

Bòrd na Gàidhlig

A' Chomataidh Poileasaidh is Ghoireasan

Dimàirt 01/11/2022 09.30 – 12.45

Tro Teams

CLÀR-GNOTHAICH

Policy & Resources Committee

Tuesday 01/11/2022 09.30 – 12.45

Via Teams

AGENDA

SEISEAN FOSGAILTE		OPEN SESSION		09.30-12.30
1.0	CÙISEAN TÒISEACHAIDH	OPENING ITEMS		
1.1	Fàilte is Leisgeulan	Welcome & Apologies		
1.2	A' nochdadh Chom-pàirtean	Declarations of Interest		
	<i>Bu chòir do Bhuill com-pàirt ionmhasail no neo-ionmhasail a th' aca ann an cùis sam bith air am bithear a' beachdachadh a chlàradh, le bhith a' comharrachadh na puinge buntainniche agus an t-seòrsa com-pàirt a th' aca.</i>	<i>Members should declare any financial and non-financial interest they have in the items of business for consideration, identifying the relevant agenda item, and the nature of their interest.</i>		
3.0	RIAGHLADH	GOVERNANCE		
3.1	Ri Aontachadh	For Decision		
	Poileasaidh a thaobh urraim san àite obrach	Dignity at work policy		d. 1
	PT1 Poileasaidh a thaobh urraim san àite obrach	PT1 Dignity at work policy		d. 3
	<i>Louise NicIleathain, Manaidsear Gnìomhan</i>	<i>Louise Maclean, Operations Manager</i>		
4.0	IONMHAS	FINANCE		
4.1	Airson Fiosrachadh*	For Information*		
	Aithisg Ionmhais gu 30/09/2022	Finance Report to 30/09/2022		d. 16
	PT1 Aithisg Ionmhais	PT1 Finance Report		d. 18
	<i>Nicola Pearson, Ceann an Ionmhais is Chùisean Corporra</i>	<i>Nicola Pearson, Head of Finance & Corporate Affairs</i>		
4.2	Ri Aontachadh	For Decision		
	Prìomhachasan Sgeamaichean Taic-airgid 2023/24	Priorities for 2023/24 funding schemes		d. 19
	PT1 Ceangal eadar prìomhachasan nan sgeamaichean is gnìomhan Plana Corporra BnG	PT1 Link between funding scheme priorities and actions from BnG's Corporate Plan		d. 24
	<i>Steven Kellow, Oifigear Maoineachaidh is Phròiseactan</i>	<i>Steven Kellow, Funding & Projects Officer</i>		
5.0	PLANA GNÌOMH 20-21	OPERATIONAL PLAN 20-21		
5.1	Airson Fiosrachadh*	For Information*		
	Plana Gnìomh 2022/23 – Sgrùdadh	Operational Plan 2022/23 – Monitoring		d.
	PT1 Coileanadh a' Phlana Gnìomh 2022/23	PT1 Operational Plan Delivery 2022/23		d.
	<i>Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh</i>	<i>Iain MacMillan, Development Director</i>		
	Stad	Break		
6.0	CLEACHDADH	USAGE		
6.1	Ri Aontachadh	For Decision		
	Planaichean Gàidhlig	Gaelic Language Plans		d.
	PT1 PGR072 E01 Coilltearachd is Fearann Alba	PT1 PGR072 E01 Forestry and Land Scotland		d.
	PT2 PGR065 E03 Ùghdarras Theisteanas na h-Alba	PT2 PGR065 E03 Scottish Qualifications Authority		d.
	Airson Fiosrachadh	For Information		
	PT3 PGR065 Geàrr-iomradh air adhartas le E02 Ùghdarras Theisteanas na h-Alba	PT3 PGR065 Scottish Qualifications Authority Information of progress with E02		d.
	<i>Jim Whannel, Stiùiriche Foghlaim</i>	<i>Jim Whannel, Director of Education</i>		
	<i>Christie NicIleathain, Manaidsear Planaidh</i>	<i>Christie MacLean, Planning Manager</i>		
7.0	IONNSACHADH	LEARNING		
7.1	Airson Fiosrachadh*	For Information*		
	Aithisg ùrachaidh – Trusadh is Gleidheadh Luchd-teagaisg	Update Report – Teacher Recruitment and Retention		d.
	<i>Seumas Whannel, Stiùiriche Foghlaim</i>	<i>Jim Whannel, Director of Gaelic Education</i>		
7.2	Airson Fiosrachadh*	For Information*		
	Adhartas air Foghlaim Àrd-sgoile	Progress with Secondary School Education		d.
	<i>Seumas Whannel, Stiùiriche Foghlaim</i>	<i>Jim Whannel, Director of Gaelic Education</i>		
7.3	Airson Fiosrachadh*	For Information*		
	Àireamhan Luchd-teagaisg Ùra & Oileanaich Teagasg	New Teacher and Teaching Student Figures		d.
	<i>Seumas Whannel, Stiùiriche Foghlaim</i>	<i>Jim Whannel, Director of Gaelic Education</i>		

8.0	PLANA OBRACH NA COMATAIDH	COMMITTEE WORK PLAN	
8.1	Ri Aontachadh	For Decision	
	Plana Obrach na Comataidh Poileasaidh is Ghoireasan	Policy & Resources Committee Work Plan	d.
	PT1 – Plana obrach 2022/23	PT1 – Work plan 2022/23	d.
	<i>Shona NicIllinnein, Ceannard</i>	<i>Shona MacLennan, Ceannard</i>	
9.0	GNOTHACH IOMCHaidh SAM BITH EILE	ANY OTHER BUSINESS	
	Ceann-latha na h-ath choinneimh: 24/01/2023	Date for the next meeting: 24/01/2023	
10.0	TAISBEANADH	PRESENTATION	
11.0	SEISEAN DÙINTE	CLOSED SESSION	12.30-12.45
	<i>Dùnadh na coinneimh</i>	<i>Close of meeting</i>	
	<i>Lèirmheas den choinneimh às dèidh làimh</i>	<i>Post-meeting Review of meeting</i>	

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 còmhraidh 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 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 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



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	01/11/2022
Àite:	Air MS Teams
Nì a' Chlàir-ghnothaich	3.1

Tìotal a' Phàipeir	Poileasaidh a thaobh urraim san àite obrach	
Moladh do Bhuill	Airson Aontachadh	
Neach labhairt:	Louise NicIleathain, Manaidsear Gnìomhan	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba Stiùiridh	08/09/2022	Airson Aontachadh
Pàipear-taice air a cheangal ris	Tha PT1 – Poileasaidh a thaobh urraim san àite obrach	
1.0	Adhbhar	
1.1	Chaidh lèirmheas a dhèanamh air am poileasaidh seo mar phàirt den obair a tha a' dol leis an t-seirbheis HR.	
2.0	Cùl-fhiosrachadh	
2.1	Tha am poileasaidh 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 am poileasaidh 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 am poileasaidh gu Sgioba Stiùiridh agus bha iad fosgailte airson co-chomhairle am measg an luchd-obrach airson cola-deug.	
4.0	Moladh	
4.1	Gun tèid am poileasaidh seo aontachadh.	
5.0	Prìomh Bhuidhean Ro-innleachdach	
5.1	Buidhean air Ionmhas	
	Cha bhi buaidh air ionmhas.	
5.2	Buidhean air Luchd-obrach	
	Bidh am poileasaidh seo ga dhèanamh follaiseach gu bheil Bòrd na Gàidhlig a' gabhail urram nad obair cudromach.	
5.3	Buidhean air Trèanadh	
	Thèid am poileasaidh seo a thaisbeanadh aig coinneamh Dè tha Dol agus bidh cothrom ann ceistean a thogail.	
5.4	Ceanglaichean ri Amasan Ro-innleachd agus Corporra	
	Tha ùrachadh a' phoileasaidh a' cur ris an t-amas chorporra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.	
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	

Seisean Fosgailte
Cuspair 3.1

	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"/>
5.6	Buaidhean air Cliù			
	Tha e cudromach do bhuidhnean poblach gu bheil poileasaidhean ceart agus iomchaidh agus nì am poileasaidh seo soilleir gur e sin air a bheil sinn ag amas.			
5.7	Buaidhean air Slàinte is Sàbhailteachd			
	Cha bhi buaidh air slàinte is sàbhailteachd.			
5.8	Buaidhean Laghail			
	Tha na poileasaidhean seo a' riochdachadh an cleachdadh agus na laghan as ùire.			
5.9	Buaidhean air Co-ionannas			
	Cha bhi buaidh air co-ionannas. Chaidh measaidhean co-ionannas a dhèanamh air gach poileasaidh mar phàirt den phròiseas lèirmheas.			
5.10	Buaidhean air an àrainneachd			
	Cha bhi buaidh air an àrainneachd.			

* Fosgailte airson deasbad aig a choinneamh



Dignity at Work Policy

Dignity at Work Policy

1. Purpose

Bòrd na Gàidhlig believe that all employees should be treated with respect.

Bòrd na Gàidhlig has a duty under The Health and Safety at Work Act 1974 and The Management of Health and Safety at Work Regulations 1999, to ensure the health, safety and wellbeing of its employees.

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

2. Scope

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, in consultation with trade union side (TUS) as appropriate.

This policy applies to all employees, contractors and agency workers working for Bòrd na Gàidhlig and at all locations when they are undertaking work for or representing Bòrd na Gàidhlig.

Individual and corporate responsibilities also extend to Board and Committee Members, volunteers and contractors with whom we come into contact in the course of our business at Bòrd na Gàidhlig, although they may not be directly covered by this policy.

3. Policy Statement

Bòrd na Gàidhlig aims to ensure that all employees and others as detailed above, are treated fairly at work and can address issues regarding bullying, harassment, victimisation or discrimination in a way which best suits their needs, including supported informal and formal processes.

Contractors undertaking work for or on behalf of Bòrd na Gàidhlig will be asked to declare their commitment to The Equality Act 2010 as a part of their agreed terms and conditions of work.

This policy sets out the process to be followed in the event that a complaint of inappropriate behaviour is made and promotes the benefits of early and informal resolution to complaints, wherever possible.

This policy also details the range of support available to employees who consider themselves subject to unacceptable behaviour, as well as employees who are accused of unacceptable behaviour and colleagues, managers and others who are required to be part of the process.

4. Working with this Policy

Everyone within Bòrd na Gàidhlig has equal rights to fair treatment and has equal responsibilities towards others. If those rights or responsibilities are neglected or infringed, the organisation will seek to address this.

While it is not good practice to monitor employee's activities outside of the working environment, any conviction or serious incident involving a Bòrd na Gàidhlig employee regarding discrimination or the violation of another's dignity, may result in the Bòrd na Gàidhlig disciplinary process being implemented. Please see the disciplinary policy for further information.

Employees and others as detailed previously, are encouraged to try to resolve issues informally in the first instance. A quiet word may be enough to resolve an issue and improve relations.

If an issue has been resolved informally, a short note of the matter will be made and filed on PeopleHR and retained in line with Bòrd na Gàidhlig's retention schedule.

In the event that an employee feels that the informal route is not appropriate or has not been successful, this policy links directly with the grievance policy. Please be aware that a complaint is not immediately regarded as a formal grievance, unless explicitly identified as such in writing, although an informal grievance can be made either verbally or in writing. The key difference between the informal and formal process is that the formal process involves the appointment of a hearing manager and a more structured process for reaching resolution.

This policy also links to the disciplinary policy, which may apply if, following the grievance hearing, there is a possibility that an employee may have demonstrated bullying, harassment, victimisation or discrimination towards another employee, or if the person raising a complaint or grievance may have done so maliciously.

Stages of the dignity at work procedure may be omitted if the circumstances warrant it. For example, when the alleged behaviour is considered so severe that it is appropriate to move immediately to a formal process, under the grievance or disciplinary policies, or an individual who considers themselves discriminated against chooses to move immediately to legal action outwith Bòrd na Gàidhlig.

5. Definitions

Bullying and harassment are terms that are used interchangeably by most people and cover a range of behaviours that undermine the right of others to be treated with dignity at work. There are specific forms of unwanted behaviour that may constitute offences under the Equality Act 2010.

Bullying and harassment may not necessarily occur face to face. They may also occur in written or electronic communications, including but not limited to: in telephone conversations, Teams chats, or by entries on social networking sites.

Bullying

Bullying is often characterised as:

- Offensive, intimidating, malicious or insulting behaviour; an abuse or misuse of authority through means intended to undermine, humiliate, denigrate or injure the recipient or;
- Persistent unwelcome behaviour, mostly using unwarranted or invalid criticism, nit-picking, fault-finding, perhaps exclusion, isolation, being singled out or treated differently, being shouted at, humiliated, or excessive monitoring

Bullying differs from harassment and discrimination in that the focus may not be based on gender, race or disability. Bullying can be associated with an abuse of power, for example by a line manager over a member of their team. Managers may find themselves bullied by a team member. Other power relationships may lead to bullying by colleagues, or a group of people may target an individual.

Bullying can take many forms and the following list, whilst not exhaustive, provides examples:

- Ridiculing or demeaning someone
- Patronising an individual, in private or in front of others
- Excluding or victimising someone
- Dominating group behaviour
- Non-verbal communication, ignoring, hidden gestures, 'sending to Coventry', encouraging others to behave in the same way towards an individual
- Spreading malicious rumours or insulting someone by word or behaviour
- Passive aggressive behaviours such as copying e-mails that are critical about someone to others who do not need to know, or leading a discussion on work or required improvements, which has the effect of implicating an individual in front of others
- Overbearing supervision, or misuse of authority or position
- Deliberately undermining a competent staff member by overloading or constant criticism
- Making threats, for example about their job security
- A 'customer' (internal or external) being abusive when responding to information being given via either a helpdesk or face to face

Harassment

Harassment the legal definition is:

'Unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person'.

Protected characteristics, defined by law are:

- Sex
- Sexual Orientation
- Gender reassignment
- Race
- Disability
- Religion or belief
- Age
- Marriage and civil partnership
- Pregnancy and maternity

Harassment may be directed at one person or a group of people. The intention of the individual is irrelevant; it is the impact on the person being harassed which determines whether harassment has taken place.

Harassment can take many forms and the following list, whilst not exhaustive, gives some examples. These types of interactions sometimes are referred to as "banter". Most forms of harassment could result in a claim of discrimination under the Equality Act 2010.

Sexual Harassment:

- Unwelcome sexual advances – for example, touching, continuing to stand too close after being asked for space, displaying offensive materials
- Persistent suggestions for social activity within or outside the workplace, after it has been made clear that such suggestions are unwelcome
- Suggestions that sexual favours may further a colleague's career or refusal may hinder it

Harassment on the Grounds of Sexual Orientation:

- Telling derogatory jokes within earshot of an individual
- Encouraging others to participate in the “banter”

Racial Harassment:

- Conduct that offends a colleague because of his or her race, for example using offensive nicknames
- The display of racially offensive materials

Disability Harassment:

- Mimicking the effect of a disability or speech impairment
- Use of inappropriate terms, for example ‘cripple’, ‘spastic’ “retarded”
- Practical or thoughtless “pranks”, for example moving a wheelchair or hiding a disability aid

Harassment on the Grounds of Religion or Belief or the absence of Religion or Belief:

- Ridiculing an individual or group's religious beliefs or absence of religious beliefs in front of others
- Ridiculing someone for being Vegan or believing in climate change, these beliefs are held in law to be protected

Harassment on the Grounds of Age:

- Making ageist jokes, calling someone “Grandad”, “Grandma” etc, even if they refer to themselves that way

Victimisation

Victimisation, the legal definition is:

The less favourable treatment of an individual or group of people because of a protected characteristic of sex, sexual orientation, gender identity, race, disability, religion or belief, age, marital / civil partnership status, pregnancy and maternity.

Examples are:

Sexual Discrimination:

- Offering more favourable terms and conditions of employment to one gender over the other
- Advertising a vacancy and requesting applications from a “bubbly” person

Discrimination on the Grounds of Sexual Orientation:

- Implying that success or promotion in the workplace may be affected by your own or other's views on sexual orientation

Racial Discrimination:

- Deliberately disadvantaging or excluding an individual in the workplace, on account of their race

Disability Discrimination:

- In recruitment practices, using essential criteria which are not necessary to succeed in the job and which have the effect of excluding applications from people with protected characteristics
- Deliberately organising work social events, for example the team Christmas party, at a venue where there are no facilities for employees with a disability

Discrimination on the Grounds of Religion or Belief:

- Deliberately arranging meetings or constructing rotas and rules, without an objective and justifiable business reason, which interfere with an individual's or group's religious practices. For example, insisting on having a meeting late on a Friday, at a distance from an individual's base or home location, which has the effect of making the individual late home to observe Jewish Sabbath activities with family members, when the meeting could be arranged at a more convenient time

Discrimination on the Grounds of Age:

- Advertising a vacancy and requesting applications from candidates 'under 50' or from 'young, vibrant people' or needing 10 years' experience, with no objective justification to support this requirement

6. Dignity at Work Procedure**Seeking Help**

If an employee of Bòrd na Gàidhlig needs to seek help with a perceived dignity at work issue and would like to explore informal resolution options, they should speak to their line manager or HR in the first instance who will provide assistance and support.

The same applies if an employee believes that the issue needs to move immediately to a more formal grievance.

If an employee is accused of inappropriate behaviour

If an employee is accused of inappropriate behaviour, whether informally or formally, the employee should consider their reaction and listen carefully to the information and any advice given.

The employee should try to understand why their behaviour may be perceived as inappropriate and work constructively to achieve a satisfactory outcome for all people involved.

If an employee is approached informally but is unable to reach resolution with the individual, please take the matter to a line manager, HR or to a union representative (if

you are a member), who will try and find the best way to achieve a resolution for all parties without resorting to formal procedures.

It is the perception of the recipient about whether unacceptable behaviour has occurred and the impact upon them, that is important when considering a dignity at work complaint in determining whether bullying, harassment, victimisation or discrimination has occurred, rather than the apparent or perceived motives or intentions of the individual detailed in the complaint.

This is considered when seeking to resolve an issue, for example an employee's dignity at work may have been infringed, but if the individual's actions were unintentional, there was genuine remorse and a desire to rectify the matter, disciplinary action may not be an appropriate outcome. There may instead be a recommendation of training and/or counselling.

If a serious complaint has been made against an employee, the employee may be suspended from work with full pay, while the investigation is being carried out. More information regarding suspension from work can be found in the policy.

Suspension will be kept as brief as possible and under review until the investigation has been completed. Suspension is not a disciplinary sanction nor is it an indication that disciplinary action will be taken in the future.

If a complaint of unacceptable behaviour made results in the Bòrd na Gàidhlig formal disciplinary process being followed, please see that policy for further information regarding the process.

Informal Resolution

If an employee feels they have suffered bullying, harassment, victimisation or discrimination, there are a number of informal options available to resolve their concerns.

Use of the word informal does not mean that the concerns raised will not be taken seriously or that the concerns do not warrant formal investigation but is in recognition that 'formal' procedures can cause additional strain. An informal approach may be the quickest and most effective way of bringing an end to the matter.

There are various ways where an employee may feel able to resolve a situation informally. It may be best to approach the person and explain what elements of their conduct or behaviour is found to be upsetting or inappropriate.

An individual may not be aware of the effect their behaviour has on other people and an explanation may be sufficient for the behaviour to cease.

It is good practice to approach the person as soon as possible following an occurrence, as many situations are more easily resolved soon after they occur. If an employee finds it difficult to make an approach, they may find it easier to write/email to them, explaining what the issue is, keeping a copy of the letter/e-mail and any reply received.

If the employee feels unable to do this, or they would like some advice and reassurance before they do, they can seek advice from a colleague, line manager or HR Services.

If events have continued past an initial incident, it is good practice to keep a diary of events, for referral to later if ever required. Unwanted behaviours may be repeated over a period of time, and employees may be asked to summarise the unwanted behaviour if a formal process is required.

After an initial verbal or written approach, a facilitated meeting may be useful, where an informal or formal mediator can assist by aiming to resolve the areas of concern. Informal mediation can be facilitated by a manager, or HR.

Formal mediation, which may be appropriate in more challenging situations, can be arranged by HR. Formal mediation enables the content and outcomes of a facilitated meeting to remain confidential i.e. with no feedback to other parties, should the participants wish. This privacy can help both parties to 'move on' with minimum intervention.

In some instances, there may be a general misunderstanding, rather than a deliberate attempt to affect dignity, so it is important that the dignity of all is considered.

Formal Resolution

If attempts to resolve the situation informally have been unsuccessful, or it is believed that the situation is too serious to warrant informal action, then a formal complaint may be made under the grievance policy

If a complaint is made there does not necessarily have to be a witness in order to pursue it. Furthermore, the employee will not be penalised for raising a complaint (grievance) in good faith.

The complaint (grievance) should be submitted as soon after the event as possible, as many situations can more easily be resolved shortly after they occur. If a significant period of time has elapsed, it becomes difficult to undertake an effective investigation of any allegations, particularly if they are dependent upon accurate recall of witnesses.

In the interim, appropriate steps will be taken to protect all involved to prevent any reoccurrence of the alleged behaviour.

If a serious dignity at work related complaint is made, Bòrd na Gàidhlig may believe it is appropriate to suspend the individual whom the complaint is made against, from work with full pay, while the investigation is being carried out.

Any suspension will be kept as brief as possible and under review until the investigation has been completed. Suspension is not a disciplinary sanction nor is it an indication that disciplinary action will be taken in the future. More information regarding suspension from work can be found in the disciplinary policy.

Whilst every effort will be made to complete the investigation in as short a time period as possible, for the investigation to be full and thorough, it will take as long as the hearing manager deems necessary.

The hearing manager appointed to undertake the investigation and act as chair for any subsequent hearing will ensure that notes of meetings are made. The notes will usually be provided to the attendees of the meeting to review. The hearing manager may decide that summaries, rather than complete statements are used to inform a decision.

In some instances, there may be no witnesses and the matter might rest on one person's word against another. In this case, the hearing manager will reach a conclusion based on the balance of probabilities and using their reasoned judgement.

