

<p style="text-align: center;"><b>Ro-innleachd air Fianais Co-ionannachd</b></p> <p style="text-align: center;"><b>Freagairt bho Bhòrd na Gàidhlig</b></p> <p style="text-align: center;"><b>14 Sultain 2022</b></p>	<p style="text-align: center;"><b>Equality Evidence Strategy</b></p> <p style="text-align: center;"><b>Response by Bòrd na Gàidhlig</b></p> <p style="text-align: center;"><b>14 September 2022</b></p>
<p>Tha sinn a’ toirt fa-near nach eil na buidhnean le feartan dìonta agus na caochladairean co-ionannachd a’ gabhail a-steach luchd-labhairt na Gàidhlig. Mar sin, chan eil beachdachadh air a bheil neo-ionannachdan sònraichte mu choinneamh luchd-labhairt na Gàidhlig.</p> <p>Mar thoradh air Achd na Gàidhlig (Alba) 2005 chaidh Bòrd na Gàidhlig a chruthachadh. Tha an Achd ag ràdh:</p> <p>“Tha na gnìomhan a tha air am buileachadh air a’ Bhòrd leis an Achd seo gu bhith air an cur an gnìomh le sùil ri inbhe na Gàidhlig a dhèanamh tèarainte mar chànan oifigeil na h-Alba aig a bheil spèis co-ionann ris a’ Bheurla”.</p> <p>Is e sin, gum bu chòir fon lagh spèis a bhith aig a’ Ghàidhlig a tha co-ionann ris a’ Bheurla.</p> <p>Tha leth-bhreith air a bhith mu choinneamh luchd-labhairt na Gàidhlig gu h-eachdraidheil agus, gu ìre, tha e fhathast mun coinneamh an latha an-diugh. Tha beachdan air a bhith ann san àm a dh’fhalbh agus tha fhathast an latha an-diugh - an dà chuid anns na meadhanan sòisealta agus anns na meadhanan clò gu sònraichte - anns a bheil nàimhdeas dhan chànan agus a luchd-labhairt ga chur an cèill. Mar sin, tha leth-bhreith an aghaidh na Gàidhlig agus a luchd-labhairt ann fhathast.</p> <p>Chan eil gin de na comharran ann am Frèam-obrach Coileanaidh Nàiseanta (NPF) aig Riaghaltas na h-Alba co-cheangailte gu dìreach ris a’ Ghàidhlig. Ach, tha an obair aig Bòrd na Gàidhlig a rèir obair an NPF agus tha e a’ cur ri grunn de na builean aige. Tha sinn cuideachd a’ toirt fa-near do bhuil an NPF fo Chòraichean Daonna:</p> <p>“Bidh sinn a’ toirt spèis do, a’ dìon agus a’ coileanadh còraichean daonna agus bidh sinn beò saor bho leth-bhreith”.</p> <p>A bharrachd, tha an NPF ag ràdh “Tha sinn ag aithneachadh agus a’ dìon luach gnèitheach a h-uile duine agus tha sinn nar comann-sòisealta a tha stèidhichte air cothromachd, urram,</p>	<p>We note that the groups with protected characteristics and the equality variables do not include Gaelic speakers. Thus, there is no consideration of whether Gaelic speakers are facing specific inequalities.</p> <p>The Gaelic Language (Scotland) Act 2005 led to the creation of Bòrd na Gàidhlig. The Act states that:</p> <p>“The functions conferred on the Bòrd by this Act are to be exercised with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language”.</p> <p>That is, Gaelic is legally due equal respect to English.</p> <p>Gaelic speakers have faced discrimination historically and, to some extent, still do so today. There has in the past and there continue to be comments - both in social media and in mainstream print media in particular - in which hostility to the language and its speakers is expressed. Thus, prejudice towards the language and its speakers remains.</p> <p>None of the indicators in Scottish Government’s National Performance Framework (NPF) relate directly to Gaelic. However, Bòrd na Gàidhlig’s work is aligned to the NPF and contributes to a number of its outcomes. We also note the NPF’s outcome under Human Rights:</p> <p>“We respect, protect and fulfil human rights and live free from discrimination”.</p> <p>The NPF further states that “We recognise and protect the intrinsic value of all people and are a society founded on fairness, dignity, equality and</p>

co-ionannachd agus spèis.” Tha sinn a’ gabhail ris gu bheil seo a’ gabhail a-steach urram, co-ionannachd, agus spèis do luchd-labhairt na Gàidhlig: gu h-àraidh air sgàth ’s gu bheil bunait chànanach aig còraichean daonna seach dìreach bunait chultarail.

Cuideachd ann an Achd na Gàidhlig (Alba) 2005 bha riatanas gun cuir buidhnean sònraichte Planaichean Gàidhlig reachdail a-mach agus an gnìomh. Tha iad seo gan deasachadh gus comas buidhne a mheudachadh airson taic a chumail ri cleachdadh, inbhe agus togail na Gàidhlig mar phàirt de a gnìomhan.

Tha seo a’ gabhail a-steach a’ Ghàidhlig le spèis co-ionnan ris a’ Bheurla. Mar eisimpleir, tha an dreachd Phlana Gàidhlig a th’ ann an-dràsta aig Comhairle Bhaile Ghlaschu<sup>1</sup> a’ toirt iomradh air:

“Gàidhlig le spèis co-ionnan ris a’ Bheurla ann am planadh agus lìbhrigeadh raon nas fharsainghe de sheirbheisean poblach” agus am feum a th’ ann air “dèanamh cinnteach gu bheil iad den aon inbhe agus càileachd ris an fheadhainn a bheir sinn seachad sa Bheurla”.

