			
	Bidh seo a’ toirt stiùir dhan sgioba air prìomhachasan airson 2022/23.			
5.3	Buidhean air Trèanadh			
	Bidh trèanadh is leasachadh a dhìth a thaobh siostaman is pròiseactan gus am bi sinn comasach air an obair a lìbhrigeadh.			
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra			
	Tha am plana seo co-cheangailte ris na 4 prìomhachasan corporra aig BnG.			
5.5	Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta			
	AR N-ADHBHAR		AR LUACHAN	
	Fòcas air a bhith a’ cruthachadh dùthaich nas soirbheachaile le cothroman do dh’Alba air fad soirbheachadh tro bhith a’ cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach		‘S e comann-sòisealta a th’ annainn a tha a’ dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a’ toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
	AR LUACHAN BUILEAN NÀISEANTA			
	Còraichean daonna	<input type="checkbox"/>	Clann	<input checked="" type="checkbox"/>
	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
	Àrainneachd	<input checked="" type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input checked="" type="checkbox"/>	Eadar-Nàiseanta	<input checked="" type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>
	5.6	Buidhean air Cliù		
	Bidh e nas fhasa a bhith a’ mìneachadh nan targaidean aig BnG leis an stoidhle seo is bidh sin a’ cur ri cliù na buidhne.			
5.7	Buidhean air Slàinte is Sàbhailteachd			
	Cha bhi buaidh air slàinte is sàbhailteachd.			
5.8	Buidhean Laghail			
	Cha bhi buaidh laghail ann.			
5.9	Buidhean air Co-ionannas			
	Cha bhi buaidh air co-ionannas.			
5.10	Buidhean air an àrainneachd			
	Cha bhi buaidh air an àrainneachd.			



# Plana Gnìomh 2022-23

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## 1. Ro-ràdh

'S e am plana seo an còigeamh plana gnìomh bliadhnail, stèidhichte air Plana Corporra Bhòrd na Gàidhlig airson 2018-23. Chaidh am plana seo ullachadh le bhith a' dèanamh lèirmheas air a' Phlana Chorporra, air cur an gnìomh Plana Gnìomh 21/22 agus nan trì planaichean gnìomh ron sin, agus le bhith a' coimhead air suidheachaidhean ùra is suidheachaidhean a barrachd.

Ach gu dearbha, tha e a' toirt feart air nithean ùra a tha fhathast a' toirt buaidh nach beag air mòran, mura bheil a h-uile gin, de na raointean obrach againn. Is iad an dà fhactar as motha Covid-19 agus a' bhuidheann aige air ar dùthaich, coimhearsnachdan, luchd-ùidh agus air ar buidheann; agus an deasbad mu sheasmhachd nan coimhearsnachdan dùthchail is eileanach.

Thèid am Plana seo air adhart dhan Bhòrd-stiùiridh air 2 Am Màrt 2022 airson aontachadh agus 's e amas na buidhne an obair seo uile a libhrigeadh.

Bidh sinn gu tric a' dèanamh lèirmheas air a' Phlana gus aghaidh a chur air na dùbhlannan a th' ann aig an àm seo agus a tha ri thighinn, agus gus cothroman a ghabhail nuair a nochdas iad.

Shona C NicIllinnein  
Ceannard

## 2. Ar n-Àrd-amas

Gum bi a' Ghàidhlig air a faicinn is air a cluinntinn gu làitheil air feadh Alba, chun na h-ìre 's gum bi i air a h-aithneachadh mar phàirt bunaiteach de bheatha muinntir na h-Alba agus mar chànan prìseil a tha a' cur ri cultar is eaconamaidh na dùthcha.

## 3. Ar prìomhachasan ro-innleachdail

Seo na prìomhachasan a tha sinn airson a thoirt gu buil airson 2023:

1. Gum bi barrachd dhaoine a' cleachdadh Gàidhlig agus a' faotainn bhuannachdan bhon chànan nan obair, aig an taigh agus sna coimhearsnachdan aca
2. Gum bi barrachd cothroman ann do dhaoine aig aois sam bith na sgilean Gàidhlig aca a thoirt air adhart agus gum bi e nas fhasa dhaibh na cothroman sin a ghabhail
3. Gum bi barrachd dhaoine ann an Alba taiceil is bàidheil do chànan is cultar na Gàidhlig
4. Gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige

Tha am Plana Corporra a' toirt cunntas farsaing air na dòighean sam bi sinn ag obair gus ar dleastanasan a choileanadh a thaobh diofar phàirtean den Phlana Cànan Nàiseanta Ghàidhlig 2018-23. Bidh Bòrd na Gàidhlig ag ath-sgrùdadh a' Phlana Chorporra gach bliadhna agus ullaichidh sinn plana gnìomh bliadhnail agus gheibhear targaidean sa Phlana sin airson gach gnìomh a chithear sa Phlana Chorporra.