After the hearing, the employee will be informed if their complaint is upheld or not upheld. If the complaint is resolved, Bòrd na Gàidhlig will address the concerns raised in an

appropriate manner. However, it will not be appropriate to discuss with the employee, any outcomes or recommendations which follow which regard anyone other than them.

Depending on the seriousness of the allegation and evidence provided, Bòrd na Gàidhlig reserve the right to continue with a formal dignity at work process, even if the allegations are withdrawn.

7. Roles and Responsibilities

All employees have roles and responsibilities in identifying and addressing dignity at work matters. Failure to take responsibility and action, where it is suspected that potentially bullying, harassment, victimisation or discrimination has occurred, may lead to employees being held accountable through inaction.

These situations can be sensitive, and sometimes divisive within a team and the working environment. With the range of contact and support options available, Bòrd na Gàidhlig encourages employees to raise issues with confidence. In serious cases, Bòrd na Gàidhlig may seek redress for non-action through the performance improvement or disciplinary policies. In serious cases, an employee who has ignored serious bullying or discriminatory behaviour could be subject to legal process outwith the jurisdiction of Bòrd na Gàidhlig.

Employees are urged to seek advice and support at an early stage if they are concerned about colleagues or situations.

Bòrd na Gàidhlig Commitment

As an employer, Bòrd na Gàidhlig has a responsibility to promote equality and to take all reasonable steps to ensure that employees of the organisation can work in a safe and non-threatening environment in which they can thrive. Where bullying, harassment, victimisation and discrimination are not tolerated.

Bòrd na Gàidhlig will ensure that all complaints are dealt with fairly, sensitively, effectively and as quickly as possible, for all parties involved.

The organisation will ensure that confidentiality is maintained, as far as is possible. There may be occasions, for example regarding alleged abuse or serious discrimination, where Bòrd na Gàidhlig is compelled by law to divulge information to official agencies.

Employees' responsibilities

All Bòrd na Gàidhlig employees are responsible for their behaviour and will respect the dignity of others, both within the workplace and at work-related social events.

Employees have a duty of care to protect the health, safety and wellbeing of colleagues and those with whom they come into contact while undertaking Bòrd na Gàidhlig work.

Employees are expected to support colleagues who feels that they have been bullied, harassed, victimised or discriminated against by listening and encouraging them to seek help from an appropriate source.

If the colleague does not consent and wishes to 'wait a while and see if it improves', the employee should consider whether it is appropriate to ignore the colleagues wishes and escalate the matter. In this situation, the employee should seek confidential advice from their line manager, HR Services or a union representative (if appropriate) or discuss the matter in confidence with the EAP.

If the colleague is distressed by their line manager's perceived behaviour, the employee should consider approaching the line manager's line manager.

If an employee is witness to inappropriate behaviour and are called upon to provide a statement during an investigation, they are part of a confidential process. It is likely that the notes of the meeting will be seen by the people involved in the investigation and discussed at any hearing. The employee will be given the opportunity to review the note of the meeting prior to its use. There may be times when it is considered inappropriate for statements to be circulated to all parties, so summary statements may be circulated instead.

Managers' Responsibilities

All managers have a responsibility to ensure that their employees work in an environment which is free from inappropriate behaviour, and which encourages an atmosphere of tolerance and respect. They will lead by example through a fair and open management style. All managers have a duty of care to protect the health, safety and wellbeing of their team members and colleagues.

Managers will ensure that they and their team are aware of the dignity at work policy, and the support options available to both managers and staff.

Managers will also ensure that they are sufficiently informed or have undertaken the appropriate level of training to carry out their duties effectively. If a manager feels they would benefit from additional training or support, they should discuss this, in the first instance, with their line manager who can either action appropriate learning or contact HR Services for advice.

There are e-learning courses available at <https://elearning.acas.org.uk/course/>.

Managers have a responsibility to deal promptly and sensitively with all dignity at work concerns, be they informal complaints or formal grievances.

Managers will ensure appropriate confidentiality and sensitivity at all stages of the process, for example observe 'clear desk' principles and ensure appointments in their calendar are marked as private.

Employees may prefer a meeting to discuss a dignity at work issue outside of the workplace and a mutually convenient location may be arranged.

If managers experience, or are made aware of inappropriate behaviour, they are responsible for taking reasonable steps to prevent it happening again or happening to others. This may include contacting the individual concerned, or an associated manager, to discuss their perceptions (or their colleague(s)) and asking the behaviour to stop.

It may be that the person involved was unaware of the impact of their actions and the matter then resolved. This could also include contacting a responsible manager within a third-party organisation to discuss the alleged behaviour of clients or contractors.

Managers will apply this and other policies, in a fair and consistent manner and employees should know who to contact if their line manager is not available or potentially

the subject of an alleged complaint. This could be a more senior line manager or a colleague at the same level in the line management structure or HR Services.

HR Services' Responsibilities

HR services will provide support, guidance and advice to employees, supporting colleagues, managers and individuals who the complaint may be about, on the application of the Bòrd na Gàidhlig dignity at work policy and process.

HR Services will work objectively with all parties to address and resolve issues fairly, in good time, to identify and implement resolution.

8. Range of Support Available

Supporting a person with a dignity at work concern

Any person supporting or advising a person with a perceived dignity at work concern has a responsibility to:

- Support the employee to access emotional support – for example, through the employee assistance programme which can provide objective support and guidance, or their doctor
- Support the employee to enable them to explain their concerns and to consider options for resolution available to them
- If requested and if comfortable doing so, assist the employee in approaching the individual regarding their behaviour, either in person, or in writing
- If requested, assist the employee to report a perceived dignity at work issue to an appropriate manager, HR services or a trade union representative (if the employee is a member)
- Remain objective, it may be that your role going forward is as a witness, rather than supporter or adviser - please seek advice from HR services or your union representative (if you are a member) if you are unsure of your role, or if there might be a conflict of interest

Management Support

Managers have a responsibility to:

- Provide support and advice to any employee who feels they are being subjected to bullying, harassment, victimisation or discrimination
- Make initial contact with the alleged perpetrator if requested
- Facilitate informal mediation between the employee and an alleged perpetrator
- Take appropriate measures to informally investigate an allegation of inappropriate behaviour
- If necessary, provide advice on how to make a written or formal complaint
- Progress recommended actions to remedy findings of inappropriate behaviour
- Arrange follow-up support for employee and team, if required

HR

HR can:

- Provide support and advice if an employee feels they are being subjected to bullying, harassment, victimisation or discrimination
- Provide support and advice to managers dealing with cases of alleged bullying, harassment, victimisation or discrimination in their work area
- Explore options with an employee, or a manager, to resolve the matter informally, for example, through informal mediation
- Facilitate formal mediation services, if this is agreed as a remedy
- Advise on the progression of a written or formal complaint, ensuring that all parties receive the necessary support and taking account of confidentiality

Trade Union

If you are a member, a trade union representative will be able to offer you advice and assistance.

Employee Assistance Programme (EAP)

If you would prefer to discuss your experiences, or those of someone in your team, in complete confidence, Health Assured, the EAP can provide assistance. The EAP offers free and confidential access to counsellors 24 hours a day and specialist information services at specified times. However, please note that the EAP does not provide an advocacy service, or any information relating to employment law.

The EAP is available on:

- Telephone – 0800 047 4097
- On-line Health Portal – www.healthassuredeap.co.uk

Protection in raising concerns

All employees have the commitment of Bòrd na Gàidhlig's that they will not be disadvantaged by raising a concern in good faith.

If their complaint is of a more serious nature, for example:

- They believe the organisation is ignoring routine discriminatory behaviour to the long term disadvantage of a particular individual or group of individuals
- The health and safety of another person has been endangered
- There has been a misappropriation of public funds
- The environment has been damaged
- It is suspected that a criminal act has been committed

This may be reported to Bòrd na Gàidhlig or a union representative (if appropriate) under the Bòrd na Gàidhlig whistleblowing policy this provides protection from any detrimental treatment or victimisation resulting from the employees' actions under The Public Interest Disclosure Act 1998.

More information can be found in the following Bòrd na Gàidhlig policies:

- Whistleblowing policy
- Standards of conduct policy
- Fraud policy

9. False Accusations

Bòrd na Gàidhlig will respond to all concerns raised on the understanding that they have been raised in good faith. If, after investigation, it appears that the allegations raised were untrue, or that there was a degree of malice about the intentions, or it is clearly evident that the accusations made are false in a witness statement, this could be regarded as a disciplinary matter and may be addressed in accordance with the disciplinary policy.

If it is found that the employee has made an unfounded complaint, support may be arranged to assist with understanding why their allegation was unsubstantiated. If a complaint was found to be malicious, the employee could be subject to the Bòrd na Gàidhlig formal disciplinary process.

10. Rebuilding Relationships

All those involved in a dignity at work complaint have a responsibility to assist in rebuilding relationships after an outcome has been reached and a solution agreed. Some members of a team may not know the outcome or the solution but will be aware if team dynamics are affected.

11. 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, or sexual orientation. This policy has been screened through an equality impact assessment to ensure equality.

Seisean Fosgailte : Open Session
Cuspair 4.1

For	Policy and Resources Committee
Date of Meeting	01/11/2022
Location:	Online
Item on Agenda	4.1

Paper Title		Finance Report to 30 th September 2022																	
Recommendation		For Information *																	
Spokesperson		Nicola Pearson, Head of Finance & Corporate Affairs																	
Governance Route		Date of Meeting	Decision																
Leadership Team		12/10/2022	For Information																
Appendices:		PT1 – Finance Report																	
1.0	Purpose																		
1.1	To give information to the Committee on the financial position as at 30 th September 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
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																		
3.0	Main Points																		
3.1	<p>At the half year point, total spend was £19k behind budget. This was the result of a development cost over spend of c£124k offset by a £142k 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 Using Gaelic budget figure.</p> <p>There is an underspend against the budget for salaries as the pay award for this financial year has yet to be agreed and applied, and there are a few short term vacancies that we have been unable to recruit into.</p>																		

Seisean Fosgailte : Open Session
Cuspair 4.1

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																																				
	<table border="1"> <thead> <tr> <th colspan="2">Our Purose</th> <th colspan="2">Our Values</th> </tr> </thead> <tbody> <tr> <td colspan="2">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</td> <td colspan="2">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</td> </tr> <tr> <td colspan="4">AR LUACHAN BUILEAN NÀISEANTA</td> </tr> <tr> <td>Human Rights</td> <td><input type="checkbox"/></td> <td>Children & Young People</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Culture</td> <td><input type="checkbox"/></td> <td>Communities</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Environment</td> <td><input type="checkbox"/></td> <td>Poverty</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Health</td> <td><input type="checkbox"/></td> <td>International</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Learning</td> <td><input type="checkbox"/></td> <td>Economy</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Successful innovative businesses</td> <td><input checked="" type="checkbox"/></td> <td></td> <td></td> </tr> </tbody> </table>	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"/>		
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) – 30th September 2022

30 September 2022		QUARTER 1			YTD			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	2,629,000	2,629,000	0	5,679,000	2,629,000	0	0	5,679,000	0
	Funding From External Bodies	25,000	25,000	0	50,000	50,000	0	100,000	50,000	0	0	100,000	0
	Reclaimed Funding	0	11,000	(11,000)	0	23,000	(23,000)	0	23,000	0	0	23,000	(23,000)
	AVAILABLE BUDGET	1,414,000	1,579,877	165,877	2,679,000	2,856,877	177,877	5,779,000	2,856,877	0	0	5,956,877	177,877
EXPENDITURE	Using Gaelic	377,000	619,000	(242,000)	670,275	970,358	(300,083)	1,839,180	970,358	874,014	149,685	2,017,057	(177,877)
	Learning Gaelic	324,000	237,000	87,000	758,928	587,449	171,479	1,665,320	587,449	877,491	200,379	1,665,320	0
	Promoting Gaelic	145,000	127,000	18,000	201,891	197,154	4,736	340,500	197,154	124,520	18,826	340,500	0
	DEVELOPMENT SPEND	846,000	983,000	(137,000)	1,631,094	1,754,962	(123,868)	3,845,000	1,754,962	1,876,025	368,890	4,022,878	(177,877)
	Salaries	371,064	285,824	85,240	733,626	584,933	148,693	1,467,247	584,933	680,112	0	1,265,045	202,202
	Other Costs	90,800	94,176	(3,376)	194,713	200,930	(6,217)	466,753	200,930	70,831	397,194	668,955	(202,202)
	RUNNING COSTS	461,864	380,000	81,864	928,339	785,863	142,476	1,934,000	785,863	750,943	397,194	1,934,000	0
	TOTAL SPEND	1,307,864	1,363,000	(55,136)	2,559,433	2,540,825	18,608	5,779,000	2,540,825	2,626,968	766,084	5,956,878	(177,877)
	BUDGET CARRIED FORWARD	106,136	216,877	110,741	119,567	316,052	196,485						0

*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.

Seisean Fosgailte
Cuspair 4.2

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	01/11/2022
Àite:	Air MS Teams
Nì a' Chlàir-ghnothaich	4.2

Tìotal a' Phàipeir	Prìomhachasan Sgeamaichean Taic-airgid 2023/24	
Moladh do Bhuill	Ri Aontachadh	
Neach labhairt:	Steven Kellow, Oifigear Maoineachaidh is Phròiseactan	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba Stiùiridh		Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 – Ceangal eadar prìomhachasan nan sgeamaichean is gnìomhan Plana Corporra Bhòrd na Gàidhlig	
1.0	Adhbhar	
1.1	A' sireadh aonta bho Bhuill air na prìomhachasan is riaghailtean air prìomhachasan is bun-riaghailtean airson sgeamaichean taic-airgid Taic Freumhan Coimhearsnachd, Colmcille is Tabhartasan Cùrsaichean Bogaidh 2023/24.	
2.0	Cùl-fhiosrachadh	
2.1	Tha an trì sgeamaichean taic-airgid seo air a bhith a' ruith airson iomadh bliadhna gus taic a chumail ri iarrtasan bho bhuidhnean coimhearsnachd is eile, is dùil gun tèid na sgeamaichean seo fhoillseachadh airson 2023/24 sna seachdainean a tha romhainn.	
2.2	Thathar an dùil gun tig pàipear dhan ath choinneimh dhen Chomataidh Poileasaidh is Ghoireasan san Fhaoilleach 2023 gus aonta a shireadh airson prìomhachasan is bun-riaghailtean GLAIF (Gaelic Language Act Implementation Fund) às dèidh tuilleadh beachdachadh orra sin.	
2.3	Bho 2023 air adhart thathar an dùil coimhead air na sgeamaichean againn as ùr ann an co-theacsa am Plana Nàiseanta agus Plana Corporra Bòrd na Gàidhlig ùr gus a bheil iad a' freagairt air prìomhachasan ùra a tha an lùib.	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	Tha an trì sgeama air ainmeachadh sa phàipear seo a' riochdachadh nam prìomh dhòighean anns a bheil Bòrd na Gàidhlig a' maoineachadh diofar phròiseactan a thaobh a bhith: <ul style="list-style-type: none"> • A' neartachadh cothroman gus Gàidhlig a chleachdadh sa choimhearsnachd (Taic Freumhan Coimhearsnachd) • A' neartachadh cheanglaichean eadar luchd-labhairt na Gàidhlig is Gaeilge (Colmcille) • Trèanadh a thoirt seachad do thidsearan foghlam tro mheadhan na Beurla gus Gàidhlig a theagaisg (Tabhartasan Cùrsaichean Bogaidh) 	
3.2	'S iad gu h-àrd na h-àrd-amasan airson nan sgeamaichean taic-airgid seo, ach leis gach sgeama tha prìomhachasan sònraichte ann (stèidhichte air gnìomhan Plana Corporra Bhòrd na Gàidhlig mar a tha air ainmeachadh ann am PT1), is oifigearan gan cleachdadh airson na h-iarrtasan a mheasadh.	
3.3	Thathar an dùil gum bi prìomhachasan is bun-riaghailtean an trì sgeamaichean seo gu math coltach ri sgeamaichean 2022/23, ach le atharrachaidhean beaga.	

Seisean Fosgailte

Cuspair 4.2

3.4	Thathar an dùil cuideachd gun tèid na sgeamaichean a' ruith tron siostam air-loidhne ùr aig Bòrd na Gàidhlig, Fluxx, a tha cumail taic ri dhaoine gus iarrtasan is aithisgean taic-airgid a chur a-steach, is cumail taic ri luchd-obrach a' Bhùird ann a bhith cumail smachd air iarrtasan is aontaidhean taic-airgid.							
3.5	Gu h-ìosal gheibhear iomradh air an dà sgeama, le moladh airson clàr-ama, prìomhachasan an sgeama airson 2023/24 agus bun-riaghailtean sònraichte dhan sgeama.							
	Taic Freumhan Coimhearsnachd							
3.6	<table border="1"> <tr> <td>A' fosgladh</td><td>A' dùnadh</td><td>Pròiseactan a' ruith</td></tr> <tr> <td>7 Samhain 2022</td><td>17 Faoilleach 2023</td><td>Màrt 2023 – Lùnastal 2024</td></tr> </table>		A' fosgladh	A' dùnadh	Pròiseactan a' ruith	7 Samhain 2022	17 Faoilleach 2023	Màrt 2023 – Lùnastal 2024
A' fosgladh	A' dùnadh	Pròiseactan a' ruith						
7 Samhain 2022	17 Faoilleach 2023	Màrt 2023 – Lùnastal 2024						
3.7	<u>Tuairmse Buidseit 2023/24 (a' gabhail a-steach airgead air a ghealltainn airson phròiseactan a-cheana): £115,000</u>							
3.8	<u>Prìomhachasan</u> <ul style="list-style-type: none"> A' brosnachadh cleachdadh na Gàidhlig am measg luchd-labhairt de dhiofar aoisean A' toirt cothrom do dhaoine òga le Gàidhlig an cànan a chleachdadh taobh-a-muigh na sgoile, colaiste no oilthigh A' dèanamh fòcas air taic a chumail ri sunnd dhaoine tro bhith a' cleachdadh na Gàidhlig A' brosnachadh no a' cumail taic ri teaghaichean airson Gàidhlig a chleachdadh còmhla no aig an dachaigh A' cruthachadh chothroman do dh'inbheach gus Gàidhlig ionnsachadh A' cur Gàidhlig air adhart mar phàirt de chomharrachaidhean agus tachartasan ionadail, nàiseanta is eadar-nàiseanta 							
3.9	<u>Bun-riaghailtean</u> <ul style="list-style-type: none"> Tha an sgeama fosgailte do bhuidhnean coimhearsnachd agus carthannasan a-mhàin (m.e. chan fhaod daoine fa leth, buidhnean poblach no buidhnean com-pàirteach iarrtasan a chur a-steach) Chan fhaod buidhnean ach 1 iarrtas a chur a-steach Chan fhaodar iarrtas a chur a-steach airson còrr is £5,000 							
	Colmille							
3.10	<table border="1"> <tr> <td>A' fosgladh</td><td>A' dùnadh</td><td>Pròiseactan a' ruith</td></tr> <tr> <td>7 Dùbhlachd 2022</td><td>16 Gearran 2023</td><td>Giblean 2023 – Lùnastal 2024</td></tr> </table>		A' fosgladh	A' dùnadh	Pròiseactan a' ruith	7 Dùbhlachd 2022	16 Gearran 2023	Giblean 2023 – Lùnastal 2024
A' fosgladh	A' dùnadh	Pròiseactan a' ruith						
7 Dùbhlachd 2022	16 Gearran 2023	Giblean 2023 – Lùnastal 2024						
3.11	<u>Tuairmse Buidseit 2023/24 (a' gabhail a-steach airgead air a ghealltainn airson phròiseactan a-cheana): £65,000</u>							
3.12	<u>Prìomhachasan</u> <ul style="list-style-type: none"> A' brosnachadh cleachdadh na Gàidhlig is na Gaeilge tro na h-ealain A' cleachdadh dualchas gus coimhearsnachdan Gàidhlig/Gaeilge a thoirt còmhla agus gus inbhe nan cànanan a thogail A' toirt luchd-labhairt òga na Gàidhlig is na Gaeilge còmhla tro thachartasan no pròiseactan sgoile A' brosnachadh conaltradh agus a' sgaoileadh eòlas agus deagh chleachdaidhean eadar luchd-labhairt na Gàidhlig agus na Gaeilge A' cur taic ri ionnsachadh na Gaeilge am measg luchd-labhairt na Gàidhlig (<i>is foirm-iarrtais eadar-dhealaichte is nas sìmplidhe do dhaoine fa-leth airson an taic seo a shireadh</i>) 							