Tha a’ Ghàidhlig cuideachd a’ cur ri Alba eugsamhail. Mar eisimpleir, tha am Plana Gàidhlig aig Alba Cruthachail<sup>2</sup> ag ràdh: “Tha an cànan is cultar nam prìomh phàirt de dhearbhaithne na h-Alba, agus de ar n-eugsamhlachd is àraidheachd”.

Ann an geàrr-chunntas:

- Chan eil a’ Ghàidhlig air a toirt a-steach do bheachdachadh Riaghaltas na h-Alba air co-ionannachdan agus dhan bhunait de dh’fhianais cho-ionannachd.
- Tha an Achd 2005 ag amas air Gàidhlig a dhèanamh tèarainte le spèis a tha co-ionann ris a’ Bheurla.
- Tha leth-bhreith air a bhith mu choinneamh luchd-labhairt na Gàidhlig gu h-eachdraidheil agus, gu ìre, tha e fhathast mun coinneamh an latha an-diugh.
- Tha Gàidhlig a’ cur ri coileanadh raon de bhuilean NPF.

respect”. We take this as including dignity, equality, and respect for Gaelic speakers: not least because human rights have a linguistic basis rather than simply a cultural one.

The Gaelic Language (Scotland) Act 2005 also included a requirement that certain bodies produce and implement statutory Gaelic Language Plans. These are prepared to increase the capacity of an organisation to support the usage, status and acquisition of Gaelic as part of its functions.

This embodies Gaelic having equal respect to English. For example, Glasgow City Council’s current draft Gaelic Language Plan<sup>3</sup> refers to:

“Gaelic having equal respect with English in the planning and delivery of a wider range of public services” and the need to “ensure they are of an equal standard and quality as those that we provide in English”.

Gaelic also contributes to a diverse Scotland. For example, Creative Scotland’s Gaelic Language Plan<sup>4</sup> states that:

“The language and culture form a key part of Scotland’s identity, and of our diversity and distinctiveness”.

In summary:

- The Gaelic language is not included within Scottish Government’s consideration of equalities and of the equalities evidence base.
- The 2005 Act aims to secure Gaelic commanding equal respect to the English language.
- Gaelic speakers have faced discrimination historically and, to some extent, still do so today.

<sup>1</sup> <https://www.glasgow.gov.uk/CHttpHandler.ashx?id=57005&p=0>

<sup>2</sup> [https://www.creativescotland.com/\\_data/assets/pdf\\_file/0007/72754/Creative-Scotland-Gaelic-Language-Plan-19-22-D4.pdf](https://www.creativescotland.com/_data/assets/pdf_file/0007/72754/Creative-Scotland-Gaelic-Language-Plan-19-22-D4.pdf)

<sup>3</sup> <https://www.glasgow.gov.uk/CHttpHandler.ashx?id=57005&p=0>

<sup>4</sup> [https://www.creativescotland.com/\\_data/assets/pdf\\_file/0007/72754/Creative-Scotland-Gaelic-Language-Plan-19-22-D4.pdf](https://www.creativescotland.com/_data/assets/pdf_file/0007/72754/Creative-Scotland-Gaelic-Language-Plan-19-22-D4.pdf)



- Tha an NPF a’ gabhail a-steach Còraichean Daonna, agus an sgrìobhainn a’ toirt iomradh air “cothromachd, urram, co-ionannachd agus spèis” - a bu chòir a’ Ghàidhlig a ghabhail a-steach.

Leis an seo, tha sinn a’ meas gu bheil an Ro-innleachd air Fianais Co-ionannachd a’ toirt seachad cothrom airson barrachd cunbhalachadh/seasmhachd de dhòighean-obrach. Gu sònraichte, bu chòir dèan e beachdachadh air a’ chùis gum bi a’ Ghàidhlig ann an lùib a’ mheasaidh air co-ionannachdan.

Bhiodh sin a’ gabhail a-steach, an toiseach, beachdachadh air dè na stòran-dàta a th’ ann an-dràsta, ma tha gin ann, a bhios a’ cuideachadh ann a bhith a’ meas co-ionannachd na Gàidhlig ann an coimeas ris a’ Bheurla. San dàrna h-àite, comharraich feum sam bith airson barrachd stòran-dàta a chruthachadh - m.e. tro cheistean a chur a-steach gu suirbhidhean Riaghaltas na h-Alba a tha ann mar-thà - gus staid co-ionannachd na Gàidhlig a mheasadh agus, mar sin, dè cho fada ’s a thathar a’ coileanadh feumalachdan luchd-labhairt na Gàidhlig.

Mu dheireadh, ma thèid dàta air a’ Ghàidhlig a chruinneachadh, cuireadh Bòrd na Gàidhlig fàilte air dàta sam bith a dh’fhaodadh a bhith ceadaichte a cho-roinn. Chuireamaid fàilte air còmhradh ribh air a’ chùis seo ma tha stòran-dàta Gàidhlig gu bhith air an cruthachadh.

- Gaelic contributes to the achievement of a range of NPF outcomes.
- The NPF includes Human Rights, with the document referring to “fairness, dignity, equality and respect” - which should encompass Gaelic.

Given this, we see the Equality Evidence Strategy as providing an opportunity for greater standardisation/consistency of approach. Specifically, it should consider the case for Gaelic to be included in the assessment of equalities.

That would include, first, consideration of which, if any, current datasets can help to assess the equality of Gaelic vis-à-vis English. Second, identify any need for additional datasets to be created - e.g. through inserting questions into existing Scottish Government surveys - to assess the state of equality of the Gaelic language and, thus, how far the needs of Gaelic speakers are currently being met.

Finally, if data on Gaelic language is collected, Bòrd na Gàidhlig would welcome any data which may be allowed to be shared. We would welcome a dialogue with you on this matter if Gaelic datasets are to be created.