## 4. Ar Prìomhachasan, Dòighean-mheasaidh is Buill

### 4.1 Gum bi barrachd dhaoine a' cleachdadh Gàidhlig agus a' faotainn bhuannachdan bhon chànan nan obair, aig an taigh agus sna coimhearsnachdan aca

Ma tha a' Ghàidhlig a' dol a leantainn mar chànan beò, feumaidh daoine a cleachdadh. Tha e na amas dhuinn barrachd dhaoine a bhrosnachadh gu bhith a' cleachdadh Gàidhlig nas trice agus ann am barrachd shuidheachaidhean agus taic a thoirt dhaibh airson sin a dhèanamh.

Tha daoine òga fìor chudromach don iomairt gus Gàidhlig a chumail beò. Tha fiosrachadh a chaidh fhoillseachadh o chionn ghoirid a' sealltainn gu bheil mu 50% de luchd-labhairt na Gàidhlig a' fuireach ann an coimhearsnachdan eileanach is dùthchail agus gu bheil an 50% eile a' fuireach ann am bailtean is bailtean-mòra.

Tha sin a' ciallachadh gum feum dà iomairt a bhith againn gus barrachd dhaoine a bhrosnachadh gu bhith a' cleachdadh Gàidhlig – aon a bhios a' toirt spionnadh as ùr do choimhearsnachdan eileanach is dùthchail is tèile a bhios a' toirt taic do na coimhearsnachdan Gàidhlig a tha a' sìor fhàs nas motha sna bailtean is bailtean-mòra – agus bidh an dà iomairt sin a' cur cuideam air daoine òga.

Tha na buannachdan a thig bho bhith a' cleachdadh na Gàidhlig a' sìor fhàs nas follaisiche – buannachdan eaconamach, cultarach agus sòisealta. Bidh na h-ealain Ghàidhlig gu h-àraidh a' cur gu mòr ris na buannachdan sin, agus a' toirt oirnn ceist a chur san status quo agus a bhith a' meòrachadh air beachdan is dòighean-smaoineachaidh ùra. Bidh iad sin, còmhla ri iomadh raon eile, a' cur ri fàs san eaconamaidh mar a chaidh a dhearbhadh le rannsachaidhean thairis air na beagan bliadhnaichean mu dheireadh.

### DÈ NÌ SINN – Ar Prìomhachasan Phlana Corporra

Le sùil air a' Ghàidhlig, thèid sinn gu mòr an sàs san obair a leanas:

- A' comharrachadh chnapan-starra, tro rannsachadh, a bhios a' cur bacadh air daoine bho bhith a' cleachdadh na Gàidhlig agus a' dealbh ro-innleachdan a chuireas às dhaibh
- A' dealbh ro-innleachdan a dh'aona-ghnothach airson frithealadh air feumalachdan nan coimhearsnachdan dùthchail is nam bailtean nas motha agus airson brath a ghabhail air na cothroman a th' ann dhaibh, feuch am bi coimhearsnachdan Gàidhlig nas làidire ann
- A' cur ris na th' ann de chothroman do dhaoine òga gus sgilean obrach ionnsachadh agus gus cur ri buaidh eaconamach na Gàidhlig, tro cho-obrachadh le buidhnean iomairt is sgilean

- A' toirt taic do bhuidhnean is daoine fa leth airson barrachd chur-seachadan, thachartasan is ghoireasan a chur air dòigh, agus feadhainn nas fheàrr, do dhaoine òga agus a' toirt taic do dh'fheadhainn a thèid a chur air dòigh le daoine òga
- A' cur iomairtean air dòigh ann an co-bhuinn ri buidhnean poblach, prìobhaideach agus bhon treas roinn a bheir meudachadh air cleachdadh na Gàidhlig ann an àiteachan-obrach
- A' cuideachadh le bhith a' cur ri comasan, sgilean agus seasmhachd ann an roinn nan ealain
- A' cur barrachd chothroman, is cothroman nas fheàrr, air adhart far am bi teaghlaichean a' cleachdadh na Gàidhlig anns an dachaigh aca
- A' toirt maoinachadh do dh'iomairtean a bhios a' neartachadh beairteas, buntainneas is cunbhalachd a' chànain

### A' measadh an adhartais a nì sinn

Seo na slatan-tomhais a bhios againn gus measadh a dhèanamh air an adhartas a nì sinn.

- Barrachd chothroman do dhaoine na sgilean Gàidhlig aca a chleachdadh
- Bidh barrachd dhaoine ag aontachadh leis an abairt, “Tha a' Ghàidhlig a' dèanamh diofar nam bheatha.”