Seisean Fosgailte
Cuspair 4.2

3.13	<p><u>Bun-riaghailtean</u></p> <ul style="list-style-type: none">Tha an sgeama fosgailte do bhuidheann sam bith (agus do dhaoine fa leth a tha airson taic-airgid a shireadh gus cùrsa Gaeilge a fhrithealadh)Chan fhaod buidhnean ach 1 iarrtas a chur a-steachChan fhaodar iarrtas a chur a-steach airson còrr is £12,500						
3.14	<p><u>Tabhartasan Cùrsaichean Bogaidh</u></p> <p>'S e amas an sgeama seo taic a chumail ri ùghdarrasan ionadail gus tidsearan no luchd-obrach tràth-bhliadhnaichean a tha clàraichte aca a chur air cùrsa bogaidh Gàidhlig gus an urrainn dhaibh teisteanas fhaighinn gus Gàidhlig no chuspairean Gàidhlig a theagaisg.</p>						
3.15	<p>Thathar den bheachd gu bheil an t-slighe seo cudromach ann a bhith brosnachadh thidsearan aig a bheil ùidh gluasad eadar foghlam Beurla is foghlam Gàidhlig, is ged nach eil mòran iarrtasan air a bhith ann tron sgeama san dà bhliadhna a dh'fhalbh (is 7 tidsearan air an cuideachadh gu h-ìomlan thairis air an trì bhliadhna sa chaidh), thathar airson leantainn leis an sgeama.</p>						
3.16	<p>Aig an ìre seo, tha cùrsaichean bogaidh freagarrach airson an sgeama seo ri fhaighinn bho Oilthigh Ghlaschu is Oilthigh na Gàidhealtachd is nan Eilean (tha an fheadhainn seo air an libhrigeadh aig Sabhal Mòr Ostaig agus Colaisde a' Chaisteil).</p>						
3.17	<p>Thathar ag amas air 6 tidsearan a thàladh dhan sgeama seo am-bliadhna 'sa, is mar sin ag iarraidh air buidseat nas motha a chleachdadh airson seo. Thathar cuideachd foillseachadh na sgeama nas tràithe am-bliadhna gus tuilleadh ùine a thoirt seachad do dh' ùghdarrasan ionadail iarrtas a chur a-steach.</p>						
3.18	<p><u>Tuairmse Buidseat 2023/24 – £210,000 (is cleachdadh airgead air fhàgail ann an 2022/23 ma tha sin ann)</u></p>						
3.19	<p><u>Clàr-ama</u></p> <table><tr><td>A' fosgladh</td><td>A' dùnadh</td><td>Pròiseactan a' ruith</td></tr><tr><td>1 Dùbhlachd 2022</td><td>4 Cèitean 2023</td><td>Lùnastal 2023 – Lùnastal 2024</td></tr></table>	A' fosgladh	A' dùnadh	Pròiseactan a' ruith	1 Dùbhlachd 2022	4 Cèitean 2023	Lùnastal 2023 – Lùnastal 2024
A' fosgladh	A' dùnadh	Pròiseactan a' ruith					
1 Dùbhlachd 2022	4 Cèitean 2023	Lùnastal 2023 – Lùnastal 2024					
3.20	<p><u>Prìomhachasan</u></p> <p>San fharsaingeachd thèid iarrtasan freagarrach aontachadh ma tha iad leantainn nam bun-riaghailtean, ach ma tha barrachd iarrtasan freagarrach ann na tha comasach dhuinn coileanadh a thaobh buidseat, thèid prìomhachas a chur air iarrtasan bho ùghdarrasan ionadail a tha –</p> <ul style="list-style-type: none">A' cur an cèill mar a bhios na tidsearan/luchd-obrach tràth-bhliadhnaichean seo a' cur gu mòr ri solar foghlam tro mheadhan na Gàidhlig anns an sgìre ùghdarrais acaA' cur an cèill mar a bhios na tidsearan/luchd-obrach tràth-bhliadhnaichean seo a' cur ris an fheachd-obrach foghlaim Gàidhlig aig an ùghdarras san fharsaingeachdA' sealltainn mar a bhios an t-suim a tha air sireadh a' toirt seachad deagh luach an airgid airson airgead Bhòrd na Gàidhlig						
3.21	<p><u>Bun-riaghailtean</u></p> <ul style="list-style-type: none">Faodar suas ri £37k iarraidh uile-gu-lèir, is am figear seo stèidhichte air tuairmse de –<ul style="list-style-type: none">Suas ri £30k airson cosgaisean solarachaidh an àite an tidsear a tha air a chur air cùrsa bogaidh (mas e is gur e cùrsa làn-thìde a th' ann)Suas ri £5k airson àite-fuirich agus cosgaisean siubhail gus an cùrsa a fhrithealadhSuas ri £2k airson cìsean a' chùrsaFeumaidh an tidsear a dhol a-steach gu dreuchd teagaisg Gàidhlig anns an ath bhliadhna-sgoile às dèidh dhaibh an cùrsa crìochnachadh, is feumaidh an t-ùghdarras ionadail dreuchd den leithid a ghealltainn dhaibh						

Seisean Fosgailte

Cuspair 4.2

3.22	<ul style="list-style-type: none">Feumaidh sgilean Gàidhlig a bhith aig an tidsear a tha co-ionnan ri ìre B1 air sgèile FICE (Frèam Ionnsachaidh Cànanan Eòrpach) ro thòiseach a’ chùrsa A thuilleadh air na prìomhachasan airson gach sgeama gu h-àrd, bidh oifigearan a’ measadh nan iarrtasan a rèir nan slatan-tomhais a leanas mar phàirt de mheasadh an dà sgeama taic-airgid: <ul style="list-style-type: none">Luach an airgidComasan gus pròiseactan a libhrigeadhComasan gus measadh a dhèanamh air adhartas is buaidh a’ phròiseictMar a tha am pròiseact mothachail air dleastanasan a thaobh:<ul style="list-style-type: none">A’ lùghdachadh buaidh air an àrainneachdA’ cur ri co-ionannachd chothroman do dhaoine le feart dìonte (a rèir Achd Co-ionannachd 2010)A’ cur ri cothroman do chlann a tha, no a tha air a bhith, fo chùram (a rèir nan dleastanasan a tha oirnn fo Phlana Pàrantan Corporra Bhòrd na Gàidhlig)Mar a thathar a’ moladh gun tèid aca air taic-airgid a’ Bhùird aithneachadh																				
3.23	Thathar a’ cur fàilte air beachdan buill na Comataidh air prionnsabalan is riaghailtean an dà sgeama seo.																				
4.0	Moladh																				
	Thathar a’ sireadh air Buill:																				
4.1	A’ toirt fa-near am fiosrachadh sa phàipear agus PT1.																				
4.2	Ag aontachadh ris na riaghailtean is prìomhachasan airson nan sgeamaichean taic-airgid Taic Freumhan Coimhearsnachd, Colmcille is Tabhartasan Cùrsaichean Bogaidh mar a tha air ainmeachadh.																				
5.0	Prìomh Bhuidhean Ro-innleachdach																				
5.1	Buidhean air Ionmhas																				
	Bidh na sgeamaichean seo taobh a-staigh buidseat 2023/24 (a tha ri aontachadh), is bidh cosgais sam bith taobh a-staigh bliadhna-ionmhais 2022/23 taobh a-staigh buidseat a chaidh aontachadh mar-thà.																				
5.2	Buidhean air Luchd-obrach																				
	Tha luchd-obrach an sàs ann a bhith a’ measadh nan iarrtasan, is leis a’ mholadh a thathar a’ dèanamh a thaobh cùrsa riaghlaidh thathar an dùil gum bi seo a’ sàbhaladh ùine nan oifigearan oir cha bhi aca ach aon phasgan de mholaidhean a chur air adhart.																				
5.3	Buidhean air Trèanadh																				
	Chan eil gin ann.																				
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra																				
5.4.1	Tha dealbh coileanta ri fhaighinn ann am PT1 air mar a bhios na prìomhachasan a tha air am moladh a’ cur ri Plana Corporra Bhòrd na Gàidhlig.																				
5.4.2	Bidh na measaidhean tabhartasan a’ cur fòcas air taic a chumail ri co-ionannachd, is seo a’ cur ri gnìomh G6 bho Plana Gnìomh a’ Bhùird 2022/23.																				
5.5	Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta																				
	<table><tr><th colspan="2">AR N-ADHBHAR</th><th colspan="2">AR LUACHAN</th></tr><tr><td colspan="2">Fòcas air a bhith a’ cruthachadh dùthaich nas soirbheachaile le cothroman do dh’Alba air fad soirbheachadh tro bhith a’ cur ri sunnd, agus ri fàs eaconamach seasmach agus inghabhalach</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 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></table>	AR N-ADHBHAR		AR LUACHAN		Fòcas air a bhith a’ cruthachadh dùthaich nas soirbheachaile le cothroman do dh’Alba air fad soirbheachadh tro bhith a’ cur ri sunnd, agus ri fàs eaconamach seasmach agus inghabhalach		’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"/>
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 inghabhalach		’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"/>																		

Seisean Fosgailte

Cuspair 4.2

	Àrainneachd	<input checked="" type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-Nàiseanta	<input checked="" type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>
5.6	Buaidhean air Cliù			
	Bidh na sgeamaichean seo a' cur ri cliù na buidhne le TFC is Colmcille na dà phrìomh sgeama taic-airgid againn a tha fosgailte do dh' iarrtasan bho choimhearsnachdan, is na Tabhartasan Cùrsaichean Bogaidh mar dòigh airson taic a chumail ri trèanadh thidsearan.			
5.7	Buaidhean air Slàinte is Sàbhailteachd			
	Chan eil gin ann.			
5.8	Buaidhean Laghail			
	Chan eil gin ann			
5.9	Buaidhean air Co-ionannas			
	Thèid measadh a dhèanamh air iarrtasan uile le aon de na slatan-tomhais airson prìomhachas a chur air iarrtasan a tha a' cur air adhart co-ionannas agus cothroman do chlann a tha, no a tha air a bhith, fo chùram, a rèir Plana Pàrantan Corporra aig Bòrd na Gàidhlig.			
5.10	Buaidhean air an àrainneachd			
	Thèid measadh a dhèanamh air iarrtasan uile le aon de na slatan-tomhais airson prìomhachas a chur air iarrtasan a tha mothachail air dòighean gus buaidh air an àrainneachd a lùghdachadh.			

Seisean Fosgailte

Cuspair 4.2 PT1

Prìomhachasan Sgeamaichean Taic-airgid Bòrd na Gàidhlig 2022/23

Gnìomhan Plana Chorporra Bòrd na Gàidhlig 2018-23

Taic Freumhan Coimhearsnachd

Colmcille

Tabhartasan

Cùrsaichean

Bogaidh

Cleachdadh na Gàidhlig

U1	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			
U2	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' brosnachadh cleachdadh na Gàidhlig am measg luchd-labhairt de dhiofar aoisean	A' cleachdadh dualchas gus coimhearsnachdan Gàidhlig/Gaeilge a thoirt còmhla agus gus inbhe nan cànanan a thogail A' brosnachadh conaltradh agus a' sgaoileadh eòlas agus deagh chleachdaidhean eadar luchd-labhairt na Gàidhlig agus na Gaeilge	
U3	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			
U4	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' toirt cothrom do dhaoine òga le Gàidhlig an cànan a chleachdadh taobh-a-muigh na sgoile, colaiste no oilthigh	A' toirt luchd-labhairt òga na Gàidhlig is na Gaeilge còmhla tro thachartasan no pròiseactan sgoile	
U5	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			
U6	A' cuideachadh le bhith a' cur ri comasan, sgilean agus seasmhachd ann an roinn nan ealain		A' brosnachadh cleachdadh na Gàidhlig is na Gaeilge tro na h-ealain	

Seisean Fosgailte

Cuspair 4.2 PT1

Prìomhachasan Sgeamaichean Taic-airgid Bòrd na Gàidhlig 2022/23

Gnìomhan Plana Chorporra Bòrd na Gàidhlig 2018-23

Taic Freumhan Coimhearsnachd

Colmcille

Tabhartasan
Cùrsaichean
Bogaidh

U7	A' cur barrachd cothroman, is cothroman nas fheàrr, air adhart far am bi teaghlaichean a' cleachdadh na Gàidhlig anns an dachaigh aca	A' brosnachadh no a' cumail taic ri teaghlaichean airson Gàidhlig a chleachdadh còmhla no aig an dachaigh		
U8	A' toirt maoinachadh do dh'iomairtean a bhios a' neartachadh beairteas, buntainneas is cunbhalachd a' chàin		A' brosnachadh conaltradh agus a' sgaoileadh eòlas agus deagh chleachdaidhean eadar luchd-labhairt na Gàidhlig agus na Gaeilge	

Ionnsachadh Gàidhlig

L1	A' toirt comhairle seachad air poileasaidhean agus a' toirt stiùireadh don obair gus ro-innleachdan a dhealbhadh airson foghlam na Gàidhlig			
L2	Ag obair còmhla ri buidhnean de phàrantan is buidhnean buntainneach gus fàs a thoirt air FtG			
L3	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' brosnachadh no a' cumail taic ri teaghlaichean airson Gàidhlig a chleachdadh còmhla no aig an dachaigh		
L4	A' toirt taic do luchd-compàirt gus cothroman ionnsachaidh phroifeiseanta a chruthachadh is a libhrigeadh leis an amas gum bi barrachd luchd-obrach ann agus barrachd sgilean aig luchd-obrach			Sgeama cur taic ris a seo
L5	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			

Seisean Fosgailte

Cuspair 4.2 PT1

Prìomhachasan Sgeamaichean Taic-airgid Bòrd na Gàidhlig 2022/23

Gnìomhan Plana Chorporra Bòrd na Gàidhlig 2018-23

Taic Freumhan Coimhearsnachd

Colmcille

Tabhartasan
Cùrsaichean
Bogaidh

L6	A' brosnachadh dhaoine gu bhith a' cleachdadh teicneòlas ùr gus barrachd dhòighean-ionnsachaidh is dòighean-ionnsachaidh nas èifeachdaiche a thoirt do dh'inbich	A' cruthachadh chothroman do dh'inbich gus Gàidhlig ionnsachadh	A' cur taic ri ionnsachadh na Gaeilge am measg luchd-labhairt na Gàidhlig	
L7	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' cur Gàidhlig air adhart mar phàirt de chomharrachaidhean agus tachartasan ionadail, nàiseanta is eadar-nàiseanta		Sgeama cur taic ris a seo

A' cur air adhart na Gàidhlig

P1	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			
P2	A' toirt fhreagairtean seachad do cho-chomhairleachaidhean poblach co-cheangailte ri cuspairean no raointean a bhuineas ris a' Ghàidhlig			

Seisean Fosgailte

Cuspair 4.2 PT1

Prìomhachasan Sgeamaichean Taic-airgid Bòrd na Gàidhlig 2022/23

Gnìomhan Plana Chorporra Bòrd na Gàidhlig 2018-23

Taic Freumhan Coimhearsnachd

Colmcille

Tabhartasan
Cùrsaichean
Bogaidh

P3	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' cur Gàidhlig air adhart mar phàirt de comharrachaidhean agus tachartasan ionadail, nàiseanta is eadar-nàiseanta		
P4	A' dèanamh cinnteach gum bi na meadhanan a' tuigsinn agus a' mothachadh do na teachdaireachdan taiceil is brosnachail mun Ghàidhlig			
P5	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	A' brosnachadh cleachdadh na Gàidhlig am measg luchd-labhairt de dhiofar aoisean		
P6	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			
P7	A' dealbh ro-innleachdan a nì cinnteach gun dèan Bòrd na Gàidhlig am feum as motha de dh'obair thosgairean na Gàidhlig			

Seisean Fosgailte
Cuspair 5.1

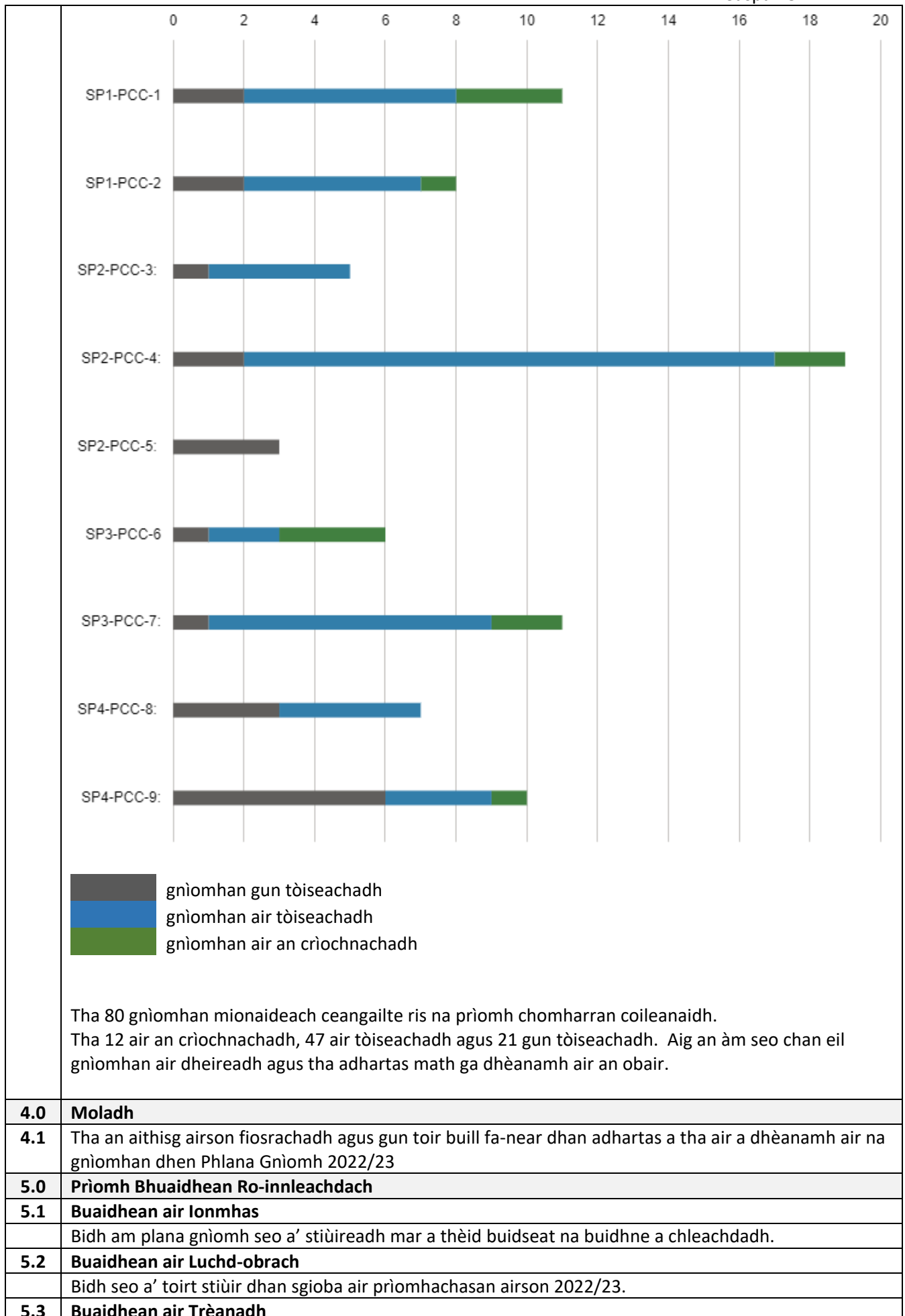
A' freagairt ri	Coinneamh a' Bhùird-stiùiridh
Ceann-latha na Coinneimh	06/10/2022
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	5.1

Tìotal a’ Phàipeir		Prìomh Chomharran Coileanaidh - Adhartas 2022/23		
Moladh do Bhuill		Airson Fiosrachadh*		
Neach labhairt:		Iain Mac a’ Mhaoilein, Stiùiriche Leasachaidh		
Cùrsa Riaghlachais airson na h-Aithris		Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris	
Sgioba-stiùiridh		11/10/22	Airson Fiosrachadh	
Pàipear-taice air a cheangal ris		Chan eil		
1.0	Adhbhar			
1.1	Airson fiosrachadh air an adhartas a tha air a dhèanamh air na Prìomh Chomharran Coileanaidh a chaidh aontachadh aig coinneamh a’ Bhùird-stiùiridh air 02/03/2022 mar phàirt dhen Phlana Gnìomh.			
2.0	Cùl-fhiosrachadh			
2.1	Aig coinneamh a’ Bhùird-stiùiridh 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)			
3.0	Prìomh Aithris/Fiosrachadh			
3.1	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.			
3.2	Tha na prìomhachasan mar a leanas sa chlàr gu h-ìosal:			
	Iomradh	Prìomh Chomharran Coileanaidh (PCC)	Na Prìomh Slatan-tomhais	Adhartas
	PCC – 1	Barrachd chothroman do dhaoine na sgìlean Gàidhlig aca a chleachdadh	ag obair le 70 buidhnean poblach air cruthachadh, a’ cur an gnìomh agus a’ measadh phlanaichean Gàidhlig	Tha sinn ag obair an dràsta le 66 Buidhnean le dùil gum bi sinn air an àireamh 70 a ruigsinn ro dheireadh na Bliadhna
	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	Chaidh lèirmheas a dhèanamh agus tha am Bòrd air aontachadh clàr-ama airson nan atharrachaidhean a chur an sàs
	PCC – 3	Barrachd taic do sholar sna Tràth-bhliadhnaichean	Maoineachadh air a thoirt do sholar tràth-bhliadhnaichean tron	Sgeama thabhartasan tràth-bhliadhnaichean air a libhrigeadh

Seisean Fosgailte

Cuspair 5.1

3.3	PCC – 4	Barrachd chothroman do dhaoine na sgilean Gàidhlig aca a thoirt air adhart	Ghàidhlig Stiùireadh Reachdail airson Foghlam Gàidhlig air ùrachadh	Bidh seo a' tachairt às dèidh na Nollaig	
	PCC – 5	Bidh barrachd dhaoine ag aontachadh ris an abairt, “Tha mi air na sgilean Gàidhlig agam a thoirt air adhart.”	Goireasan B1 agus B2 SpeakGaelic air ullachadh	Tha MG ALBA agus SMO air tòiseachadh air na goireasan seo ullachadh le dùil a bhith deiseil Samhradh 2023.	
	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	Tha am Bòrd-stiùiridh air am Plana aontachadh agus a chur air adhart chun an Riaghaltais	
	PCC – 7	Bidh barrachd dhaoine ag aontachadh ris an abairt, “Tha a' Ghàidhlig cudromach do dh'Alba.”	Aithisg 'Thuirt sibh, rinn sinne' air fhoillseachadh às a' cho-chomhairleachadh air PCN#4	Tha dreach dhen aithisg seo deiseil ach cha bhi cothrom a foillseachadh gus am bi am Plana Nàiseanta air aontachadh leis a Riaghaltas.	
	PCC – 8	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.”	Plana Corporra ùr air a chruthachadh le ceangal dìreach ri Plana Nàiseanta na Gàidhlig#4 ri planadh agus gnìomhachd Bhòrd na Gàidhlig agus ris an luchd-obrach aige	Leis a' Phlana Nàiseanta air aontachadh leis a' Bhòrd-stiùiridh agus air a dhol gu Ministearan bidh an obair a tha seo a tòiseachadh	
	PCC - 9	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.”	cruthaichidh sinn ro-innleachd luchd-ùidh le plana gnìomh a tha soilleir agus a ghabhas tomhas	Tha an obair a tha seo air tòiseachadh le dùil gum bi e crìochnaichte san Dùbhlachd.	
Tha adhartas math air a bhith ann cuideachd air na gnìomhan a tha air an coileanadh anns a' Phlana Gnìomh aig ìre luchd-obrach agus tha an t-adhartas ri fhaicinn anns a' chlàr gu h-ìosal:					

Seisean Fosgailte
Cuspair 5.1

Seisean Fosgailte

Cuspair 5.1

	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-innleachail 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 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 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	Buaidhean air Cliù			
	Bidh e nas fhasa a bhith a' mineachadh nan targaidean aig BnG leis an stoidhle seo is bidh sin a' cur ri cliù na buidhne.			
5.7	Buaidhean air Slàinte is Sàbhailteachd			
	Cha bhi buaidh air slàinte is sàbhailteachd.			
5.8	Buaidhean Laghail			
	Cha bhi buaidh laghail ann.			
5.9	Buaidhean air Co-ionannas			
	Cha bhi buaidh air co-ionannas.			
5.10	Buaidhean air an àrainneachd			
	Cha bhi buaidh air an àrainneachd.			

Seisean Fosgailte
Cuspair 6.1

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	01/11/2022
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	6.1

Tìotal a' Phàipeir	Planaichean Gàidhlig	
Moladh do Bhuill	Ri Aontachadh (PT1, PT2), Airson Fiosrachadh (PT3)	
Neach-labhairt:	Jim Whannel, Stiùiriche Foghlaim Christie NicIlleathain, Manaidsear Planaidh	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha an Aonta	Seòrsachadh co-dhùnadh
Stiùiriche Foghlaim	17/10/22	Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 PGR072 E01 Coilltearachd agus Fearann Alba PT2 PGR065 E03 Ùghdarras Theisteanas na h-Alba PT3 Geàrr-lomradh air Adhartas le E02 Ùghdarras Theisteanas na h-Alba	
1.0	Adhbhar	
1.1	A' sireadh aonta air planaichean reachdail fo Achd na Gàidhlig (Alba) 2005	
2.0	Cùl-fhiosrachadh	
2.1	Chaidh measadh a dhèanamh air dreachd phlanaichean le pannal nam planaichean. Thug am pannal sùil-mhionaideach orra agus mhol iad atharrachaidhean.	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	Ghabh Coilltearachd agus Fearann Alba agus Ùghdarras Theisteanas na h-Alba ris na molaidhean aig a' phannal. Thug oifigearan a' Bhùird taic seachdad far an robh soilleireachadh a bharrachd a dhìth air cuid den na molaidhean agus chaidh rèiteachadh a dhèanamh orra.	
3.2	Thathas a' moladh gun tèid aontachadh ris na Planaichean seo.	
4.0	Moladh	
4.1	Aire a thoirt don fhiosrachadh ann am PT1, PT2 agus PT3	
4.2	Aonta a chur ris an dreachd phlana E01 Coilltearachd agus Fearann Alba agus aonta a chur ris an dreachd phlana E03 Ùghdarras Theisteanas na h-Alba.	
5.0	Prìomh Bhuidhean Ro-innleachdach	
5.1	Buidhean air Ionmhas Chan eil buaidh ann.	
5.2	Buidhean air Luchd-obrach Chan eil buaidh ann.	
5.3	Buidhean air Trèanadh Chan eil buaidh ann.	
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra Tha dlùth cheangal ann eadar na planaichean reachdail seo agus a' cur air adhart cleachdadh, ionnsachadh agus ìomhaigh na Gàidhlig gu nàiseanta.	

Seisean Fosgailte

Cuspair 6.1

	<p>Bidh na planaichean seo a’ cur air adhart nam prìomh amasan anns a’ phlana chorpóra aig Bòrd na Gàidhlig gu sònraichte mar a leanas:-</p> <p><i>“A’ dèanamh cinnteach gum bi buaidh nas motha aig Planaichean Gàidhlig air cùisean agus a’ toirt taic do dh’Ùghdarrasan Poblach gus sanasachd a dhèanamh air an obair a nì iad don Ghàidhlig”</i></p>																																							
5.5	<p>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</p> <table><tr><th colspan="2">AR N-ADHBHAR</th><th colspan="2">AR LUACHAN</th></tr><tr><td colspan="2">Fòcas air a bhith a’ cruthachadh dùthaich nas soirbheachaile le cothroman do dh’Alba air fad soirbheachadh tro bhith a’ cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach</td><td colspan="2">’S e comann-sòisealta a th’ annainn a tha a’ dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a’ toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach</td></tr><tr><th colspan="4">AR LUACHAN BUILEAN NÀISEANTA</th></tr><tr><td>Còraichean daonna</td><td><input checked="" type="checkbox"/></td><td>Clann</td><td><input checked="" type="checkbox"/></td></tr><tr><td>Cultar</td><td><input checked="" type="checkbox"/></td><td>Coimhearsnachdan</td><td><input checked="" type="checkbox"/></td></tr><tr><td>Àrainneachd</td><td><input type="checkbox"/></td><td>Bochdainn</td><td><input checked="" type="checkbox"/></td></tr><tr><td>Slàinte</td><td><input type="checkbox"/></td><td>Eadar-nàiseanta</td><td><input type="checkbox"/></td></tr><tr><td>Foghlam</td><td><input checked="" type="checkbox"/></td><td>Eaconamaidh</td><td><input checked="" type="checkbox"/></td></tr><tr><td>Gnothachasan soirbheachail is ùr-ghnàthach</td><td><input checked="" type="checkbox"/></td><td></td><td></td></tr></table>				AR N-ADHBHAR		AR LUACHAN		Fòcas air a bhith a’ cruthachadh dùthaich nas soirbheachaile le cothroman do dh’Alba air fad soirbheachadh tro bhith a’ cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach		’S e comann-sòisealta a th’ annainn a tha a’ dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a’ toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach		AR LUACHAN BUILEAN NÀISEANTA				Còraichean daonna	<input checked="" type="checkbox"/>	Clann	<input checked="" type="checkbox"/>	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input checked="" type="checkbox"/>	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>	Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>		
AR N-ADHBHAR		AR LUACHAN																																						
Fòcas air a bhith a’ cruthachadh dùthaich nas soirbheachaile le cothroman do dh’Alba air fad soirbheachadh tro bhith a’ cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach		’S e comann-sòisealta a th’ annainn a tha a’ dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a’ toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach																																						
AR LUACHAN BUILEAN NÀISEANTA																																								
Còraichean daonna	<input checked="" type="checkbox"/>	Clann	<input checked="" type="checkbox"/>																																					
Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>																																					
Àrainneachd	<input type="checkbox"/>	Bochdainn	<input checked="" type="checkbox"/>																																					
Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>																																					
Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>																																					
Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>																																							
5.6	<p>Buaidhean air Cliù</p> <p>Chan eil buaidh ann.</p>																																							
5.7	<p>Buaidhean air Slàinte is Sàbhailteachd</p> <p>Chan eil buaidh ann.</p>																																							
5.8	<p>Buaidhean Laghail</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>Buaidhean air Co-ionannas</p> <p>Chan eil buaidh dhìreach air co-ionannas tron na Planaichean 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>Buaidhean air an Àrainneachd</p> <p>Cha bhi buaidh ann.</p>																																							



Forestry and
Land Scotland
Coilltearachd agus
Fearann Alba

Coinneamh Comataidh Poileasaidh is Ghoireasan 01/11/2022

Seisean Fosgailte
Cuspair 6.1 PT1

Gaelic Language Plan 2022-2027

Foreword

I am pleased to introduce our first Gaelic Language Plan, which sets out our commitments in relation to the Gaelic Language (Scotland) Act 2005.

Forestry and Land Scotland recognises that Gaelic is an important part of Scotland's heritage, national identity and cultural life. We are committed to helping ensure that Gaelic has a sustainable future in Scotland.

Gaelic also has huge significance in our landscape. Many of the forests and land that we manage are steeped in Gaelic folklore and bear Gaelic names that describe their appearance, their geography or reflect their importance in Gaelic culture. For us the significance could not be more relevant as, at its core, the names of the letters in the Gaelic alphabet are based on the names of many of Scotland's native trees. These names show that Gaelic was the community language, and continues to be so in various parts of Scotland.

In line with other public bodies, our plan sets out how we will demonstrate three 'Key Principles' in relation to Gaelic Language. The first is 'Equal Respect', securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language. The second is 'Active Offer', making an active offer of our Gaelic services to our employees and the public. The third is 'Mainstreaming,' ensuring that opportunities for the public and our staff to use Gaelic are normalised, 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. We have developed a good set of actions that will strengthen our commitment to these principles and consolidate and increase our work in relation to Gaelic.

I would like to take this opportunity to thank those who took the time to respond to our consultation on this important document; to colleagues across FLS who have worked hard to develop the plan; and also to colleagues in Bòrd na Gàidhlig who have provided rich feedback throughout the development process.

Simon Hodgson

**Chief Executive
Forestry and Land Scotland**

Table of Contents

1. Introduction
2. Key Principles
3. Plan Commitments
4. Links to the National Performance Framework
5. Publication
6. Resourcing the Plan
7. Monitoring the Plan
8. The Gaelic Language Plan in FLS
9. Appendix 1 – Consultation Results

1. Introduction

Forestry and Land Scotland (FLS) was established as an executive agency of the Scottish Government on 1 April 2019. We are responsible for managing Scotland's national forests and land, an area that in total covers 640,000 hectares, 9% of Scotland's land area, in a way that supports and enables economically sustainable forestry; conserves and enhances the environment and delivers benefits for people and nature.

Our mission is 'to look after Scotland's forests and land, for the benefit of all, now and for the future'. This leads to our vision of 'forests and land that Scotland can be proud of'.

We have developed five Corporate Outcomes which describe what we aim to achieve from our programme of activity. These are set out in detail in our Corporate Plan. For each Corporate Outcome we have developed a series of actions and key work areas, delivery of which are crucial to achieving our vision and mission for the organisation.

FLS employs just over 1000 employees in a variety of occupations across Scotland. We are organised into five regions, with support from national offices in Edinburgh and Inverness.

FLS is different from most other public bodies in Scotland in that we earn a large proportion of our income to support the management and development of Scotland's national forests and land. This is primarily through commercial trading activities such as the sale of timber, renewables, recreation, and leases. We use this revenue to invest in activities such as woodland expansion but also to build a sustainable financial model to protect the national forests and land for the long term. In addition we receive Scottish Government funding. As we are an operationally focused organisation involved in commercial trading activities, FLS is classed as a Public Corporation under the definition set by the Office of National Statistics.

1.1 Gaelic within Forestry and Land Scotland

Our predecessor organisation, Forest Enterprise Scotland, worked closely with Forestry Commission Scotland on the development and implementation of a Gaelic Language Plan. Published in 2017, it set out how the organisations sought to:

- Use Gaelic in the operation of our core functions
- Enable the use of Gaelic when communicating with the public and key partners
- Promote and develop Gaelic within the organisation

As such, FLS has a 'head-start' on work in relation to using and enabling the use of Gaelic, as well as promoting and developing Gaelic within the organisation. This includes:

- Corporate Documents having sections translated into Gaelic (e.g. Corporate Plan, Annual Report and Accounts)
- Bilingual signage in key areas including Regional offices and FLS managed forests
- Bilingual Logo on website and corporate documents
- Dedicated Gaelic resources on our external website including learning materials for the Gaelic alphabet in relation to trees and a history of Gaelic places
- Opportunities to promote Gaelic via our social media channels; press releases and Gaelic activity
- Working with our colleagues across Scottish Government and in the public sector via the GMor Group.

We are also in the process of recruiting a Gaelic Officer who will lead on the implementation, monitoring and review of this plan. Specific duties will also include:

- Planning, developing and implementing engagement plans for stakeholders to support our corporate outcomes, as well as for specific activities and events, with particular reference to the delivery of our Gaelic Language Plan;
- Liaising with colleagues to identify projects and actions requiring engagement with stakeholders either in the medium of Gaelic or related to Gaelic;
- Developing a strong understanding of internal audiences in relation to Gaelic; Using this knowledge to ensure that format, tone, language and channels used for internal communication in or relating to Gaelic is easily accessible to and read by a range of employee groups.
- Writing and editing communications in Gaelic including letters, speeches and corporate publications.
- Providing advice on Gaelic translation and undertaking translation work.
- Managing the Gaelic online content.
- Maintaining an awareness of the news agenda relating to Gaelic and emerging news events that may impact on our delivery of the Gaelic Language Plan.
- Managing enquiries from the media in Gaelic, including those of a complex, sensitive or controversial nature, liaising with colleagues to provide accurate and timely responses;
- Producing a range of accurate and well written copy in both Gaelic and English for use in various media channels.

1.2 Gaelic in Scotland

According to the 2011 Census around 87,000 people aged 3 and over in Scotland (1.7% of the population) have some Gaelic language skills. Highland, Eilean Siar and Glasgow City were the council areas with the largest numbers of people with Gaelic language ability¹. The Census also showed that approximately 50% of Gaelic speakers live in the Highlands and Islands, and 50% across the rest of the country².

Gaelic medium education is available in a number of local authorities, enabling young people to progress from early years into primary and secondary education. In the school year 2019/20 there were 6,197 pupils in Gaelic medium education. In addition to this, there were 103 English medium primary schools providing Gaelic language education as an additional language and 3,605 secondary pupils were studying Gaelic as a subject².

At the time of writing this plan, 57 public authorities in Scotland have [Gaelic Language Plans](#). These plans set out how organisations will use and enable the use of Gaelic in relation to their main business functions.

1.3 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 Forestry and Land Scotland'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.

Forestry and Land Scotland'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.

¹ [National Records of Scotland, Scotland's Census 2011: Gaelic report \(part 1\), p6](#)

² [Bord na Gàidhlig, Gaelic School Data 2019/20](#)

1.4 The National Gaelic Language Plan

Forestry and Land Scotland 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.”

We are committed to achieving this aim by focussing 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

1.5 Internal Gaelic Capacity Audit

An internal Gaelic Capacity Audit will be undertaken in Spring 2023. This will provide the following details:

- The number of FLS employees who speak, read, write or understand Gaelic and the level of their language skills.
- The number of FLS employees undertaking Gaelic language skills training (personally or in the workplace) and the number who express an interest in doing so.
- The departments and/or locations within FLS in which those identified above work.
- The number of posts that are already designated as ones in which Gaelic is an essential or desirable job skill.
- The services or the internal processes that are already conducted through the medium of Gaelic.

1.6 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.

The consultation on the FLS draft Gaelic Language Plan took place between November 2021 and January 2022. Despite a low response rate (six responses) the main findings from the consultation were as follows:

- **Learning** – Stakeholders responded positively to the suggestion of learning within the plan. Suggestions included the promotion of apps like ‘Duo lingo’ and for historic courses to be made available for staff.
- **Awareness** – There was strong support for re-running awareness sessions with staff. This action is already integrated into the plan.

- **Website** – Respondents suggested consideration of the use of Gaelic in heritage interpretation on webpages including audio to support Gaelic learners and also to introduce non-speakers to the language in an engaging way.
- **Information** – In relation to Careers Fairs it was suggested that Gaelic specific careers fairs should be supported, with staff encouraged to attend with Gaelic speaking staff who are willing to use their language skills to help promote the organisation.
- **Signage** – Most respondents welcomed the proposed plan to replace signage with bilingual signage within ‘Core and peripheral’ areas when it is due to be renewed however there were concerns over signage only in ‘Core and peripheral’ areas being replaced with bilingual signage.

Full details of the consultation can be found at Appendix 2.

2. Key Principles

2.1 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.

Forestry and Land Scotland 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.

2.2 Active Offer

Forestry and Land Scotland 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.

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

2.3 Mainstreaming/Normalising

Forestry and Land Scotland will ensure that opportunities for the public and our staff to use Gaelic are normalised, in support of the National Gaelic Language Plan's aims.

3. Plan Commitments

3.1 High Level Aims

During the development of this plan we worked closely with Bòrd na Gàidhlig to develop four High Level Aims. These are strategic actions closely linked to the National Gaelic Language Plan 2018 – 2023 and fall under the categories of ‘Using Gaelic’, ‘Learning Gaelic’, and ‘Promoting Gaelic’.

Using Gaelic

High-level Aim	Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Through each aspect of FLS’s work, demonstrate a contribution to the National Gaelic Language Plan 2018-23 aim of ‘Gaelic is used more often, by more people and in a wider range of situations’, including services for visitors and communities.	In line with the plan’s overall aim ‘Gaelic is used more often, by more people and in a wide range of situations’ FLS will work to ensure a positive attitude towards Gaelic throughout the organisation by displaying equal respect for Gaelic and English throughout the services and resources we offer.	Some signage is bilingual and some documentation is available in Gaelic. Some documents also have parts published bilingually.	We will increase the use of Gaelic in Corporate documentation and on our website. We will also consider all requests for translation, and work within the organisation to promote Gaelic and encourage awareness.	Year 1 and then ongoing.	Corporate Services supported by other Business Functions and Regions as required.
Ensure that Gaelic is embedded across the corporate structure of Forestry and Land Scotland, including but not limited to, ensuring that Gaelic features in the organisation’s corporate and business plans and policies.	Gaelic is embedded across the corporate structure of Forestry and Land Scotland.	Some corporate documents have parts translated in Gaelic, e.g. the Annual Report and Accounts. Gaelic is mentioned as an action in the Corporate Plan and Business Plans. The Corporate Plan also has a Gaelic foreword.	We will increase the amount of Corporate documents where Gaelic is featured, including the FLS Annual Business Plans, Corporate Parenting Plan and Framework Document. We will also provide more information in Gaelic within our next Corporate Plan (2025-28).	Year 1 and then ongoing	Corporate Services.

Learning Gaelic

High-level Aim	Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Include Gaelic in Forestry and Land Scotland's promotions and seek to develop Gaelic skills internally as well as externally.	Encourage people of all ages to be inspired by Scotland's rich cultural heritage, and by the historic environment.	FLS is committed to promotion of Gaelic as well as consideration of Gaelic requests. We have a number of Gaelic resources available on our website including a 'Gaelic Alphabet Through Trees' poster, and 'To Build a Broch' an archaeological learning resource.	We will promote existing Gaelic services and resources available to ensure Gaelic users are made aware of their existence and are encouraged to use them as well as conducting a Gaelic skills staff audit to inform staff training plan.	Year 1	Corporate Services – lead by Gaelic Officer and the People Team.

Promoting Gaelic

High-level Aim	Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Recognise and promote the use and value of Gaelic through Forestry and Land Scotland's work in supporting a sustainable rural economy, sustainable business growth, development opportunities, jobs and investments.	Commitments in the FLS Gaelic Language plan are honoured and demonstrated throughout the work we undertake.	Support is currently demonstrated via bilingual signage, collaboration with Scottish Government working groups and promotion via all channels and corporate documentation.	We will continue to promote visibility of Gaelic via internal and external signage, ensuring that there is a standard for the acceptable level of Gaelic to be included within publications, advertising campaigns and events and that there is a consistent approach within the organisation.	Year 2 – 3	Corporate Services –lead by Gaelic Officer

3.2 Corporate Service Aims

As well as the High-level Aims, Bòrd na Gàidhlig has developed a set of standardised Corporate Service Aims that are issued to public authorities with the aim of standardising key Gaelic services over time across the public sector. Progress towards the delivery of the Corporate Service Aims form a key part of the Bòrd's Annual Monitoring requirements for each public authority.