<p><b>PCC 1 - Barrachd chothroman do dhaoine na sgilean Gàidhlig aca a chleachdadh – tomhas – ag obair le 70 buidhnean poblach air cruthachadh, a' cur an gnìomh agus a' measadh phlanaichean Gàidhlig</b></p>
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<p>Toraidhean:</p>
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<p>Gus coimhearsnachdan Gàidhlig a neartachadh, thèid leirmheas a dhèanamh air na cùmhnanntan trì-bliadhna leis na 13 prìomh buidhnean libhrigidh agus cuiridh sinn an gnìomh toraidhean an lèirmheis Gus piseach a thoirt air a' phròiseas agus air a' bhuaidh aig an ath chuairt de dh'aontaidhean maoineachaidh.</p>
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Coileanaidh sinn ar dleastanas reachdail gus dèanamh cinnteach gun tèid planaichean Gàidhlig ullachadh, measadh, ath-sgrùdadh agus ùrachadh.
<p><b>PCC 2 - Bidh barrachd dhaoine ag aontachadh ris an abairt, “Tha a’ Ghàidhlig a’ dèanamh diofar nam bheatha.”</b></p> <p><b>– tomhas – cùmhantan ioma-bhliadhna ann airson nam prìomh buidhnean lìbhrigidh Gàidhlig</b></p>
<p>Bidh sinn a’ maoineachadh tachartasan Gàidhlig agus buidhnean com-pàirteachais a bhios a’ lìbhrigeadh tachartasan Gàidhlig</p> <p>Nì sinn cinnteach gum bi a’ Ghàidhlig nas ruigsinniche tro bhith a’ maoineachadh iomairtean air-loidhne làithreach, mar #Cleachdi agus a’ cur taic ri cruthachadh pròiseactan air-loidhne ùra</p> <p>Bheir sinn taic is comhairle proifeasanta do bhuidhnean gus an cuid eòlais agus misneachd a leasachadh ann an cleachdadh na Gàidhlig sna tachartasan aca.</p>

## **4.2 Gum bi barrachd cothroman ann do dhaoine aig aois sam bith na sgilean Gàidhlig aca a thoirt air adhart agus gum bi e nas fhasa dhaibh na cothroman sin a ghabhail**

Tha a bhith a' brosnachadh agus a' toirt comas do dhaoine aig aois sam bith Gàidhlig ionnsachadh na bhunait gus an àireamh de dhaoine a tha a' cleachdadh Gàidhlig a chur am meud. Is e ar n-amas slighe neach-ionnsachaidh fhaicinn a tha cunbhalach bho na tràth-bhliadhnaichean chun na treas ìre agus nas fhaide air adhart, le solar an dà chuid ann am foghlam foirmeil agus ann an àrainneachdan neo-fhoirmeil.

Tha an cruth-tìre poileasaidh a' toirt buaidh air gach cuid solar agus àireamh nan sgoilearan ann am Foghlam tro Mheadhan na Gàidhlig (FtG) agus tha cothroman ann gus fàs a thoirt air solar ro-sgoile agus bun-sgoile. Tha seo a' crochadh air dèanamh cinnteach gu bheil buaidh COVID-19 air foghlam air a dhèiligeadh ris.

Tha stadastaireachd mu FtG a' sealltainn fàs ann an iarrtas anns na cathair-bhailtean is bailtean mòra, a tha an dà chuid na cothrom is na dhùbhlain. Ann an sgìrean dùthchail agus eileanach le àireamhan-sluaigh a tha a' crìonadh, is e an dùbhlain àireamhan chloinne a chumail suas agus a bhith a' dèanamh cinnteach gu bheil solar ann. Gus brath a ghabhail air na cothroman agus gus aghaidh a chur ris na dùbhlain, tha feum air àireamhan nas motha de luchd-obrach proifeasanta is de luchd-obrach taice leis na teisteanasan iomchaidh agus anns na h-àiteachan far a bheil iad a dhìth. Feumaidh teaghlaichean taic gus na roghainnean aca a thaobh Gàidhlig a chur an gnìomh agus tha iad fhathast aig cridhe soirbheas FtG.

Anns a' bhliadhna mu dheireadh, chunnacas fàs air leth ann an ionnsachadh inbheach, gu sònraichte tro Duolingo. Is e LearnGaelic.scot, an com-pàirteachas le MG ALBA agus buidhnean eile, agus an iomairt ùr SpeakGaelic, a' phrìomh ro-innleachd againn airson taic a thoirt do luchd-ionnsachaidh inbheach, agus le barrachd leasachaidhean ann an teicneòlas, tha e a' toirt dhuinn barrachd dhòighean gus taic a thoirt do dh'ionnsachadh ann an àite sam bith. Is e a bhith a' toirt comas do luchd-ionnsachaidh fileantas a ruigsinn fear de na prìomh nithean gus fàs a thoirt air àireamh luchd-labhairt na Gàidhlig.

Tha sgilean cànan dreuchdail is proifeiseanta cuideachd a dhìth air daoine, agus airson cuideachadh le sin feumar barrachd chùrsaichean a dhealbh agus a lìbhrigeadh. Obraichidh sinn ann an com-pàirt le daoine eile gus na cothroman a ghabhail agus dèiligeadh ris na dùbhlain, agus sinn a' lorg fhuasglaidhean innleachdach stèidhichte air fianais a chuidicheas daoine agus buidhnean.

### **DÈ NÌ SINN – Ar Prìomhachasan Phlana Corporra**

Thèid sinn gu mòr an sàs san obair a leanas:

- A' toirt comhairle seachad air poileasaidhean agus a' toirt stiùireadh don obair gus ro-innleachdan a dhealbh airson foghlam na Gàidhlig

- Ag obair còmhla ri buidhnean de phàrantan is buidhnean buntainneach gus fàs a thoirt air FtG
- A' cur iomairtean air dòigh le luchd-compàirt gus barrachd taice a thoirt do theaghlaichean nuair a tha a' chlann aca aig ìre nan tràth-bhliadhnaichean
- A' toirt taic do luchd-compàirt gus cothroman ionnsachaidh proifeiseanta a chruthachadh is a libhrigeadh leis an amas gum bi barrachd luchd-obrach ann agus barrachd sgilean aig luchd-obrach
- A' cur tuilleadh ghoireasan do luchd-ionnsachaidh is oidean air dòigh air LearnGaelic.scot ann an com-pàirt le MG ALBA feuch am bi goireasan ann airson ìrean nas adhartaiche a chuidicheas inbhich gu bhith a' ruighinn fileantachd
- A' brosnachadh dhaoine gu bhith a' cleachdadh teicneòlas ùr gus barrachd dhòighean-ionnsachaidh is dòighean-ionnsachaidh nas èifeachdaiche a thoirt do dh'inbhich
- A' toirt taic do chothroman dreuchdail agus ionnsachadh proifeiseanta airson luchd-obrach proifeiseanta is luchd-obrach taice a tha ag obair ann am foghlam, agus a' dèanamh sanasachd air na cothroman is air an ionnsachadh sin

### **A' measadh an adhartais a nì sinn**

Seo na slatan-tomhais a bhios againn gus measadh a dhèanamh air an adhartas a nì sinn.

- 3. Barrachd taic do sholar sna Tràth-bhliadhnaichean (Tb)**
- 4. Barrachd chothroman do dhaoine na sgilean Gàidhlig aca a thoirt air adhart**
- 5. Bidh barrachd dhaoine ag aontachadh leis an abairt, “Tha mi air na sgilean Gàidhlig agam a thoirt air adhart.”**

**PCC 3 Barrachd taic do sholar sna Tràth-bhliadhnaichean Builean ris a bheilear an dùil – tomhas – Maoineachadh air a thoirt do sholar tràth-bhliadhnaichean tron Ghàidhlig**

Bheir sinn taic is comhairle don Phaidhleat Nàiseanta air Seirbheis Tràth-bhliadhnaichean Gàidhlig agus cumaidh sinn taic ris a t-solar uile sna tràth-bhliadhnaichean tron Ghàidhlig agus brosnachidh sinn daoine gus dreuchdan fhaighinn ann an solar 0-3 FtG
<p><b>PCC 4 Barrachd chothroman do dhaoine na sgilean Gàidhlig aca a thoirt air adhart Builean ris a bheilear an dùil – tomhas – Stiùireadh</b></p> <p><b>Reachdail airson Foghlam Gàidhlig air ùrachadh</b></p>
<p>Libhrigidh sinn taic phroifeasanta agus comhairle do na sruthan-obrach iomchaidh ann an Adhartas nas Luaithe</p> <p>Libhrigidh sinn taic agus comhairle do dh'Ùghdarrasan Ionadail ann a bhith a' libhrigeadh eisimpleir de thuairisgeul obrach airson luchd-taic cànan ann am FtG</p> <p>Libhrigidh sinn taic phroifeasanta and comhairle do na buidhnean nàiseanta ùra a thèid a chur air bhog (SQA/FoghlamAlba/HMIE)</p> <p>Ullachaidh sinn pàipear lèirmheis air an Stiùireadh Reachdail airson Foghlam Gàidhlig</p> <p>Libhrigidh sinn taic ann an leasachadh Ceannardais san feachd-obrach FtG</p>
<p><b>PCC 5 Bidh barrachd dhaoine ag aontachadh leis an abairt, “Tha mi air na sgilean Gàidhlig agam a thoirt air adhart.”</b></p> <p><b>– tomhas – Goireasan B1 agus B2 SpeakGaelic air ullachadh</b></p>
Cumaidh sinn oirnn a' toirt taic do dh'iomairtean SpeakGaelic is LearnGaelic.

### 4.3 Gum bi barrachd dhaoine ann an Alba taiceil is bàidheil do chànan is cultar na Gàidhlig

Bidh iomadh nì a' cur ris a' mhisneachd a th' aig daoine cànan ionnsachadh is a chleachdadh. 'S e aonan dhiubh sin inbhe is ìomhaigh a' chànan. Tha sgrùdaidhean a chaidh a chumail o chionn beagan bhliadhnaichean a' sealltainn gu bheil beachdan taiceil aig 81% de shluagh na h-Alba mu chànan is cultar na Gàidhlig agus rè ùine a' Phlana Chorporra seo tha sinn air a chur romhainn an àireamh sin a chur suas.