Status

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Logo and brand 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.	The Corporate logo and branding has been rendered in both Gaelic and English. The logo demonstrates equal prominence for both languages.	We will maintain the current approach	Ongoing	Corporate Services
Signage Prominent signage will include Gaelic and English as part of any renewal process.	Corporate signage in key areas includes Gaelic and English. E.g. Inverness, Regional offices and FLS managed forests. There is a specification sheet on the use of Gaelic for all our corporate signage. This includes a map showing the core and peripheral areas where we include Gaelic on our signage, with various examples of how the Gaelic is incorporated. Gaelic is also included in most of our orientation and information panels, in the same way as in our print – and based off the same principles as our signage plan and guide. We also have bilingual branding on vehicle livery in some parts of the country.	We will work with Bòrd na Gàidhlig to review our 'Core and Peripheral Areas' document which sets out where we will use Gaelic or Bilingual signage.	Year 1	Visitor Services and Communities National Team

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Signage continued.	As above	All prominent signage within our reviewed 'Core and Peripheral Areas' document will be rendered bilingual on a renewal basis.	Year 1 and then ongoing	Visitor Services and Communities National Team
Signage continued.	As above	Having reviewed the 'Core and Peripheral Areas' document, we will continue to ensure that this is promoted across the organisation so that replacement corporate signage in agreed areas is bilingual.	Year 1 and then ongoing.	Visitor Services and Communities National Team
Signage continued.	As above	We will continue our approach to bilingual vehicle livery, extending this across the country at point of renewal of vehicles.	Year 2	Visitor Services and Communities National Team
Signage continued.	As above	We will undertake a further review and expand the agreed core and peripheral areas.	Year 5	Visitor Services and Communities National Team

Communicating with the public

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Promotion Positive message that communication from the public in Gaelic is always welcome.	This does not currently take place.	We will establish an internal process for responding to Gaelic communications from the public. This could include a dedicated email address for enquiries.	Year 1	Corporate Services – Gaelic Officer
Promotion continued	This does not currently take place.	We will update the 'Contact Us' page of the website to share the message that communication from the public in Gaelic is always welcome.	Year 1	Corporate Services – Gaelic Officer
Promotion continued	This does not currently take place.	We will add the statement to the standard text on the back pages of Corporate Documents.	Year 1 and then ongoing	Corporate Services - Design

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Promotion continued	This does not currently take place.	We will make a standard bilingual email signature and out-of-office reply available to all staff who choose to use this.	Year 2	Corporate Services – Gaelic Officer
Promotion continued	This does not currently take place.	We will encourage staff to make use of the #cleachdi resource from Bòrd na Gàidhlig to enable Gaelic speakers and learners to be more visible to one another and promote the use of Gaelic in public spaces.	Year 2	Gaelic Officer supported by the Gaelic Language Implementation and Monitoring Group.
Written Communication 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.	This does not currently take place.	As per the action above, we will establish and communicate the internal process for responding to written communication in Gaelic.	Year 1	Corporate Services – Gaelic Officer
Reception and Phone Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public.	This does not currently take place.	We will complete the Gaelic Capacity Audit to identify Gaelic speaking staff (and the roles suitable i.e. reception staff) who may be able to provide this service.	Year 1	Corporate Services – Gaelic Officer, supported by the People Team
Reception and Phone continued	This does not currently take place.	Appropriate training will be available for staff to learn how to offer a greeting in Gaelic.	Year 2	Corporate Services – Gaelic Officer, supported by the L&D Team
Reception and Phone continued	This does not currently take place.	We will encourage staff to learn how to offer a greeting in Gaelic.	Year 2	Corporate Services – Gaelic Officer, supported by the L&D Team
Reception and Phone continued	This does not currently take place.	Where Gaelic-speaking staff can provide a service, we will support them to do so and will actively promote this.	Year 2	Corporate Services – Gaelic Officer, supported by the L&D Team

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.	This does not currently take place.	We will establish criteria for holding public meetings bilingually or in Gaelic.	Year 2	Corporate Services-Gaelic Officer (supported by GLP Implementation Group for regional input)
Public meetings continued	This does not currently take place.	We will promote Gaelic at public meetings, e.g. by having documents available that are partially translated.	Year 2	Corporate Services-Gaelic Officer (supported by GLP Implementation Group for regional input)

Information

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.	FLS has a representative in the organisation as a point of contact for the media. We also work throughout the year with BBC Alba and others to produce / support Gaelic content as required.	We will publish appropriate key news releases bilingually. This will equate to approximately 10% of all news releases and this figure will increase on annual basis.	Year 1 and then ongoing.	Corporate Services - Gaelic Officer and Communications
Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users	Gaelic is already included in content on FLS social media. As an example we conducted a quiz on our social channels, and included some questions on the Gaelic language, resulting in positive engagement.	We will continue the use of Gaelic on our social media channels, signposting our audience to relevant sections of the website to drive further engagement. Approximately 10% of all our posts on social media will be in Gaelic and this figure will increase on an annual basis.	Year 1 and then ongoing.	Corporate Services - Gaelic Officer and Communications

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Social Media continued	As above	We will develop social media and blog content to engage our audience in the rich Gaelic place-name heritage of Scotland's national forests and land to encourage users to learn about the Gaelic heritage, culture and language specific to our assets.	Year 1	Corporate Services – Gaelic Officer
Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.	There are various articles where Gaelic is promoted, searching 'Gaelic' on the FLS website has a high return of articles that include this term.	We will develop a Gaelic Translation of the CEO's welcome on the website.	Year 1	Corporate Services – Gaelic Officer
Website continued	As above	We will promote and publicise the Gaelic Tree Alphabet Tree Resources	Year 1	Corporate Services – Gaelic Officer, and National Visitor Services Team
Website continued	As above	We will develop content within our website explaining Gaelic heritage, culture and language specific to Scotland's national forests and land). Content to use sound files where possible to help with user understanding and engagement.	Year 2	Corporate Services – Gaelic Officer
Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.	We have lots of examples of current practice in this area including: <ul style="list-style-type: none"> • Parts of documents translated, bilingual leaflets for visitor sites, translated on-site information • Gaelic content in our Visitor Experience planning Forms • Geographic reference use for project names, sites and coupes 	We will consider all translations upon request. We will also increase the number of corporate documents with Gaelic content.	Year 1 and then ongoing	Corporate Services

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
	<ul style="list-style-type: none"> Phonetics are used in some publications to assist Gaelic learners with pronunciation 			
Corporate Publications continued	As above	We will increase use of bi-lingual publications and documents.	Year 2	Corporate Services
Corporate Publications continued	As above	We will ensure that Land Management Plans retain Gaelic names and that these are not changed.	Year 1 and then ongoing	Land Management
Corporate Publications continued	As above	We will increase the number of audio recordings and broaden the ways we integrate Gaelic into our interpretation where possible.	Year 3	Visitor Services and Communities National Team
Corporate Publications continued	As above	We will continue to explain the meaning behind Gaelic place names and natural features	Ongoing	Visitor Services and Communities National Team - supported by Gaelic Officer
Corporate Publications	We publish a number of educational resources in Gaelic in hard copy and online.	We will work with other organisations, including Education Scotland, to expand our educational and cultural resources, increasing the number of resources by five within the lifetime of this edition of the plan.	Ongoing	Various – supported by Gaelic Officer
Language utility A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.	This process is in place and also included in our Visitor Experience Planning Forms within the regions.	We will ensure that all FLS Regions are aware of this established process and publish information/process on Saltire/intranet.	Year 1	
Language utility continued	This process is in place and also included in our Visitor Experience Planning Forms within the regions.	We will continue to ensure accessibility of Gaelic language is considered when creating all corporate information.	Year 1 and then ongoing	Corporate Services – Gaelic Officer

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Exhibitions 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.	Historically colleagues attended four Gaelic career fairs representing FC/FLS over a four year period at Eden Court, Inverness. The event was cancelled in 2020.	We will consider which exhibitions may be appropriate to attend/host and provide material/information bilingually or in Gaelic.	Year 3	Regions – supported by the National Visitor Services Team and Gaelic Officer

Staff

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.	No current practice in place.	Conduct internal audit of Gaelic skills and training needs.	Year 1	People Team – supported by the Gaelic Officer
Internal audit continued	No current practice in place.	Carry out audit on an annual basis.	Year 2, 3, 4, 5	People Team – supported by the Gaelic Officer
Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions	No current practice in place.	Include Gaelic Language Plan information in staff inductions. Ensure opportunities for Gaelic language training is highlighted during induction, along with any resources to explain the link between the land and Gaelic.	Year 1	People Team – supported by the Gaelic Officer
Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.	Historically offered under previous organisation, no current practice in place.	Promote free resources that are available such as Duolingo and learnGaelic.scot up to SmO.	Year 1	People Team – (L&D) supported by the Gaelic Officer
Language training continued	No current practice in place.	Investigate and then provide training / support on the basic pronunciation of Gaelic names for all relevant staff.	Year 3	People Team – (L&D) supported by the Gaelic Officer

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Language training continued	No current practice in place.	For some roles ensure that the training is included in Personal Development Objectives.	Ongoing	People Team
Awareness training Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.	No current practices in place. Historically ran Gaelic awareness sessions in predecessor organisation.	We will re-run Gaelic awareness sessions - with priority for Executive Team, Board Members and staff dealing with the public and those working in Gaelic speaking Island and rural communities.	Year 2	People Team – (L&D) supported by the Gaelic Officer
Awareness training continued	No current practices in place.	We will engage with local community groups and learning establishments that use or promote Gaelic to promote the national forests and land.	Year 2	National Visitor Services Team
Recruitment Recognising and respecting Gaelic skills within the recruitment process throughout the public authority.	There are no current practices in place.	We will highlight FLS Gaelic Language Plan in relevant job descriptions and associated adverts.	Year 2	People Team
Recruitment continued	There are no current practices in place.	We will offer job specifications in Gaelic for positions where Gaelic language is a pre-requisite of the role.	Year 2	People Team
Recruitment continued	There are no current practices in place.	We will promote Gaelic and the FLS GLP via our recruitment processes.	Year 1	People Team
Recruitment continued	There are no current practices in place.	We will identify roles where Gaelic is a key skill and advertise those roles in Gaelic and English.	Year 2	People Team
Recruitment continued	There are no current practices in place.	We will designate Gaelic as a desirable skill for particular posts and develop guidance for managers on this approach.	Year 2	People Team
Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.	There are no current practices in place.	If Gaelic is identified as an essential skill, we will advertise the role in Gaelic and English.	Year 2	People Team

Gaelic language corpus

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.	We have worked with a range of Gaelic writers and translators and use Ainmean-Àite na h-Alba for place name spellings.	We will work with Bòrd na Gàidhlig regarding a list of Gaelic writers and translators. We will also consider the impact of this for those with accessibility requirements e.g. the various dyslexia resources available in Gaelic.	Year 1 and then ongoing.	Corporate Services – Gaelic Officer, supported by the People Team (L&D)
Place-names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.	We use Ainmean-Àite na h-Alba for place name spellings and some FLS website pages host original Gaelic poetry (e.g. Glen Affric).	We will work with Gaelic medium Schools/Units to encourage visits into woods so the Gaelic vocabulary is not lost in relation to trees, woodland etc.	Year 2 and then ongoing	Visitor Services and Communities supported by Gaelic officer
Place-names continued	As above.	We will expand on our children's activity sheets/adult resources.	Year 2	Visitor Services and Communities National Team
Place-names continued	As above.	We will include place names in an executive summary of the Gaelic Language Plan.	Before year 1	Corporate Services
Place-names continued	As above.	We will establish a direct contact for place name spellings and share this information throughout the organisation.	Year 1	Gaelic officer
Place-names continued	As above.	We will work with Scottish Forestry to produce a national resource that could be used in schools/education settings based on the Gaelic alphabet and its relation to tree species.	Year 3	Gaelic Officer supported by Visitor Services and Communities National Team

4. Links to the National Performance Framework

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

FLS has developed five Corporate Outcomes, aligned to Scotland's National Outcomes which describe what we aim to achieve from our programme of activity as an executive agency of the Scottish Government. The implementation of this Gaelic Language Plan will help deliver on the following Corporate Outcomes:

- Supporting a Sustainable Economy
- National forests and land for visitors and communities
- A supportive, safe and inclusion organisation
- A high performing organisation.

Further details of our Corporate Outcomes and links to the National Performance Framework can be found in our [Corporate Plan](#).

5. Publication

The FLS 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, supported via appropriate social media content.
- Distribute copies of the plan to key stakeholders in the public, private and third sectors
- Distribute copies of the plan to relevant Gaelic organisations and other interested bodies
- Make hard copies available on request.

Information on the publication of the Gaelic Language Plan will also be shared with all staff through our internal communication channels. The information will include details of responsibility for delivery and the opportunities that exist for staff to use their Gaelic and/or develop their skills.

6. Resourcing the Plan

FLS does not expect any significant additional costs as a result of these commitments, other than staff and translation costs which will be met from existing budgets. External funding may be sought for individual projects such as the creation of Gaelic marketing materials, digital resources and additional Gaelic resources for staff learning and staff awareness/training.

7. Monitoring the Plan

We will develop and publish 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 Bòrd na Gàidhlig and made available to the public. Details of the report will also be shared with staff through internal communications channels.

8. The Gaelic Language Plan in FLS

8.1 Overall Responsibility for the Plan

The Director of Corporate Services has overall responsibility for preparation, delivery and monitoring of Forestry and Land Scotland's Gaelic Language Plan. He can be contacted as follows: -

Michael Hymers
Director of Corporate Services
Forestry and Land Scotland
Great Glen House
Leachkin Road
Inverness
IV3 8NW

Telephone Number – 0300 067 6000
Michael.hymers@forestryandland.gov.scot

8.2 Day-to-Day Responsibility for the Plan

The FLS Gaelic Officer has day-to-day responsibility for the delivery and monitoring of Forestry and Land Scotland's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

Corporate@forestryandland.gov.scot

(Please note that full details will be confirmed in the published version of the plan following successful recruitment for the position.)

8.3 Gaelic Language Plan Implementation and Monitoring Group

As recommended by Bòrd na Gàidhlig, FLS will create a Gaelic Language Implementation and Monitoring Group. This will be a cross-business group of colleagues. Terms of reference for the group are currently in development and will be set out in the published version of the Gaelic Language Plan.

8.4 Engaging with Staff

As set out above, information on the publication of the Gaelic Language Plan will be shared with all staff through our internal communication channels. The information will include details of FLS's duties in relation to the Gaelic Language (Scotland) Act 2005; responsibility for delivery; and the opportunities that exist for staff to use their Gaelic and/or develop their skills. The FLS Gaelic officer will engage with staff alongside those responsible to support the implementation of the agreed actions.

8.5 Arm's Length Organisations and Third Parties

Information on our Gaelic Language Plan will be made available to those who deliver services/goods on behalf of FLS. This will help to ensure that, as appropriate, contractors and other third parties are aware of and can help deliver the commitments set out in the plan.

9.0 Appendix 1 - Consultation Results

Introduction

The public consultation on Forestry and Land Scotland's draft Gaelic Language Plan was launched on the 29th of November 2021 and closed on the 7th January 2022. A fully accessible user friendly draft plan was available to the public, stakeholders and other organisations. It was hosted on our website and the launch was promoted via our social media channels such as Twitter, Facebook etc. English and Gaelic versions of the consultation were made available. Due to the ongoing COVID-19 pandemic there was no public meeting held to advertise the consultation. The consultation consisted of the draft plan along with the opportunity to contribute suggestions to the draft plan via a feedback form.

Methodology

The consultation was live for six weeks via the Forestry and Land Scotland website. As previously mentioned, the draft plan and feedback form were made available in both English and Gaelic and fully accessible to provide the most user friendly environment as possible. Printable copies were available upon request. The feedback form allowed for stakeholders to give a full view of all aspects of the plan, once completed stakeholders were directed to send all feedback to our [corporate email address](#). Due to time constraints we were not in a position to offer a questionnaire however the feedback form permitted for as much or as little feedback as stakeholders wished to give.

All feedback received was forwarded to the Corporate Development team to review and consider any changes necessary to the plan.

Results

We received 6 responses in total to the consultation:

- 2 in Gaelic
- 3 Internal
- 1 External (including other agencies)

It is thought the low response rate is in part due to the consultation being held over the festive period. Unfortunately due to time constraints and other organisational priorities the consultation period chosen was the only option available. Although there was a low response rate, responses received were all in favour of the plan and in general very positive with a few suggestions of additions to the draft.

Common Response Themes

When reviewing responses there were a number of common trends. These included:

- **Learning** – Stakeholders responded positively to the suggestion of learning within the plan. Suggestions included promotion of app like ‘Duo lingo’ and historic courses to be made available for staff.
- **Awareness** – There was strong support for re-running awareness sessions. This action is already integrated into the plan.
- **Website** – Consider the use of Gaelic in heritage interpretation on webpages including audio to support Gaelic learners and also introduce non-speakers to the language in an engaging way.
- **Information** – In relation to careers Fairs: Gaelic specific careers fairs should be supported; encourage staff to attend with any Gaelic speaking staff who are willing to help promote
- **Signage** – Most stakeholders were pleased with the proposed plan to replace ‘Core and peripheral’ signage with bilingual when it is due to be replaced however there were concerns over only ‘Core and peripheral’ signage being replaced.

Considerations

All stakeholder feedback was considered carefully during analysis. The below actions were taken in response to recurring themes within the responses:

- **Learning** – In response to stakeholder feedback we have moved the review of learning materials forward in order for changes to be made and additional resource considered if required sooner.
- **Awareness** – The suggestion of re-running awareness sessions is already included within the plan, therefore we did not need to amend the current action within this draft.
- **Website** – We have amended the action in relation to Gaelic heritage interpretation on webpages to include audio files where possible to support Gaelic learners and also introduce non-speakers to the language in an engaging way when designing new content.
- **Information** – As outlined in the plan, regions will consider career fairs with the support of the Gaelic language officer when in post.
- **Signage** – We will work with Bòrd na Gàidhlig to review our ‘Core and Peripheral Areas’ document which sets out where we will use Gaelic or Bilingual signage.

In conclusion, Forestry and Land Scotland would like to thank all those who took the time to consult on the draft plan. We do not consider that the public consultation has suggested any requirement for a fundamental change to the proposed plan. The existing draft plan is sufficiently flexible to consider many of the points raised by respondents and considerations for minor changes were accepted.



GAELIC LANGUAGE PLAN 2022–25

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].

Foreword

SQA has an important role to play in creating a sustainable future for Gaelic in a multilingual Scotland and I am delighted to set out our continuing commitment to meeting the objectives of the National Plan for Gaelic and the Gaelic Language (Scotland) Act 2005 in this — the third edition of our Gaelic Language Plan, covering the next three years.

Bòrd na Gàidhlig works closely with public bodies towards incorporating Gaelic in the exercise of their functions to mainstream the language as part of the day-to-day fabric of modern Scottish life.

SQA continues to raise the status and profile of the Gaelic language and create practical opportunities for its use. We are proud to provide a range of Gaelic qualifications suitable for everyone from learners to fluent speakers, that not only develop language skills, but also incorporate musical, cultural, historical and vocational elements. Working in partnership with other educational bodies has been, and remains to be, a fundamental element of our Gaelic Language Plan.

We will also continue to offer our Gaelic services to our employees and the public. This will ensure that where Gaelic services are made available by us, Gaelic users will be made aware of their existence, and be actively encouraged to use them.

Scottish Ministers have announced that SQA is to be replaced by a new curriculum and assessment body as part of a review of national education bodies. We will play a full and positive role in the review process that is underway, reflecting the skills, knowledge and experience of colleagues across SQA. How the review impacts our delivery of this Plan will be closely monitored.

Fiona Robertson
SQA Chief Executive

Contents

Introduction	1
Description of SQA	1
Awarding	1
Accrediting	1
Objectives and strategies	2
Organisation structure	2
Gaelic within SQA	3
Gaelic in Scotland	6
The Gaelic Language (Scotland) Act 2005	8
The National Gaelic Language Plan	8
Internal Gaelic capacity audit	8
Key findings from the Gaelic Language Plan consultation	9
Key principles	10
Equal respect	10
Active offer	10
Mainstreaming	10
Plan commitments	11
High-level aims	11
Increasing the use of Gaelic	12
Corporate service aims	16
Links to the National Performance Framework and local and regional frameworks	25
Publication	25
Resourcing the Plan	26
Monitoring the Plan	26
The Gaelic Language Plan in the public authority	27
Overall responsibility for the Plan	27
Day-to-day responsibility for the Plan	27
Appendix 1 — Internal Gaelic capacity audit	28
Appendix 2 — Public consultation	31

Introduction

Description of SQA

SQA is Scotland's national awarding and accreditation body. Our purpose is to help people fulfil their full potential while maintaining standards across Scottish education. We are an executive non-departmental public body that reports to Scottish Ministers and the Scottish Parliament. Established under the Education (Scotland) Act 1996, SQA is sponsored by the Scottish Government's Learning Directorate.

Our remit and function are outlined in the amended Scottish Qualifications Act 2002. With a current workforce of almost 1,000, spread between offices in Glasgow and Dalkeith — with most colleagues working from home at present, SQA engages with learners, schools, colleges and training providers across Scotland, the rest of the UK and internationally, to develop, maintain, and improve a framework of qualifications, and to set and maintain standards for many other awarding bodies and accredited qualifications.

Awarding

As an awarding body, SQA develops, maintains, and improves a framework of qualifications gained at Scotland's schools, colleges, employers and training providers. These include:

- ◆ National Qualifications, studied at schools and colleges, such as National 1–5, Highers, and Advanced Highers
- ◆ Higher National Qualifications, often studied at colleges, which can serve as a bridge to further study at university
- ◆ a range of vocational qualifications, developed with industry partners, and responding to perceived skills needs

Accrediting

As an accrediting body, SQA sets and maintains standards for many other awarding bodies, and for accredited qualifications such as Scottish Vocational Qualifications, which provide evidence that learners can do their jobs well (these can be studied in colleges or in the workplace).

SQA Accreditation provides extensive support and quality assurance that offers a badge of quality for awarding bodies and their customers, working with Standards Setting Organisations and other stakeholders in the development of National Occupational Standards, qualification structures and associated products, and SCQF credit rating of qualifications.

SQA also plays an important role in supporting Foundation Apprenticeships and the wider Developing the Young Workforce policy, and our qualifications form part of the majority of Scotland's Modern Apprenticeships. Our accreditation function also makes an important contribution in this area.

SQA can't develop and deliver qualifications on its own; we also work with experienced teachers, lecturers and other subject experts. In a typical year, SQA employs around 15,000 such appointees. Appointees work on everything from devising qualifications, creating assessments and marking, to quality assurance visits and exam invigilation. SQA's appointees are vital for ensuring that our education and training systems work effectively. In contrast, the COVID-19 pandemic and cancellation of the 2020 NQ diet meant that we called on the services of only a small number of senior appointees in a review capacity.

Objectives and strategies

In 2019–20, we carried out an internal consultation and development exercise to assess and update the ways we express, implement, and monitor our strategy as an organisation. As a result of this process, we now have five outcomes, which we have published in our Corporate Plan for 2020–23:

- ◆ We provide a credible qualifications system
- ◆ We are flexible in meeting customer needs
- ◆ We have a sustainable business operating model that is appropriately resourced in order to deliver our remit now and in the future
- ◆ We are a thriving organisation, with quality jobs and a fair work environment for all our people
- ◆ We are trusted, respected and valued by our customers, stakeholders and partners

These outcomes help us in our aim of maintaining, developing, and continually improving our qualifications, accreditation, and other activities. We seek to do this through continually engaging with those who use and are affected by our products and services. We are open to feedback and are very willing to respond to it.

SQA's strategic objectives are embodied in our outcomes. These set out our aims and aspirations as an organisation, and make a vital contribution to the wellbeing, progress, and development of Scottish society as a whole, and of the individuals who form part of it. They cover both our accreditation and awarding functions and align with and support the Scottish Government's National Performance Framework (NPF).

Organisation structure

SQA's activities are directed by an Executive Management Team (EMT) consisting of the Chief Executive and the directors responsible for the major functions of the organisation. These functions include awarding our own qualifications and accrediting and regulating the activity of other awarding bodies. The functions are overseen by our Accreditation Committee — a statutory committee established by the Education (Scotland) Act 1996.

SQA's policy, and in particular our Corporate Plan, is developed by the EMT, with strategic direction provided by the non-executive members of the Board of Management, and in consultation with the Scottish Government. The EMT oversee the implementation of the Plan and provide regular progress reports for review by the Board. The role of our Advisory Council, whose members are appointed by the Scottish Government, is to represent our

various stakeholders and consider and advise SQA on their needs and views in relation to our qualifications and awards.