Tha an t-àite a th' aig a' Ghàidhlig ann an saoghal poilitigs fìor chudromach don iomairt gus inbhe nas àirde a ghleidheadh don chànan agus 's e an obair a nì sinn ann an com-pàirt ri Riaghaltas na h-Alba, comhairlean, Ùghdarrasan Polach agus pàrtaidhean poilitigeach a chuidicheas leis an iomairt seo.

Feumar oidhirpean a dhèanamh gus freagairt a thoirt do na beachdan an aghaidh na Gàidhlig a tha a' fàs nas cumanta, agus 's iad sgeulachdan naidheachd dìmeasach as motha a tha a' brosnachadh leithid a bheachdan, thoradh faodaidh ìomhaigh na Gàidhlig sna meadhanan buaidh a thoirt air na co-dhùnaidhean aig daoine fa leth, teaghlachan agus coimhearsnachdan a thaobh a bhith ag ionnsachadh is a' cleachdadh na Gàidhlig. Leis na gnìomhan na leanas, tha e na amas dhuinn beachdan dhaoine atharrachadh – bho nàimhdeil gu neo-phàirteach; bho neo-phàirteach gu taiceil; bho thaiceil gu ag ionnsachadh; bho ag ionnsachadh gu a' cleachdadh na Gàidhlig.

#### DÈ NÌ SINN – Ar Prìomhachasan Phlana Corporra

Thèid sinn gu mòr an sàs san obair a leanas:

- A' dèanamh cinnteach gum bi buaidh nas motha aig Phlanaichean Gàidhlig air cùisean agus a' toirt taic do dh'Ùghdarrasan Poblach gus sanasachd a dhèanamh air an obair a nì iad don Ghàidhlig
- A' toirt fhreagairtean seachad do cho-chomhairleachaidhean poblach co-cheangailte ri cuspairean no raointean a bhuineas ris a' Ghàidhlig
- A' togail bratach na Gàidhlig an lùib thachartasan is iomairtean nàiseanta is eadar-nàiseanta, leithid 'Na Bliadhna airson...', airson dèanamh cinnteach gum bi Gàidhlig na pàirt follaiseach dhiubh
- A' dèanamh cinnteach gum bi na meadhanan a' tuigsinn agus a' mothachadh do na teachdaireachdan taiceil is brosnachail mun Ghàidhlig
- Ag obair còmhla ri luchd-compàirt airson iomairtean a dhealbhadh is a chur an gnìomh a bheir taic do dh'ionnsachadh is cleachdadh na Gàidhlig
- Ag obair còmhla ri buidhnean foghlaim is leasachadh sgilean gus innse do dhaoine mun àite a th' aig a' Ghàidhlig ann an Alba, na cothroman obrach a gheibhear leis a' chànan agus na buannachdan a gheibh an luchd-labhairt bhon Ghàidhlig

- A' dealbh ro-innleachdan a nì cinnteach gun dèan Bòrd na Gàidhlig am feum as motha de dh'obair thosgairan na Gàidhlig

### A' measadh an adhartais a nì sinn

Seo na slatan-tomhais a bhios againn gus measadh a dhèanamh air an adhartas a nì sinn.

6. A' dèanamh cinnteach gu bheil barrachd àite aig a' Ghàidhlig ann an aithne nàiseanta na h-Alba, aithne-dùthcha fhosgailte le iomadh taobh is cultar
7. Bidh barrachd dhaoine ag aontachadh leis an abairt, "Tha a' Ghàidhlig cudromach do dh'Alba."

#### **PCC 6 A' dèanamh cinnteach gu bheil barrachd àite aig a' Ghàidhlig ann an aithne nàiseanta na h-Alba, aithne-dùthcha fhosgailte le iomadh taobh is cultar – tomhas – Plana Nàiseanta ùr air aontachadh ro 31 Am Màrt 2023**

Cuiridh sinn crìoch air a' cho-chomhairleachadh reachdail airson PCN#4 agus bheir sinn do Mhinistearan na h-Alba e airson aonta ann an ùine gu leòr airson dèanamh cinnteach gun tèid aontachadh airson cur an gnìomh bho 1 An Giblean 2023.

Nar dleastanas tagraidh, cuiridh sinn freagairtean a-steach do cho-chomhairlean poblach gus dèanamh cinnteach gun tèid beachdachadh air a' Ghàidhlig ann an leasachaidhean a tha san amharc agus cumaidh sinn oirnn ag obair le buidhnean gus poileasaidhean Gàidhlig a thoirt a-steach a neartaicheas àite na Gàidhlig nan cuid obrach agus ghnìomhan.

Nì sinn sgrùdadh air na cothroman a th' ann gus seirbheis fiosrachaidh a stèidheachadh gus fiosrachadh agus oideachadh a thoirt seachad mun Ghàidhlig agus a cultar.

#### **PCC 7 Bidh barrachd dhaoine ag aontachadh leis an abairt, "Tha a' Ghàidhlig cudromach do dh'Alba." – tomhas – Aithisg 'Thuirt sibh, rinn sinne' air fhoillseachadh às a' cho-chomhairleachadh air PCN#4**

Cumaidh sinn oirnn a' toirt seachad iomairtean sanasachd gus taic a chumail ri FtG agus libhrigidh sinn iomairtean mu na dreuchdan a tha rim faighinn ann am FtG

Cruthaichidh sinn dòighean gus taisbeanadh mar a tha diofar Phlanaichean reachdail a' cur an gnìomh Plana Nàiseanta na Gàidhlig agus a' co-roinn deagh chleachdadh

Coimiseanaidh sinn rannsachadh air a' cheangal eadar Gàidhlig agus sunnd gus iomairt fhiosrachadh airson àite na Gàidhlig aithneachadh mar eileamaid de shunnd ann an Alba

#### 4.4 Gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige

Gus ar n-àrd-amas, prìomhachasan ro-innleachdail agus gnìomhan a thoirt gu buil, feumaidh sinn na dòighean sa bheil sinn ag obair le càch agus taobh a-staigh Bhòrd na Gàidhlig fhèin atharrachadh. Tha sinn ag obair le buidseat gu math teann agus tha fios againn gu bheil am poball a' sùileachadh gum bi buidhnean leithid sinn fhìn daonnan a' faighinn luach an airgid às ar cuid ionmhais. Feumaidh sinn cumail oirnn a bhith cruthachail is innleachdach nar n-obair agus a bhith a' toirt brosnachadh do chàch ma tha sinn a' dol a choileanadh ar n-amasan taobh a-staigh a' bhuidseit againn.

Tha an luchd-obrach againn fìor chudromach do mar a thèid am Plana Corporra a choileanadh. 'S e stòras prìseil a th' anna a tha a' leigeil le Bòrd na Gàidhlig obrachadh thar iomadh raon is roinn, ann an com-pàirt ri grunn bhuidhnean.

##### Gnìomhan

- Bheir sinn taic is brosnachadh do ar luchd-obrach feuch an coilean iad gach nì as urrainn dhaibh agus sinn a' toirt nan cothroman trèanaidh is ionnsachaidh agus nan goireasan dhaibh a tha dhìth orra gus na dreuchdan aca a choileanadh
- Bidh sinn a' brosnachadh dhòighean-obrach innleachdach air feadh ar n-obrach
- Obraichidh sinn ann an com-pàirt le daoine eile agus sinn a' togail cheanglaichean taobh a-staigh na buidhne agus le buidhnean eile le oifigearan, luchd-stiùiridh agus Buill Bùird nam buidhnean sin
- Nì sinn soilleir, tro chonaltradh èifeachdach, cò sinn agus dè tha sinn airson a choileanadh nar n-obair
- Bidh sinn fosgailte agus cunntachail, agus sinn a' sgaoileadh fiosrachadh a tha furasta a thuigsinn gu tric agus gun dàil
- Cuiridh sinn ri iomadachd is in-ghabhail
- Nì sinn cinnteach gu bheil na co-dhùnaidhean a nithear stèidhichte air fianais dhearbhte agus gu bheil fianais sàr-mhath againn le bhith a' toirt taic-airgid do rannsachadh agus iomairtean gus eòlas a cho-roinn
- Bidh sinn a' sìor leasachadh ar modhan-riaghlaidh corporra

**A' measadh an adhartais a nì sinn**

Seo na slatan-tomhais a bhios againn gus measadh a dhèanamh air an adhartas a nì sinn.

8. Bidh barrachd den luchd-obrach againn ag aontachadh leis an abairt, “Tha an obair agam aig Bòrd na Gàidhlig a’ còrdadh rium agus tha i a’ dèanamh diofar.”
9. Bidh barrachd de ar luchd-ùidhe ag aontachadh leis an abairt, “Tha Bòrd na Gàidhlig a’ coileanadh a dhleastanasan gu h-èifeachdach agus tha e a’ cur taic ris an obair againne.”