The organisation's functions are split across eight directorates:

- ◆ Business Development
- ◆ Business Systems
- ◆ Communications
- ◆ Finance and Corporate Services
- ◆ Operations
- ◆ Qualifications
- ◆ People
- ◆ Policy, Analysis and Standards

In June 2021, the Organisation for Economic Co-operation and Development published its report on Curriculum for Excellence. Following the publication of the review, Scottish Ministers announced that SQA would be replaced, and a new specialist agency would be created which would have responsibility for both curriculum and assessment. This is an opportunity for significant change that will meet the future needs of our learners, our society and our economy, and which has the support of us all.

As evidenced in SQA's previous Gaelic Language Plans, SQA has been able to extend its existing and long-held provision for the language and will continue to do so. The impact of the review and replacement of SQA on this, its third Plan, will be monitored as the findings of the review take shape.

Gaelic within SQA

To help secure a sustainable future for Gaelic in a multilingual Scotland, SQA is committed to the objectives set out in the [National Plan for Gaelic](#) and the [Gaelic Language \(Scotland\) Act 2005](#), which recognises Gaelic as an official language of Scotland.

In our work, SQA seeks to:

- ◆ encourage the increased use of Gaelic
- ◆ promote the acquisition and learning of Gaelic
- ◆ promote a positive image of Gaelic

We offer opportunities for colleagues to learn Gaelic by providing links to relevant resources, events and news on our Scotland's Languages intranet page. Staff can also engage with other speakers and learners on our SQA Gaelic Hub on Yammer.

Although Gaelic-medium education was officially established in 1985, the Gaelic language has been used as a medium of communication, teaching and learning for hundreds of years. SQA and our predecessor bodies have a long-standing support for the Gaelic language.

Key developments include:

- 1904 Including Gaelic as a subject for the Secondary Leaving Certificate
- 1905 Introducing Lower and Higher Certificate examinations in Gaelic (intended for native speakers)
- 1962 The Scottish Examination Board (SEB) established the Gaelic (Learners) course, enabling differentiation between learner and native speaker examinations for Gaelic in the Ordinary Grade
- 1968 SEB introduced the Higher grade examination for Gaelic (Learners)
- 1981 Scottish Certificate of Education Examination Board (SCEEB) published Gaelic Orthographic Conventions (GOC). The guidelines aimed to give an authoritative set of writing conventions for teachers and candidates, to remove the inconsistencies in written Gaelic noted by SCEEB examiners
- 1983 First official use of Gaelic in the teaching of secondary subjects following Comhairle nan Eilean's pilot project as an extension to its primary bilingual programme. Pupils in Lionel and Shawbost secondary departments in Lewis began learning social subjects through the medium of Gaelic
- 1985 Gaelic-medium units set up in schools in Inverness and Glasgow, fuelling demand for provision in other areas
- 1988 First mainland Gaelic-medium unit opened at Hillpark Secondary, Glasgow
- 1992 Provision for Gàidhlig and Gaelic-medium subjects established in Millburn Academy, Inverness and Portree High, Skye, thus ensuring continuity of GME for pupils of two of the largest primary units
- 1993 SQA began to offer Standard Grades in Matamataig (Mathematics), Eachdraidh (History), Nuadh-eòlas (Modern Studies) and Cruinn-eòlas (Geography)
- 2009 SQA launch Modern Languages for Work Purposes — a suite of units at Access 3, Intermediate 1, Intermediate 2 and Higher level. Generic specification covering 10 languages including Gaelic (Learners)
- 2011 New models of entry and certification developed for SQA Gaelic-medium courses to ensure that course titles and all units attained through the medium of Gaelic are reported in Gaelic on candidates' Scottish Qualifications Certificate. There are also recognition statements reported on the detailed record of attainment to indicate that the course was assessed and attained through the medium of Gaelic
- 2011 Launch of National Units developed by SQA in partnership with Colleges Scotland to improve provision for adult learners of Gaelic. The units cover the four key language skills: speaking, listening, reading and writing

- 2011 Launch of NPA Contemporary Gaelic Language Songwriting and Production. This award covers issues which have shaped modern Gaelic society, language and culture, and an introduction to the roots of Gaelic music making, with a focus on the transition to contemporary Gaelic music and its genres
- 2012 Launch of NC Celtic Studies. This National Certificate provides an understanding of developments in the creative, cultural and heritage industries, Gaelic language, the politics of the Celtic nations, and traditional music and dance
- 2013 SQA launch Modern Languages for Life and Work Award at SCQF levels 3 and 4, developed to meet the aims of Curriculum for Excellence, and available across ten languages including Gaelic (Learners)
- 2018 Development of SQA's PDA in Gaelic Translation. A Professional Development Award intended for those already working as translators who wish to further develop their knowledge, skills and practice. It is also suitable for those with a high level of language competence in both Gaelic and English who wish to undertake the process necessary to become a competent translator working to professional standards
- 2020 In response to feedback from centres, the Modern Languages for Life and Work Award was made available at SCQF levels 5 and 6 along with its component freestanding units

SQA recognises that Gaelic is an integral part of Scotland's heritage, national identity, and cultural life, and that education plays a vital role in minority language revitalisation. We are committed to working in collaboration with stakeholders and partners across Scotland to ensure the Gaelic language thrives in our linguistically diverse society and to ensure it has a sustainable future. We aim to promote the many benefits it can offer our candidates and our colleagues, be it the educational, economic, or cultural benefits.

SQA promotes Gaelic language and culture through our ongoing support of events such as the Royal National Mòd and the National Gaelic Schools debate. We support and contribute to the Faster Rate of Progress government initiative for Gaelic and work closely with a range of stakeholders such as Education Scotland, Stòrlann, Gaelic Local Authorities Network (GLAN), Scottish Government, Comann nan Pàrant and GTCS.

It is important that candidates who have experienced Gaelic-medium education throughout their broad general education in primary and BGE can have full access to Gaelic-medium education in their senior phase to consolidate and further develop their Gaelic language skills. SQA fully supports the development of a coherent national strategy to ensure that this happens.

Following discussions as part of the Faster Rate of Progress meeting in September 2021, a working group has been established with the aim of expanding the current subject offer in senior phase. Early discussions include exploring alternatives to National Courses, practical alternative pathways — including Modern Languages for Life and Work Awards, and links to apprenticeship programmes. We recognise the importance of pursuing a more mixed economy for Gaelic-medium education (GME) students in the senior phase, offering a suite

of opportunities, better matched to need and context linked to Developing the Young Workforce pathways.

Further information on our provision for Gaelic is available at www.sqa.org.uk/gaelic.

Gaelic in Scotland

According to 2011 Census figures (currently the most up to date), the total number of people recorded as being able to speak and/or read, and/or write, and/or understand Gaelic was 87,056. Of these, the total number of people who could speak Gaelic was 57,602. While the number of Gaelic speakers declined overall in the last Census, the number of people able to speak, read and write Gaelic increased between 2001 and 2011, reflecting a growth in Gaelic literacy and growing numbers of Gaelic learners. Two major developments in the last decade have seen the increase in digital platforms for language learners. 425,000 learners are currently engaged in the Duolingo Gaelic Course¹, and the recent launch of SpeakGaelic in October 2021 shows that there is an appetite for learning Gaelic in Scotland.

Each year, Bòrd na Gàidhlig (BnG) publish public data on Gaelic education. Key statistics included:

- ◆ 3,801 pupils in primary GME (61 schools/units in 15 local authorities)
- ◆ 1,474 pupils in secondary GME (32 schools in 12 local authorities)
- ◆ 75 primary schools in seven local authorities offer Gaelic Learner education
- ◆ 3,599 Gaelic Learner pupils (32 secondary schools in eight local authorities)

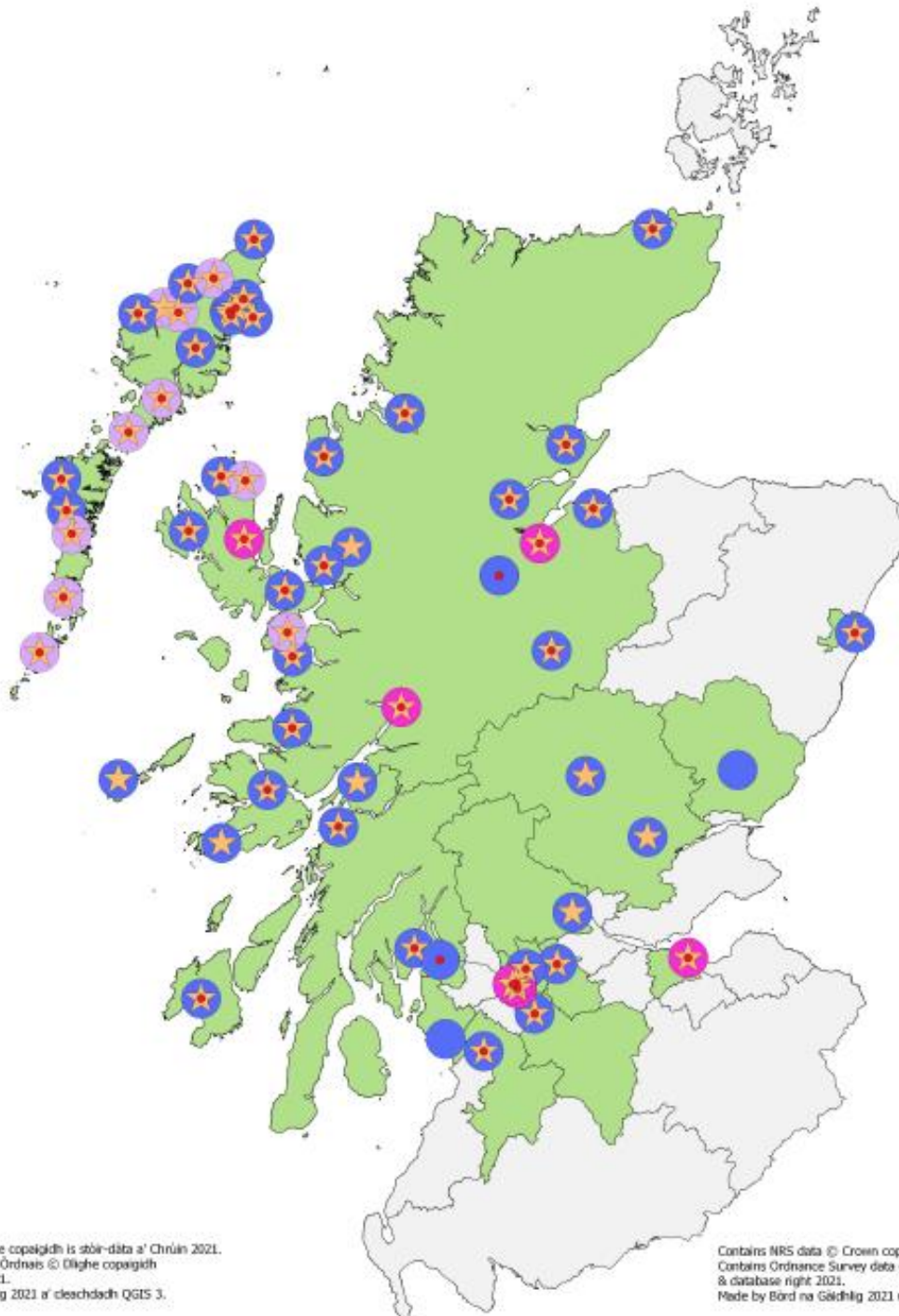
The map on the next page shows the locations of Gaelic education provision currently available in Scotland. More detail on these statistics is available from BnG at: www.gaidhlig.scot/en/education/education-data.

We are proud of our vital role in creating a sustainable future for the language in Scotland.

¹ Duolingo user statistics, as at 29th October 2021 <https://www.duolingo.com/courses/all>

Seisean Fosgailte
Cuspair 6.1 PT2**Foghlam tron Ghàidhlig 2020-21 Gaelic Medium Education**

- Bun-sgoil Ghàidhlig GME primary school
- Bun-sgoil le sruth FtB GME primary with English stream
- Bun-sgoil le sruth FtG Primary school with GME stream
- Le sgoil-àraich FtG na cois With associated GME nursery
- ★ FtG aig S1/2/3 gu h-ionadail GME in S1/2/3 delivered locally
- Comhairle le FtG a-ghnàth Local authority with regular GME



Le dàta bhon NRS © Dlighe copaidh is stòr-dàta a' Chrùn 2021.
Le dàta bhon t-Suirbhidh Ordnais © Dlighe copaidh is stòr-dàta a' Chrùn 2021.
Dèanta le Bòrd na Gàidhlig 2021 a' cleachdadh QGIS 3.

Contains NRS data © Crown copyright & database right 2021.
Contains Ordnance Survey data © Crown copyright & database right 2021.
Made by Bòrd na Gàidhlig 2021 using QGIS 3.

POBLACH

Bòrd na Gàidhlig – 3 – www.gaelic.scot

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 enabling BnG 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 third edition of SQA's Gaelic Language Plan, prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use Gaelic in 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.

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

The National Gaelic Language Plan

SQA 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'.

We are committed to achieving this aim by focussing our work on:

- ◆ 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

One of our outstanding actions from our second Gaelic Language Plan was to carry out a colleague audit to establish and maintain a skills database to identify colleagues with existing Gaelic language skills, and to identify colleagues who are interested in learning Gaelic.

Our Gaelic Skills Audit, conducted in May 2021, aimed to identify Gaelic usage and skills as well as any potential training and development aspirations our colleagues may have. SQA is committed to proactively encouraging the use of Gaelic among colleagues and customers, and the information we gathered with the skills audit will help us to plan the development of greater Gaelic use and visibility at SQA throughout the period of this Plan.

The Gaelic Skills Audit, in the form of an online survey, was communicated to all colleagues through an all-colleague email as well as via our intranet and Yammer sites. The response rate to the survey was 10% (107 colleagues). Key findings from the results include:

- ◆ 79% of respondents have an awareness of SQA's Gaelic Language Plan
- ◆ When describing their current Gaelic ability and use, 7% of respondents are current Gaelic learners and 7% of respondents have previously studied Gaelic
- ◆ 10% of respondents have a basic ability in understanding Gaelic
- ◆ 84% of respondents have no ability in understanding Gaelic
- ◆ 53% of respondents would be interested in learning Gaelic

More detail is provided in [Appendix 1](#).

Over the lifetime of this third Plan, we intend to re-engage with previous respondents as well as engage with more colleagues across more services and business areas in order to determine how we can develop increased use and visibility of Gaelic within SQA.

Key findings from the Gaelic Language Plan consultation

A fundamental element of our Gaelic Language Plan is collaborating with our partners from across Scotland. In accordance with the Gaelic Language (Scotland) Act 2005, this extends to consulting on the content of the Gaelic Language Plan itself.

It is important to us that the Plan meets the needs of all our stakeholders — from learners and teachers to employers and training providers. Our consultation was published on our website from Tuesday 2 November until Tuesday 16 December. Through our social media channels, we encouraged all those with an interest in SQA's Gaelic provision to participate in the consultation.

We received eleven responses in total with the majority of responses agreeing with the actions and aims detailed in the draft Plan. Key themes in the responses included:

- ◆ the availability of Gaelic-specific qualifications in the curriculum
- ◆ as a result of the review of the education bodies and the ambition to align assessment and curriculum in the Scottish education system, it was noted that there will be opportunities to strengthen GME in the future
- ◆ an internal review of Gaelic skills is necessary at SQA (and its successor body)

SQA do not consider that the public consultation has suggested any requirement for a fundamental change to the proposed Plan. The existing Plan is sufficiently flexible to consider many of the points raised by respondents.

The feedback we received has been recorded and will be reflected in the internal action plan, which will be established through SQA's Gaelic Language Plan Implementation and Monitoring Group.

In addition, from 30 September until 26 November 2021, a public consultation was hosted on behalf of Professor Ken Muir, University of the West of Scotland, in his role as independent advisor to the Scottish Government on the replacement of SQA and the reform of Education Scotland. The information provided will support Prof. Muir in his considerations. An analysis of the responses will also be published in early 2022. As part of this consultation, Professor Ken Muir considered that it was important that those representing GME schools had the opportunity to engage with him on how they envisage the planned reforms impacting them. As a result of this, BnG was asked to be part of the Practitioner and Stakeholder Advisory Group and have also responded to this consultation. Any relevant actions will be considered and taken forward.

Further details are included in [Appendix 2](#).

Key principles

Equal respect

Under the terms of the 2005 Act, BnG work 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 BnG in turn expects that public authorities will demonstrate in their plans how the principle will be achieved and maintained in practice.

SQA 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.

Active offer

SQA 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 having to request the service and will give Gaelic users the confidence to know that their needs will be met if Gaelic is their preferred choice. We will ensure that our Gaelic language services are as accessible as our English language services.

Mainstreaming

SQA will ensure that opportunities for the public and our colleagues to use Gaelic are normalised, 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

High-level aims

The high-level aims are a small number of strategic level actions, closely linked to the National Gaelic Language Plan 2018–23. BnG has three high-level commitments:

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

Under these, and through engagement with BnG, seven high-level aims have been identified as the key priorities for SQA over the next three years. Although we do not have specific high-level aims detailed below in relation to the National Gaelic Language Plan high-level commitment on ‘Promoting a positive image of Gaelic’, through discussions with BnG they are satisfied we meet this commitment through the other high-level aims and corporate service aims presented in this Plan.

While we remain committed to the implementation of this edition of our Gaelic Language Plan 2022–25, we recognise that these are extraordinary times. We are continuing to respond to the impact of COVID-19 on Scotland, the rest of the UK and world. In addition, it is likely that our priorities and associated timescales may change as a result of the review and replacement of SQA. However, we are focused to deliver what matters most, while working with others to shape the changes that lie ahead, and we will monitor our progress through our Gaelic Language Plan Implementation and Monitoring Group.

Seisean Fosgailte
Cuspair 6.1 PT2

Increasing the use of Gaelic					
High-level aim	Desired outcome	Current practice	Actions required	Target date	Responsibility
Further promotion of Gaelic freestanding units with the potential for these to be included within vocational qualifications or Foundation Apprenticeships	Engagement with SDS and other stakeholders to ensure public awareness of Gaelic unitised provision	Info on units is held on web page and shared with stakeholders on request: https://www.sqa.org.uk/sqa/74313.6132.html Units promoted via GLAN and GLAD network (for adult learners)	Engagement with SDS on any planned Foundation/Modern Apprenticeships to ensure SQA Gaelic units and Modern Languages for Life and Work Award are considered for Gaelic language upskilling VQs, MLFW Purposes Unit promotion. Ensure SDS is invited to planned launch event	March 2023	Qualifications Development Communications
Ensure the continuous review of the current Gaelic exam provision with a view to linking this with secondary school planning process to ensure uptake and demand	SQA are an integral part of a National Strategy for GME in Senior Phase	SQA, in partnership with Education Scotland, Stòrlann, representatives of the GLAN and the Scottish Government supports schools in strengthening the secondary GME curriculum by developing a planned approach to increasing the National Qualifications offered through the medium of Gaelic	Engagement on GME through Ken Muir Review consultation	Complete March 2023	Qualifications Development

Seisean Fosgailte
Cuspair 6.1 PT2

		Continue to work with stakeholders to have a national strategic focus on expanding the range of SQA qualifications in Gaelic	SQA contribution to Hayward Review on matters relating to GME Include Gaelic in Research & Analysis Strategy in order to support GME provision and scope out potential research questions on Gaelic qualifications. Also includes GLP consultation analysis.	July 2023	Policy, Analysis & Standards
Ensuring that there is continued Gaelic representation within the exam timetabling committee and that this is embedded within the structure of the group	Views of GME sector are always included during timetable planning	A representative from GME always on timetable advisory committee			Qualifications Development Operations
Priorities from the Scottish Government-led initiative, Gaelic — a Faster Rate of Progress (FROP)	SQA contribute to this initiative and attends regular workstream meetings	SQA to continue to contribute to the following workstreams: -community engagement -digital and media -economy and labour market -participation -teacher recruitment and retention	Provide summary to staff on SQA activity and collaboration with stakeholders involved in FROP	October 2022 2023 2024	Qualifications Development

Seisean Fosgailte
Cuspair 6.1 PT2

Increasing the learning of Gaelic					
High-level aim	Desired outcome	Current practice	Actions required	Target date	Responsibility
Contribute to the work being carried out by Learn Gaelic to support adult learners	Adult Learners are aware of existing SQA provision	Share entire provision for Gaelic with LearnGaelic so that adult learners can be informed of opportunities of SQA certification for Gaelic	Continue to engage with LearnGaelic to ensure any new qualifications for Gaelic are promoted	March 2023	Qualifications Development
		Speak Gaelic project (launching October 2021) promoted to SQA colleagues as a learning opportunity on SQA Gaelic Hub on Yammer	Strengthen relationship with Speak Gaelic /MG Alba to discuss opportunities to map SpeakGaelic content to SQA provision.	Sept 2023	
Ensure that the course development process is Gaelic-proofed within the working practices of SQA	Gaelic is considered from the outset of new qualification development	Currently it is reactive	<p>SQA to add a question in the business case on implications for Gaelic-medium delivery</p> <p>Meet with Business Case Group for form review</p> <p>SQA to identify opportunities to secure the use of Gaelic in emerging programmes within qualification provision at all levels</p>	March 2023	Qualifications Development

Seisean Fosgailte
Cuspair 6.1 PT2

Create further case studies with pupils, teachers, and parents regarding the advantages of Gaelic qualifications to potentially increase the uptake of Gaelic qualifications	Increase in uptake of Gaelic-medium qualifications and awareness of benefits of GME and bilingualism	Social media web clips have been created with candidates talking about their experiences with GME	Produce case studies on Gaelic-medium candidates and their future career options and benefits they bring to the workforce	Sept 2023	Communications Qualifications Development
--	--	---	---	-----------	--

Seisean Fosgailte
Cuspair 6.1 PT2

Corporate service aims

In addition to the SQA-specific high-level aims, BnG has developed a set of standardised corporate service aims that are based on their experience of approved Gaelic Language Plans to date, with the aim of standardising key Gaelic services over time across the public sector.