**PCC 8 Bidh barrachd den luchd-obrach againn ag aontachadh leis an abairt, “Tha an obair agam aig Bòrd na Gàidhlig a’ còrdadh rium agus tha i a’ dèanamh diofar.” – tomhas – Plana Corporra Ùr air a chruthachadh le ceangal dìreach bho Phlana Nàiseanta na Gàidhlig#4 ri planadh agus gnìomhachd Bhòrd na Gàidhlig agus an luchd-obrach aige**

Nì sinn ath-sgrùdadh air na dòighean planaidh, lìbhrigidh agus sgrùdaidh againn gus dèanamh cinnteach gu bheil an ceangal eadar na gnìomhan obrachaidh againn, am Plana Corporra againn agus Plana Nàiseanta na Gàidhlig soilleir agus gu bheil an luchd-obrach a’ tuigsinn cho cudromach ’s a tha an dleastanas aca san obair againn gus Plana Nàiseanta na Gàidhlig a lìbhrigeadh gu soirbheachail

Nì sinn ath-sgrùdadh air na rèiteachaidhean obrach againn agus soilleirichidh sinn pàtrain obrach eile agus dòighean-obrach measgaichte gus cuideachadh le bhith a’ fastadh agus a’ glèidheadh luchd-obrach.

**PCC 9 Bidh barrachd de ar luchd-ùidhe ag aontachadh leis an abairt, “Tha Bòrd na Gàidhlig a’ coileanadh a dhleastanasan gu h-èifeachdach agus tha e a’ cur taic ris an obair againne.” – tomhas – cruthaichidh sinn ro-innleachd luchd-ùidh le plana gnìomh a tha soilleir agus a ghabhas tomhas**

**A’ Lùghdachadh Carboin**

Cuiridh sinn am plana siubhail seasmhach againn an gnìomh



## 5. A' toirt Taic do dh'Adhbhar Riaghaltas na h-Alba

### 5. A' Toirt Taic do dh'Adhbhar Riaghaltas na h-Alba

Tha am Frèam Coileanaidh Nàiseanta – ‘Alba a’ Soirbheachadh’ – a’ tomhas agus a’ cumail sùil air mar a tha Alba a’ coileanadh adhbhar is cinn-uidhe ro-innleachdail Riaghaltas na h-Alba. Tha na Builean Nàiseanta a’ toirt stiùireadh do dh’obair bhuidhnean a tha fo sgèith an Riaghaltas agus tha iad a’ toirt dhaibh structar soilleir a thaobh na bu chòir dhaibh a bhith a’ coileanadh nan obair. Le bhith a’ ruighinn air na cinn-uidhe seo còmhla, bidh sinn a’ cuideachadh le bhith a’ dèanamh cinnteach gum bi Alba na dùthaich nas fheàrr airson a bhith a’ fuireach innte agus na dùthaich nas beartaiche is nas soirbheachaile.

Tha am Frèam Coileanaidh Nàiseanta a’ stèidheachadh 11 Builean Nàiseanta a tha a’ cur an cèill na tha an Riaghaltas airson a choileanadh. Ged a tha an obair againn a’ cur gu ìre ris a h-uile buil, cumaidh Bòrd na Gàidhlig sùil gu sònraichte air ar n-ìrean-coileanaidh mu choinneamh seachd dhiubh, an fheadhainn a chithear gu h-ìosal:

‘S iad na builean nàiseanta sin gum bi daoine:

- a’ fàs suas gu sàbhailte le gaol is spèis gus an coilean iad an làn chomasan
  - a’ fuireach ann an coimhearsnachdan a tha in-ghabhaltach, cumhachdach, seasmhach is sàbhailte
  - cruthachail agus gum bi na cultaran beòthail is eadar-mheasgte aca air an cur an cèill, agus a’ còrdadh ri daoine, gu farsaing
  - le eaconamaidh a tha farpaiseach aig ìre na cruinne, a tha tionnsgalach, in-ghabhaltach agus seasmhach
  - air an deagh oideachadh is le deagh sgilean agus comasach air cur ris a’ chomann-shòisealta
  - a’ cur luach agus a’ gabhail tlachd nan àrainneachd agus gu bheil iad ga dìon is ga leasachadh
  - le gnothachasan soirbheachail is ùr-ghnàthach, le deagh obraichean agus obair chothromach ann dhan a h-uile duine
  - fallain agus gnìomhach
  - a’ toirt spèis do chòraichean daonna, gu bheilear gan dìon agus gan coileanadh agus gu bheilear saor bho lethbhreith
  - fosgailte, ceangailte agus a’ toirt deagh bhuidh gu h-eadar-nàiseanta
- ❓ a’ toirt aghaidh air bochdainn tro bhith a’ co-roinn chothroman, beartas agus cumhachd ann an dòigh nas co-ionainn



<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	30/08/2022
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	9.1

Tìotal a’ Phàipeir		Plana obrach na Comataidh	
Moladh do Bhuill		Ri Aontachadh	
Neach labhairt:		Shona NicIllinnein, Ceannard	
Cùrsa Riaghlachais airson na h-Aithris		Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
-		-	-
Pàipear-taice air a cheangal ris		PT1 Plana-obrach	
1.0	Adhbhar		
1.1	Gus prògram-obrach na Comataidh aontachadh		
2.0	Cùl-fhiosrachadh		
2.1	Tha prògram-obrach aig an dà Chomataidh agus aig a’ Bhòrd-stiùiridh aig BnG. Tha iad feumail ann am planadh agus ann an dearbhadh gun tèid na cuspairean iomchaidh is cunbhalach air beulaibh choinneamhan.		
3.0	Prìomh Aithris/Fiosrachadh		
3.1	Tha am prògram stèidhichte air gnàth-riaghailtean na Comataidh, agus air na bhios a’ tachairt am-bliadhna.  Bidh am pàipear mu èifeachdas na Comataidh mar phàirt den aithisg a thèid dhan Bhòrd-stiùiridh san Dàmhair.		
4.0	Moladh		
4.2	Aonta a chur ris a’ phlana obrach airson 2022/23.		
5.0	Prìomh Bhuaidhean Ro-innleachdach		
5.1	Buaidhean air Ionmhas Chan eil buaidh ann.		
5.2	Buaidhean air Luchd-obrach Bidh am plana obrach a’ toirt stiùir dhan sgioba air an obair a tha a dhìth airson aithisgean a chur chun na Comataidh.		
5.3	Buaidhean air Trèanadh Chan eil buaidh ann.		
5.4	Ceanglaichean ri Amasan Ro-innleachdail agus Corporra Tha am pàipear seo a’ cur ris an amas gun cùm Bòrd na Gàidhlig air a’ leasachadh nan dòighean-obrach aige.		
5.5	Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta		

Seisean Fosgailte : Open Session  
Cuspair 9.1

AR N-ADHBHAR		AR LUACHAN	
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	<input type="checkbox"/>	Clann	<input type="checkbox"/>
Cultar	<input type="checkbox"/>	Coimhearsnachdan	<input type="checkbox"/>
Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>
Foghlam	<input type="checkbox"/>	Eaconamaidh	<input type="checkbox"/>
Gnothachasan soirbheachail is ùr-ghnàthach		<input checked="" type="checkbox"/>	
<b>5.6</b>	<b>Buaidhean air Cliù</b> Tha e cudromach do chliù na buidhne gu bheil siostaman ann a bhios a' dearbhadh gu bheil deagh riaghlaidh aig a' bhuidhinn.		
<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> Bidh am plana obrach a' cur ri coileanadh nan dleastanasan reachdail agus deagh riaghlaidh aig BnG.		
<b>5.9</b>	<b>Buaidhean air Co-ionannas</b> Cha bhi buaidh air co-ionannas		
<b>5.10</b>	<b>Buaidhean air an Àrainneachd</b> Cha bhi buaidh air an àrainneachd.		

Seisean Fosgailte  
Cuspair 9.1 PT1

		Cèitean 10/05/2022	Lùnastal 30/08/2022	Samhain 01/11/2022	Faoilleach 24/01/2023
Puingean Stèidhichte	Cùisean Tòiseachaidh/Fàilte	✓	✓	✓	✓
	Geàrr-chunntas na coinneamh mu dheireadh	✓	✓	✓	✓
	Clàr gnìomhan	✓	✓	✓	✓
	Plana Obrach	✓	✓	✓	✓
	Lèirmheas air a' choinneamh	✓	✓	✓	✓
	Taisbeanadh	✓	✓	✓	✓
Deagh Riaghladh	Poileasaidhean Daonna	✓	✓	✓	✓
	Suirbhidh Luchd-obrach		✓		
	Ro-innleachd ICT		✓		
	Ùrachadh Bun-Riaghailtean na Comataidh	✓			✓
	Èifeachdas na Comataidh	-	✗		
	Aithisg Bhliadhnail na Comataidh	✓			
	Dàta Daonna	✓			
	Slàinte is Sàbhailteachd	✓			
	Sgrùdadh Ràitheil den Phlana Gnìomh 21/22	✓			
	Sgrùdadh Ràitheil den Phlana Gnìomh 22/23		✓	✓	✓
Ionmhas	Plana Corporra				✓
	Aithisg Ràitheil air Ionmhas	✓	✓	✓	✓
	Tabhartasan eadar £50,001 agus £100,000	✗	✓	✓	✓
	Plana Ionmhas Meadhan-ùine				✓
	Buidseat Bliadhnail				✓
Cleachdadh	Aithisg Bliadhnail air Solarachadh	✓			
	Planaichean Gàidhlig	✓	✓	✓	✓
	Amasan Àrd-ìre	✓	✓	✓	✓
	Adhartas nam Prìomh Buidhnean Lìbhrigidh				✓
	Molaidhean Taic-airgid nam prìomh buidhnean				✓
Ionnsachadh	Àireamhan foghlam - clann is inbhich			✓	

Seisean Fosgailte  
Cuspair 9.1 PT1

	Àireamhan luchd-teagaisg ùra & oileanaich teagaisg			✓	
	Adhartas air fòghlaim àrd-sgoile	✓		✓	✓
	Adhartas air a' trusadh agus a' gleidheadh luchd-teagaisg	✓			✓
Puingean Ad-hoc	Buaidh bho thaic BnG air obair òigridh	✓			
	Còd Ghiùlain	✓			