SQA has shown incremental progress towards the delivery of these aims and identified areas where there is more work to be done. Our current progress against these aims and our planned future activity is detailed in pages 16 to 23.

Aim: Status — The presence of Gaelic in the corporate identity and signs of a public authority greatly enhances the visibility of the language, increases its status, and makes an important statement about how Gaelic is valued and how it is given recognition. Developing the use of Gaelic through signage can also enrich the vocabulary of Gaelic users, raise public awareness of the language, and contribute to its development. A number of commitments relating to identity were indicated in the first two iterations of SQA's Gaelic Language Plan and are now reflected in our current practice. SQA continue to recognise the importance of extending the visibility of Gaelic and increasing its status.				
Desired outcome	Current practice	Actions required	Target date	Responsibility
Logo and brand 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	We have a logo that contains Ùghdarras Theisteanas na h-Alba (Scottish Qualifications Authority) which appears on Gaelic publications or for use at Gaelic events. Also, on Corporate PowerPoint and pens	Action on renewal Work with internal communications to raise awareness and highlight to colleagues that Gaelic can be included on email signatures	On renewal Year 1	Marketing/Comms
Signage Prominent signage will include Gaelic and English as part of any renewal process	Sign at Optima and Lowden reception in Gaelic Optima ground floor sign is bilingual	Work with Facilities Team to ensure equal respect is granted to Gaelic and English with regards to signage	July 2023	Qualifications Development and Facilities

Seisean Fosgailte
Cuspair 6.1 PT2

Aim: Communicating with the public — The use of Gaelic at the initial point of contact that members of the public have with a public authority increases the visible and audible presence of the language and contributes to the sense that the use of Gaelic is possible and welcome. In addition to raising the profile of the language, it also creates opportunities for its practical use and encourages members of the public to use Gaelic in subsequent dealings with the public authority.

The use of Gaelic in interactions with the authority by mail, email and by telephone is important in creating practical opportunities for the use of the language, and in contributing to the sense that its use is possible and welcome. The presence of Gaelic in a wide range of bilingual forms and Gaelic-only forms can also greatly enhance the visibility and prestige of the language. The preparation of Gaelic versions of forms, applications and similar documents, can also assist in expanding the range of Gaelic terminology and the awareness of the Gaelic-speaking public of such terminology, thus helping the development of the language itself. SQA recognises the importance of creating opportunities for the practical use of Gaelic in a wide range of everyday situations and is committed to increasing its level of provision in this area.

Desired outcome	Current practice	Actions required	Target date	Responsibility
Promotion Positive message that communication from the public in Gaelic is always welcome	Gaelic version of comments/compliment/suggestions form on web	Promote Bòrd na Gàidhlig's #Cleachdi initiative in SQA through Internal Communications	April 2022	Communications
	My Centre email footers are bilingual	MyCentre responses (acknowledgement) to be bilingual	Dec 2023	Business Systems/Business Development
Written communication 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	Any correspondence submitted in Gaelic is replied to in Gaelic	SQA will formalise a process for responding to customers contacting SQA in Gaelic and ensure all contact centre staff are aware of process	October 2023	Business Development
		We will make a standard bilingual email signature and an out-of-office reply available to all colleagues. We will encourage and assist colleagues to use these should they wish to do so	June 2023	Comms/Qualifications Development

Seisean Fosgailte
Cuspair 6.1 PT2

Reception and phone Where Gaelic-speaking colleagues can provide this service, they are supported to do so, and the service is promoted to the public	We use Interactive Voice Recognition options in our telephone system providing advice on availability of Gaelic speaking staff and resources to deal with enquiries Sign at Optima and Lowden reception	Continue to use Interactive Voice Recognition options in our telephone system providing advice on availability of Gaelic speaking staff and resources to deal with enquiries. Continue to work with Facilities Team to ensure visibility of Gaelic signage at reception at SQA's Optima and Lowden sites	June 2024 April 2023	Contact centre Facilities
Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted	Limited public meetings at present Gaelic spoken in qualifications team meetings; markers meetings (not public) Gaelic spoken at events such as Royal National Mòd, An t-Alltan	Explore opportunities to hold public meetings bilingually or in Gaelic Creation of Learner Panel and Parent Engagement activity to include representatives from Gaelic-medium education Gàidhlig qualifications procedural meetings held in Gaelic	Sept 2023 June 2023 June 2024	Events/Qualifications Development Communications & Engagement Qualifications Development

Seisean Fosgailte
Cuspair 6.1 PT2

<p>Aim: Information — The use of Gaelic in a range of printed material can assist Gaelic development in a variety of ways. It helps increase the visibility of the language, it enhances Gaelic's status by being used in high-profile publications, and it can help develop new and enhance existing terminology.</p> <p>The use of Gaelic in the media helps demonstrate a public authority's commitment to making important information available through the medium of Gaelic, as well as enhancing the visibility and status of the language. As more people access information about public authorities through their websites, making provision for the use of Gaelic can significantly enhance the status and visibility of the language. SQA is committed to increasing the use of Gaelic in these areas where the subject matter is of most interest to the general public or relates specifically to Gaelic issues.</p>				
Desired outcome	Current practice	Actions required	Target date	Responsibility
<p>News releases</p> <p>High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English</p>	Limited releases in Gaelic	Work with Communications to plan and circulate high-profile news releases in Gaelic and English	March 2024	<p>Communications</p> <p>Qualifications Development</p> <p>Strategic Planning and Governance</p>
<p>Social Media</p> <p>Gaelic content distributed regularly through social media, guided by the level of actual and potential users</p>	<p>We have posts on social media in Gaelic, some planned for in advance, eg, during exam diet, Mòd week, Christmas messages, and others ad-hoc</p> <p>Qualifications Teamwork with Comms Team and keeps in touch for ad-hoc activity.</p>	<p>Social Media Team to consider Gaelic from outset as part of Social media strategy</p> <p>Ensure Gaelic representation on the Communications content group</p>	June 2024	<p>Communications</p> <p>Qualifications Development</p>

Seisean Fosgailte
Cuspair 6.1 PT2

Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach	Privacy Policy available in Gaelic Gaelic content is available at www.sqa.org.uk/gaelic	Qualification Development to work with Communications, in particular the Digital team, to ensure Gaelic-medium qualifications web pages are in Gaelic	Year 1	Communications Qualifications Development
Corporate publications Produced in Gaelic and English, with priority given to those with the highest potential reach	Annual Report, Corporate Plan, Your Exams, Your Coursework, Marker Recruitment, SQA Provision for Gaelic, PDA Gaelic Translation, GOC all available bilingually	Ensure a formal process in place that includes consideration of Gaelic from the outset of Corporate publications Where determined, produce corporate publications in Gaelic and English with priority given to candidate-facing material	June 2024	Communications Qualifications Development Strategic Planning and Governance
Exhibitions 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	Gaelic pop-up stands for use at events include: 1 generic stand which can be used at any event, includes the Gaelic text ' <i>Coilean do chomas</i> ' (translation of 'fulfil your potential') and another stand says 'Welcome' in a number of languages including Gaelic	Review selection of pop-up stands in Gaelic	June 2023	Marketing

Seisean Fosgailte
Cuspair 6.1 PT2

Aim: Staff — To deliver services through the medium of Gaelic, it is necessary to develop the requisite job skills and language skills of colleagues. The provision of language learning for colleagues helps promote adult Gaelic learning and promotes Gaelic as a useful skill in the workplace. The identification of jobs in which Gaelic is a designated skill will contribute greatly to the status of the language and to identifying it as a positive skill to acquire. The appointment of a Qualifications Co-ordinator for Gaelic has been an important factor in the production of previous and subsequent plans.

The use of Gaelic in advertising also helps recognise that Gaelic should be used in public life and that Gaelic speakers have an important role to play within a public authority. Whatever the level of Gaelic skills required, it is important that authorities ensure that Gaelic is a genuine occupational requirement. Authorities should adopt and apply objective criteria to ensure appointments are made in each case on a fair and consistent basis, and reflect the identified skills needs of the post. SQA recognises the importance of seeing Gaelic as an important job skill and of identifying situations in which its use is essential or desirable. SQA also recognises the importance of enabling colleagues to develop their Gaelic skills if they wish to do so.

Desired outcome	Current practice	Actions required	Target date	Responsibility
Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each Plan	Internal audit completed May 2021	Take forward actions arising from the responses to the staff audit survey	Aug 2023	OD PAS Internal Communications
Induction Knowledge of the public authority's Gaelic Language Plan included in new staff inductions	'Scotland's Languages' Module developed for SQA Academy Scotland's Languages module to be part of SQA new start induction and part of their four-week goal	Signpost existing colleagues, to module and review completion figures	June 2024	OD Internal Communications Qualifications Development
Language training Gaelic language skills training and development offered to colleagues, particularly in relation to implementing the public	SQA Staff Gaelic Hub on Yammer, Scotland's Languages intranet page and OD intranet page contain a resource library and signpost links to learning opportunities	Continue to share learning opportunities, in particular SpeakGaelic programme.	June 2023	OD/Qualifications Development

Seisean Fosgailte
Cuspair 6.1 PT2

authority's Gaelic Language Plan	Scotland's Languages intranet site located within the SQA Qualifications Directorate contains information about SQA's Gaelic provision, Gaelic Language Plan (National and SQA), Scots language, British Sign Language, learning Gaelic/Scots/BSL, SQA at the Royal National Mòd, latest news, upcoming events and campaigns and more	Collaborate with the ACE Network in relation to Scottish languages, identity, and culture. The ACE Network exists to provide support, create a sense of belonging that may not exist elsewhere in the organisation, share experiences, provide feedback and recommendations, and support practical and clear steps we can all make to create a diverse and inclusive workplace	November 2023	Strategic Planning and Governance
Awareness training Gaelic awareness training offered to colleagues, with priority given to directors, board members, councillors and colleagues dealing directly with the public	Previously delivered on two occasions by external partner	Deliver further training, exploring opportunities to work in partnership with other organisations with Gaelic Language Plans.	June 2024	OD Qualifications Development
Recruitment Recognising and respecting Gaelic skills within the recruitment process Gaelic named as an essential and/or desirable skill in job descriptions in order to deliver the Gaelic Language Plan and in	We do not have any posts where Gaelic is an essential skill. We make reference to SQA's Gaelic Language Plan in all vacancies listed	HR to review Bòrd na Gàidhlig's guidance on Gaelic as an employment skill document and use this guidance for vacancies where Gaelic could be deemed as an essential/desirable skill At least 1 post to be designated Gaelic essential	June 2023 February 2023	HR recruitment Appointee Management/Qualifications Development

Seisean Fosgailte
Cuspair 6.1 PT2

<p>accordance with the Bòrd na Gàidhlig recruitment advice</p> <p>Bilingual or Gaelic-only job adverts for all posts where Gaelic is an essential skill</p>		Job vacancies will be advertised encouraging applications from Gaelic speakers	Oct 2023	Organisational Development/Qualifications Development
		Identify priority Business Areas where Gaelic can add value	Sept 2023	GLP Implementation and Monitoring group
		Introduce Bilingual Adverts (Gaelic/English) for Appointee vacancies relating to Gàidhlig and Gaelic-medium qualifications	Feb 2023	Appointee Management/QD
		Investigate ways to encourage Gaelic speaking applicants in future Modern Apprenticeship recruitment within SQA	March 2024	HR recruitment OD

Aim: Gaelic Language Corpus — As is the case with all languages, consistency of terminology and translation is very important, especially in Gaelic where new terminology and translation technology is emerging. SQA is committed to accessing developments in this sector and reviewing its internal translation processes. By working together with national partners such as Stòrlann, Education Scotland and translation companies, we will endeavour to contribute to and develop an educational database for Gaelic terminology.

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>Gaelic Orthographic Conventions (GOC)</p> <p>The most recent GOC will be followed in relation to all written materials produced by the public authority</p>	<p>Translators are instructed to adhere to GOC when working on translations into Gaelic for SQA.</p> <p>Copies of GOC are brought to events such as the Mòd</p>	<p>Improve visibility of GOC on SQA website to include information on how to request copies</p>	<p>June 2023</p>	<p>Qualifications Development Communications</p>

Seisean Fosgailte
Cuspair 6.1 PT2

	and An t-Alltan — anywhere where SQA has a presence for Gaelic.			
Place names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used	Follow guidance provided by AAA, in particular in Gaelic-medium Geography (Cruinn-eòlas) qualifications.	Include link to www.ainmean-aite.scot on Cruinn-eòlas subject web page	June 2024	Qualifications Development

Links to the National Performance Framework and local and regional frameworks

SQA recognises the important role we play in supporting the Scottish Government's commitment to increasing the number of people using and learning Gaelic which brings social, economic and educational benefits to Scotland and its people.

In June 2018, the Scottish Government published a revised [National Performance Framework](#) (NPF). This sets out the Government's purpose and its strategic priorities. For SQA, the NPF is the key guide to ensuring that our strategic priorities are aligned to those of the Government's, in particular:

- ◆ Economy: We have a globally competitive, entrepreneurial, inclusive economy
- ◆ Education: We are well-educated, skilled, and able to contribute to society
- ◆ Fair Work and Business: We have thriving and innovative businesses, with quality jobs and fair work for everyone
- ◆ International: We are open, connected and make a positive contribution internationally

As Scotland's national awarding and accrediting body, we will work with partners and stakeholders to continue to support the outcomes of the NPF and the contribution that Gaelic makes to these. SQA supports other local and regional frameworks, such as Community Planning Partnerships, Single Outcome Agreements, Regional Improvement Collaboratives, and regional Skills Investment Plans.

Publication

Over the course of this Plan, we will have a communication strategy in place to promote the Plan and communicate our progress and achievements, internally and externally.

Internally we will:

- ◆ publish the Plan on our intranet site, highlighting to colleagues our role in encouraging the increased use of Gaelic, promoting the acquisition, and learning of Gaelic and promoting a positive image of Gaelic
- ◆ promote the 'Scotland's Languages' module, developed for SQA Academy, to all colleagues
- ◆ update colleagues throughout the Plan duration on the progress made to date and what more we can do. We will do this via channels such as the intranet, SharePoint and Yammer

Externally we will:

- ◆ publish the Plan in Gaelic and English and issue a bilingual press release announcing the Plan
- ◆ publicise the Plan through our social media channels
- ◆ share our Plan with our key partners and stakeholders

Resourcing the Plan

The majority of activities outlined in this Plan will be, or have already been, incorporated and resourced through the existing SQA budget agreed with its sponsor, the Scottish Government.

Monitoring the Plan

SQA will establish a Gaelic Language Plan Implementation and Monitoring Group to monitor the actions taken throughout the duration of this Plan. This will be a cross-business group of colleagues with responsibility for delivering actions outlined in this Plan. The group will meet quarterly to review progress, and this will be reported to the EMT biannually.

In addition, implementation of the Plan will be included in our Business and Operational Plans, and progress will be monitored through normal SQA governance channels. Regular communication, either in the form of written updates or meetings with BnG, will facilitate this process. An annual progress report will be provided to BnG and made available to the public.

The Gaelic Language Plan in the public authority

Overall responsibility for the Plan

SQA's Chief Executive has overall responsibility for preparing, delivering, and monitoring SQA's Gaelic Language Plan. The Chief Executive's contact details are as follows:

Fiona Robertson
Chief Executive
Scottish Qualifications Authority
The Optima Building
58 Robertson Street
Glasgow
G2 8DQ
fiona.robertson@sqa.org.uk

Day-to-day responsibility for the Plan

The Qualifications Co-ordinator (Gaelic) and the Corporate Planning and Reporting Manager has day-to-day responsibility for the delivery and monitoring of SQA's Gaelic Language Plan. Queries regarding the day-to-day operation of the Plan should be addressed to:

Jennifer McHarrie
Qualifications Co-ordinator (Gaelic)
Scottish Qualifications Authority
The Optima Building
58 Robertson Street
Glasgow
G2 8DQ
jennifer.mcharrie@sqa.org.uk

Martin Johnston
Corporate Planning and Reporting Manager
Scottish Qualifications Authority
The Optima Building
58 Robertson Street
Glasgow
G2 8DQ
martin.johnston2@sqa.org.uk

Appendix 1 — Internal Gaelic capacity audit


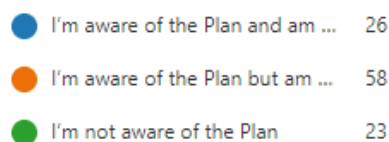
SQA's Gaelic Skills Audit took place between April and May 2021 to tie in with 'My Review' conversations taking place between colleagues and line managers. The aim of the audit was to identify Gaelic usage and skills and potential training and development aspirations of our colleagues.

The audit was publicised via an all-colleague email, posts on the SQA Gaelic Hub page on Yammer and an intranet article. The audit was located on the 'Scotland's Languages' SharePoint site and included messages from colleagues, including our CEO and Director of Finance and Corporate Services, to encourage uptake and share their own experiences or aspirations to learn Gaelic.

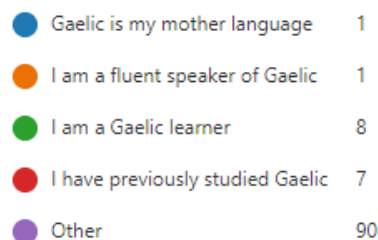
SQA is committed to proactively encouraging the use of Gaelic among colleagues and customers, and the information gathered from future Gaelic skills audits will help us to plan the development of greater Gaelic use and visibility at SQA.

The following questions and responses illustrate the findings from the internal audit:

1. Which of the following best describes your awareness of SQA's Gaelic Language Plan?

[More Details](#)
 Insights


2. Which of these statements best describes your current Gaelic ability and use?

[More Details](#)


3. If you have Gaelic, how would you describe your current confidence?

I have some Gaelic but I lack t...	6
I have some Gaelic but I often ...	8
I will hold a conversation in G...	1
I will start conversations in Ga...	3
Other	89



4. How would you describe your ability in relation to understanding Gaelic?

[More Details](#)[Insights](#)

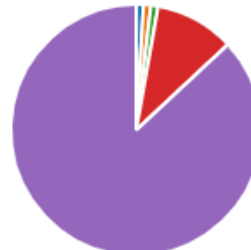
Fluent	3
Advanced	0
Intermediate	3
Basic	11
No ability	90



5. How would you describe your ability in relation to speaking Gaelic?

[More Details](#)[Insights](#)

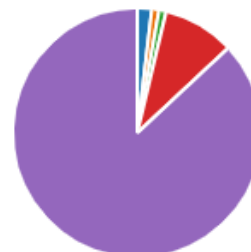
Fluent	1
Advanced	1
Intermediate	1
Basic	11
No ability	93



6. How would you describe your ability in relation to reading Gaelic?

[More Details](#)[Insights](#)

Fluent	2
Advanced	1
Intermediate	1
Basic	10
No ability	93



7. How would you describe your ability in relation to writing Gaelic?

[More Details](#)

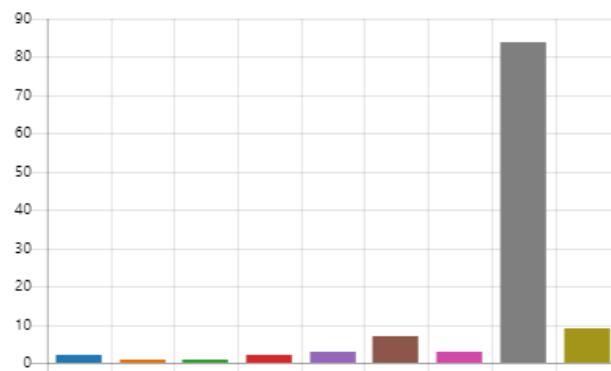
Fluent	1
Advanced	0
Intermediate	3
Basic	5
No ability	98



8. Which of the following statements best describes your experience in relation to Gaelic Education? (tick all that apply)

[More Details](#)

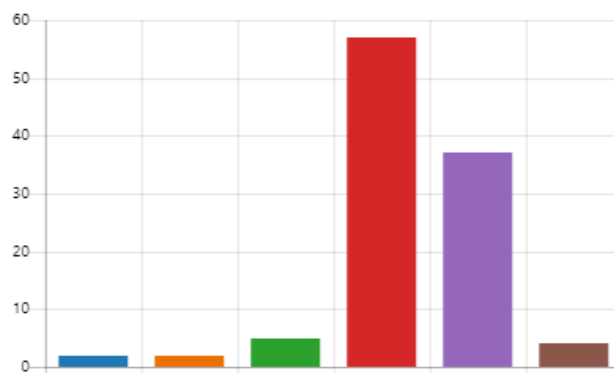
I attended Gaelic Medium Edu...	2
I attended Gaelic Medium Edu...	1
I studied SQA qualification in ...	1
I studied SQA qualification in ...	2
I studied a Gaelic related degr...	3
I attended Gaelic language cla...	7
I am a parent/guardian of a ch...	3
I have no experience of Gaelic...	84
Other	9



9. How would you describe your current interest in learning Gaelic?

[More Details](#)[Insights](#)

I have Gaelic and I am happy ...	2
I have Gaelic and would like t...	2
I am currently learning Gaelic (...)	5
I would be interested in learni...	57
I do not wish to learn Gaelic	37
Other	4



10. Is there anything else you think SQA could do to ensure a supportive culture for Gaelic learning and development?

107 Responses

Appendix 2 — Public consultation

A fundamental element of our Gaelic Language Plan is collaborating with our partners from across Scotland. In accordance with the Gaelic Language (Scotland) Act 2005, this extends to consulting on the content of the Gaelic Language Plan itself.

It is important to us that the Plan meets the needs of all our stakeholders — from learners and teachers to employers and training providers. Our consultation was published on our website from Tuesday 2 November until Tuesday 16 December. Through our social media channels, we encouraged all those with an interest in SQA's Gaelic provision to participate in the consultation.

In addition, from 30 September until 26 November 2021, a public consultation was hosted on behalf of Professor Ken Muir, University of the West of Scotland, in his role as independent advisor to the Scottish Government on the replacement of SQA and the reform of Education Scotland. The information provided will support Prof. Muir in his considerations. An analysis of the responses will also be published in early 2022. As part of this consultation, Professor Ken Muir considered that it was important that those representing GME schools had the opportunity to engage with him on how they envisage the planned reforms impacting them.

As a result of this, BnG was asked to be part of the Practitioner and Stakeholder Advisory Group and have also responded to this consultation. Any relevant actions will be considered and taken forward.

We received eleven responses in total with the majority of responses agreeing with the actions and aims detailed in the draft Plan. Key themes in the responses included:

- the availability of Gaelic-specific qualifications in the curriculum
- as a result of the review of the education bodies and the ambition to align assessment and curriculum in the Scottish education system, it was noted that there will be opportunities to strengthen GME in the future
- an internal review of Gaelic skills is necessary at SQA (and its successor body)

SQA do not consider that the public consultation has suggested any requirement for a fundamental change to the proposed Plan. The existing Plan is sufficiently flexible to consider many of the points raised by respondents.

We received 31 individual pieces of feedback from the ten respondents. Of those,

- 19 comments did not require any action (were positive about the level of detail in the draft Plan) and/or had already been considered by SQA
- 10 comments will be used to inform the internal action plan and will be passed on to the relevant department for consideration
- One comment was a duplication
- One comment related to the Review of the Education Bodies. We will await the result of the Muir Review and will pass on the feedback to Scottish Government for consideration

The feedback we received has been recorded and will be reflected in the internal action plan, which will be established through SQA's Gaelic Language Plan Implementation and Monitoring Group. Moreover, through the creation of two new directorates at SQA (Communications and Policy, Analysis and Standards), we seek to engage with all those we work with and support and continue to gather feedback and evidence to understand how our qualifications are operating and how to improve them.

Seisean Fosgailte
Cuspair 6.1 PT3

Geàrr-iomradh air Adhartas le Eagran 2 de Phlana Gàidhlig Ùghdarras Theisteanas na h-Alba

- Tha Ùghdarras Theisteanas na h-Alba a' leudachadh solar tro mheadhan na Gàidhlig. Thathar air Foghlam Gàidhlig a mheudachadh le bhith ag obair le buidhnean eile mar Fhoghlam Alba, Sgioba Foghlam Bhòrd na Gàidhlig, Riaghaltas na h-Alba agus tidsearan Gàidhlig a rèir na h-obrach leasachaidh a th' anns a' Phlana Ghàidhlig aca mu fhoghlam tro mheadhan na Gàidhlig agus foghlam luchd-ionnsachaidh na Gàidhlig aig ìre na h-àrd-sgoile.
- Thathar air adhartas fhaicinn le bhith a' brosnachadh ionnsachadh agus leasachadh sgilean Gàidhlig san àite-obrach, gu h-àraid le bhith a' brosnachadh LearnGaelic agus SpeakGaelic. Tha cothroman fhathast ann gus trèanadh sgilean Gàidhlig a mheudachadh dhan luchd-obrach air fad oir às dèidh an in-sgrùdaidh bha barrachd na an dàrna leth den luchd-obrach a lìon e ag iarraidh na sgilean Gàidhlig aca a leasachadh.
- Tha Ùghdarras Theisteanas na h-Alba air a bhith a' meudachadh Gàidhlig air an làraich-lìn aca agus air meadhanan sòisealta na buidhne. Tha cothroman a bharrachd ann airson faicsinneachd na Gàidhlig adhartachadh air-loidhne.
- Thathar air adhartas a dhèanamh le bhith a' brosnachadh deagh ìomhaigh airson na Gàidhlig. Tha àite aig a' bhuidhinn air an eadra-lìon aca airson coimhearsnachd Ghàidhlig agus tha iad air bhidio a chruthachadh airson an àite-fàilteachais. Chruthaich a' bhuidheann bhidio eile airson a' Mhòid an-uiridh a chaidh a sgaoileadh air-loidhne leis A' Chomunn Ghàidhealach air Latha an Litreachais agus bha a' bhidio aig Eden Court.
- Tha Ùghdarras Theisteanas na h-Alba air a bhith a' foillseachadh tuilleadh stuth sa Ghàidhlig. Thairis air an dàrna eagraan den Phlana Gàidhlig aca tha a' bhuidheann air rudan foillseachadh mar bhileag-iùil mu dheidhinn ath-thagraidhean, obair airson cùrsa Matamataig aig an Àrd-ìre agus sgrìobhainnean geàrr-iomraidh mu dheidhinn atharraichean Teisteanasan Nàiseanta airson cuspairean mar Chruinn-Eòlas, Eachdraidh, Nuadh-eòlas, Matamataig.
- Tha cothroman aig Ùghdarras Theisteanas na h-Alba gus sgaoileadh bhrathan-naidheachd sa Ghàidhlig a leasachadh leis an ath-eagrain den Phlana Gàidhlig aca. Tha seo cudromach airson sealltainn gu bheil a' bhuidheann a' toirt taic don chànan agus a' sealltainn spèis cho-ionann don Ghàidhlig.
- Tha cothroman a bharrachd aig a' bhuidhinn anns an ath-eagrain den phlana seo, ann an co-bhann le buidhnean poblach eile, a bhith a' cur ri curriculum Gàidhlig agus leasachaidhean co-cheangailte ri teisteanasan sa Ghàidhlig aig iomadh diofar ìre mar leantainneachd air an obair a rinneadh gu ruige seo.

Seisean Fosgailte

Cuspair 7.1



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	1.11.2022
Àite:	Air MS Teams
Nì a' Chlàir-ghnothaich	7.1

Tìotal a' Phàipeir	Adhartas air Trusadh is Glèidheadh Luchd-teagaisg	
Moladh do Bhuill	Airson Fiosrachaidh*	
Neach-labhairt:	Seumas Whannel	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba-stiùiridh	18.11.22	Ri aontachadh
Pàipear-taice air a cheangal ris	Chan eil Ceanglaichean na chois	
1.0	Adhbhar	
1.1	Ùrachadh airson na Comataidh air leasachaidhean le Trusadh is Glèidheadh Luchd-teagaisg.	
2.0	Cùl-fhiosrachaidh	
2.1	Tha an aithisg seo a' coimhead air cuid de ghnìomhan air a bheil an t-Oifigear Leasachaidh air a bhith ag obair, a' togail air an fhiosrachadh a fhuair a' Chomataidh san Fhaoilleach 2022.	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	<p>DèanDiofar</p> <p>'S e iomairt shanasachd de bhidiothan agus de dh'fhiosrachadh mu 6 tidsearan a tha ag obair ann an saoghal foghlam tron Ghàidhlig a tha seo agus dùil a ruith a rithist thairis air an t-Samhain chun na Dùbhlachd coltach ris a' phrògram againn ann am 2021. Mar a thachair an-uiridh, thèid na bhidiothan a-mach air Facebook agus tro na meadhanan sòisealta aig Bòrd na Gàidhlig, a' ruith a-rithist gu ceann-latha UCAS Alba. Tòisichidh iomairt shanasachd a-rithist cuideachd airson an 2 phadlet againn. Tha an dà phadlet ri fhaotainn tro còdaichean QR: www.gaidhlig.scot/ga/foghlam/fiosrachadh-as-uire</p>	
3.2	<p>Tadhalan air Sgoiltean</p> <p>Thòisich an t-Oifigear air prògram de thadhalan air na *33 Àrd-sgoiltean le Foghlam tron Ghàidhlig ann an Alba ann an teirm 4 (seisean 21/22). Thàinig am prògram gu crìch ri linn Covid 19 aig tòiseach 2020 agus san t-suidheachadh ùr le Covid, tha sinn air ar prògram a chur air dòigh a-rithist a' cleachdadh taisbeanadh ùr le clasaichean ÀS 4-6. Tha sinn a' deasachadh prògram bliadhnail a-rithist le tadhalan, thòisich sinn le tadhalan air 4 àrd-sgoiltean ann an Teirm 1 (seisean 22-23) agus bidh tadhalan a bharrachd air àrd-sgoiltean eile gach teirm san t-seisean.</p>	
3.3	<p>Obair le Leasachadh Sgilean na h-Alba (SDS)</p> <p>Tha an t-Oifigear air a bhith an làthair aig diofar fhèilltean dreuchd thairis air 21/22, m.e. DYW Àrd-sgoil MhicNeacail; Sir E Scott; Latha Dreuchdan ann an Àrd-sgoil Loch Abar far an robh eadar 500-675 sgoilearan à Loch Abar, Àird nam Murchan, Malaig, agus Cille Chumein agus 21 pàrantan. Bha an t-Oifigear cuideachd an sàs ann am Fèill Dhreuchdan air-loidhne còmhla ris SDS agus Comhairle Siorrachd Air an Ear airson sgoilearan ann an Sgoil Ghàidhlig Ghlaschu, Cill Mheàrnaig, agus Dùn Omhain.</p> <p>Tha dùil aig an Oifigear a bhith an làthair aig DYW Leòdhas agus na Hearadh air 08.11.2022</p>	

Seisean Fosgailte

Cuspair 7.1

3.4	Co-labhairt luchd teagaisg ùra agus Tachartasan Trèanaidh 2022-23 Chaidh co-labhairt nan tidsearan ùra a libhrigeadh san Ògmhios 2022 agus às dèidh fios air ais cho-dhuinn sinn pileat de thachartasan a ruith thairis air a’ bhliadhna. Bidh tachartas trèanaidh ann gach teirm is chaidh a’ chiad fhear a chumail san Dàmhair 2022. Bidh sinn ag obair ann am com-pàirteachas le buidhnean foghlaim nàiseanta gus am prògram seo a thoirt seachad. Thug Foghlam Alba a’ chiad thachartas seachad còmhla ris an Oifigear. Atharrachaidh sinn an ceann-latha bliadhnail airson na cho-labhairt do luchd-teagaisg pròbhaidh, gus an t-Sultain gach bliadhna, nuair a tha iad ann an sgoiltean agus air tòiseachadh air a’ bhliadhna-phròbhaidh aca.			
4.0	Moladh			
4.1	Tha a’ Chomataidh a’ toirt fa-near dhan phàipear seo.			
5.0	Prìomh Bhuidhean Ro-innleachdach			
5.1	Buidhean air Ionmhas			
	Buidh air buidseatan airson Foghlaim agus Sanasachd/Siubhal			
5.2	Buidhean air Luchd-obrach			
	Buidh air Goireasan Luchd-obrach – an dà chuid anns an Sgioba Foghlaim agus Sgioba Conaltraidh.			
5.3	Buidhean air Trèanadh			
	Cumaidh sinn feumalachdan trèanaidh fo bhreithneachadh.			
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra			
	Tha an stiùireadh seo a’ cur ris a’ ghnìomh: “A’ toirt comhairle seachad air poileasaidhean agus a’ toirt stiùireadh don obair gus ro-innleachdan a dhealbh airson foghlam na Gàidhlig.			
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 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 checked="" type="checkbox"/>	Eaconamaidh	<input type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach			<input type="checkbox"/>
5.6	Buidhean air Cliù			
	Neartaichidh an obair seo cliù a’ Bhùird mar bhuidheann a tha a’ frithealadh gu h-èifeachdach air feumalachdan an t-siostaim FtG airson luchd-teagaisg a bharrachd.			
5.7	Buidhean air Slàinte is Sàbhailteachd			
	Cha bhi buaidh ann.			
5.8	Buidhean Laghail			
	Cha bhi buaidh ann.			
5.9	Buidhean air Co-ionannas			
	Cha bhi buaidh ann.			
5.10	Buidhean air an àrainneachd			
	Cha bhi buaidh ann.			

* Fosgailte airson deasbad aig a' choinneimh

- Data Foghlam Gàidhlig 19/20 (làrach-lìn Bhòrd na Gàidhlig)
- SDS – Skills Development Scotland



A' freagairt ri	Comataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	1.11.21
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	7.2

Tìotal a’ Phàipeir		Ùrachadh: Leasachadh Curraicealaim taobh a-staigh Foghlam FtG aig ìre na h-Àrd-sgoile.	
Moladh do Bhuill		Mar fhiosrachadh*	
Neach-labhairt:		Seumas Whannel, Stiùiriche Foghlaim	
Cùrsa Riaghlachais airson na h-Aithris		Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba-stiùiridh		14.10.22	Ri Aontachadh
Pàipear-taice air a cheangal ris		Chan eil	
1.0	Adhbhar		
1.1	Gus am fios as ùire a thoirt do Bhuil na Comataidh air Leasachadh Churraicealaim ann an Roinn FtG na Àrd-sgoile.		
2.0	Cùl-fhiosrachadh		
2.1	Tha an aithisg a’ toirt ùrachadh do bhuill na Comataidh air cuid de ghnìomhan a chaidh a dhèanamh bho chionn ghoirid gus taic a thoirt do leasachadh FtG san Àrd-sgoil. Bheir Buill fa-near dhan fhreagairt dhan cho-chomhairle phoblaich mun Bhuidheann Measaidh is Theisteanasan ùr a thathar a’ moladh. ’S e seo a’ chiad fhear de na molaidhean a thaobh buidhnean ùra a chaidh a-mach airson co-chomhairle phoblach.		
3.0	Prìomh Aithris/Fiosrachadh		
3.1	<p>Freagairtean Co-chomhairle bhon Fhaoilleach 2022:</p> <p>Tha na freagairtean co-chomhairle a leanas, le fòcas air cùisean foghlaim, rim faighinn ann an earrann co-chomhairleachaidh air làrach-lìn Bhòrd na Gàidhlig.</p> <p>Frèam-obrach Leasachaidh Nàiseanta Prògram Teagaisg Foghlam Adhartach (Oilthigh Srath Chluaidh) Dreach Raon-ùghdarrais airson na Buidhne Measaidh is Sgrùdadh Teisteanas Neo-eisimeileach Measaidhean Buaidh Riaghaltas na h-Alba air ullachaidhean Tilleadh-dhan-sgoil (Am Màrt 2022) Measaidhean Buaidh Riaghaltas na h-Alba air ullachaidhean Tilleadh-dhan-sgoil (Am Faoilteach 2022) Dùbhlán Coileanaidh na h-Alba Co-chomhairleachadh aig Comhairle Teagaisg Choitcheann na h-Alba air Riaghailtean Clàraidh</p>		
3.2	<p>Bruidhneamaid air Foghlam na h-Alba</p> <p>Chuir Rùnaire a’ Chaibineit airson Foghlaim is Sgilean, Shirley Ann Somerville, an iomairt chudromach seo air bhog aig Fèis Ionnsachaidh na h-Alba 2022. Thathar a’ brosnachadh gach pàiste is neach òg ann an Alba a dhol an sàs anns a’ chòmhradh nàiseanta seo air na tha an dàn do dh’fhoghlam, a thig gu crìch air 5 Dùbhlachd 2022. Tha Stiùiridhean Deasbaid, Notaichean Neach-cuideachaidh agus PowerPoints airson cleachdadh le Clann Òga (3-7), Clann is Daoine Òga (8-14), Inbhich òga (nas sine na 15), Inbhich, Pàrantan is Luchd-cùraim rim faighinn sa Bheurla. Tha sinn a’ bruidhinn ris an sgioba a tha a’ libhrigeadh taic dhan iomairt aig Riaghaltas na h-Alba air na bhios ri fhaighinn sa Ghàidhlig agus cuin a bhios seo air a thoirt seachad.</p>		
3.3	<p>Planaichean Gàidhlig</p> <p>Tha an Sgioba Foghlaim agus an Sgioba Planaidh air a bhith ag obair gu dlùth air na measaidhean foirmeil a bhios am Bòrd a’ toirt seachad airson gach Dreach Phlana aig Ùghdarrasan Ionadail. Far a bheil an t-Ùghdarras Ionadail a’ toirt seachad FtG san Àrd-sgoil tha am Bòrd a’ moladh gum bi Tairgse Curraicealaim Àrd-sgoile soilleir an sàs. A bharrachd air seo tha molaidhean ann a thaobh Planaichean</p>		

Seisean Fosgailte
Cuspair 7.2

	<p>Leasachaidh Sgoile Bliadhnail agus Aithisgean Inbhean is Càileachd agus air cho cudromach 's a tha e a bhith a' cumail sùil air an àireamh de sgoilearan a tha a' gluasad bho BS7-ÀS1 agus BGE chun na h-Ìre as Àirde (ÀS3-ÀS4). Bho thoiseach 2022 tha sinn air a bhith ag obair leis an Sgioba Planaidh air na measaidhean foirmeil airson 4 Dreach Phlanaichean aig Ùghdarrasan Ionadail.</p>	
3.4	<p>Measadh Roghainnean air a bhith a' Cruthachadh Seirbheis FtG ùr aig ìre na h-Àrd-sgoile</p> <p>Tha Bòrd na Gàidhlig air maoineachadh a thoirt seachad gus an urrainn do Chomhairle Inbhir Chluaidh a dhol air adhart le measadh roghainnean air leasachadh FtG aig ìre na h-Àrd-sgoile. Tha an t-Ùghdarras Ionadail a' toirt seachad FtG Tràth-bhliadhnaichean agus Bun-sgoile aig an àm seo. Bidh am Measadh Roghainnean ri fhaighinn do dh'Ùghdarrasan Ionadail eile a tha air slighe leasachaidh den aon seòrsa. Tha sinn an dùil gum bi barrachd fiosrachaidh againn mu adhartas leis an iomairt ro dheireadh 2022.</p>	
3.5	<p>Pròiseact Leudachaidh Curraicealaim na h-Àrd-sgoile</p> <p>Tha Gillian Chaimbeul-Thow (Ceannard ùr-fhastaiche Àrd-sgoil SGG còmhla ris an 2 Iar-cheannard aig SGG air a bhith a' stiùireadh pròiseact goireasan curraicealaim àrd-sgoile, a tha a' ceangal thidsearan air feadh na dùthcha ann a bhith a' cruthachadh stuthan ùra. Tha Foghlam Alba air beachdan a thoirt seachad agus bha Sgioba Foghlaim a' Bhùird an làthair aig diofar choinneamhan agus thabhainn iad taic. Tha Riaghaltas na h-Alba air maoineachadh dìreach a thoirt seachad agus tha tidsearan air coinneachadh às dèidh na sgoile agus aig an deireadh-sheachdain. Tha co-obrachaidhean sa bhun-sgoil cuideachd air a dhol an sàs gus am bi ceangal curraicealaim iomchaidh ann. Tha an iomairt a' planadh gun tèid cùisean a lìbhrigeadh ann an 2 ìre, an toiseach le fòcas air BGE agus an uair sin, solar Nàiseanta 4 agus 5 (An Ìre as Àirde). Thèid barrachd ùrachaidhean a thoirt dhan Chomataidh tron t-seisean.</p>	
3.6	<p>Sgeama Tabhartasan Foghlaim</p> <p>Tha an sgeama seo air fosgladh a-rithist gu deireadh na Dàmhair. Gu ruige seo fhuair 34 daoine tabhartasan (thairis air Foghlam Bun-sgoile, Àrd-sgoile agus Tràth-ìrean) le measaidhean a' dol air adhart air 8 iarrtasan a bharrachd. An uiridh fhuair 47 daoine taic tron sgeama seo agus tha sinn an dùil gum bi am figear airson 2022-23 nas àirde na sin.</p>	
4.0	Moladh	
4.1	Gun toir a' Chomataidh am pàipear seo fa-near agus gun aontaich e barrachd ùrachaidhean fhaighinn aig gach coinneamh Comataidh ri teachd.	
5.0	Prìomh Bhuaidhean Ro-innleachdach	
5.1	<p>Buaidhean air Ionmhas</p> <p>Cha bhi buaidh ann</p>	
5.2	<p>Buaidh air Luchd-obrach</p> <p>Cha bhi buaidh ann</p>	
5.3	<p>Buaidh air Trèanadh</p> <p>Cha bhi buaidh ann</p>	
5.4	<p>Ceanglaichean ri Amasan Ro-innleachdail agus Corporra</p> <p>Tha an stiùireadh seo a' cur ris a' ghnìomh: "A' toirt comhairle seachad air poileasaidhean agus a' toirt stiùireadh dhan obair gus ro-innleachdan a dhealbhadh airson foghlam na Gàidhlig.</p>	
5.5	Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta	
	<p>Adhbhar</p> <p>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</p>	<p>Ar Luachan</p> <p>'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</p>

Seisean Fosgailte
Cuspair 7.2

	AR LUACHAN BUILEAN NÀISEANTA			
	Còraichean Daonna	<input type="checkbox"/>	Clann	<input type="checkbox"/>
	Cultar	<input type="checkbox"/>	Coimhearsnachd	<input 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 type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach			<input type="checkbox"/>
5.6	Buaidhean air Cliù Cha bhi buaidh ann			
5.7	Buaidhean air Slàinte is Sàbhailteachd Cha bhi buaidh ann			
5.8	Buaidhean Laghail Cha bhi buaidh ann			
5.9	Buaidhean air Co-ionannas Cha bhi buaidh ann			

** Nì fiosrachaidh a ghabhas deasbad aig a' choinneimh.*

BGE – Foghlam Coitcheann farsaing (S1-3)

SGG – Sgoil Ghàidhlig Ghlaschu

Seisean Fosgailte
Cuspair 7.3

A' freagairt ris	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-là na Coinneimh	01/11/2021
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	7.3

Tìotal a’ Phàipeir		Cunntas as ùr air Tidsèaran Pròbhaidh agus Oileanaich-teagaisg	
Moladh do Bhuill		Airson Fiosrachadh *	
Neach-labhairt:		Seumas Whannel	
Cùrsa Riaghlachais airson na h-Aithris		Ceann-là na Coinneimh	Seòrsachadh na h-Aithris
Sgioba-stiùiridh		14/10/2021	Ri Aontachadh
Pàipear-taice air a cheangal ris		Chan eil	
1.0	Adhbhar		
1.1	Gus cunntas às ùr a thoirt do bhuill na Comataidh air na staitistigean làithreach a thaobh sgeama nan Tidsèaran Pròbhaidh agus àireamhan airson Tùs-thrèanadh Thidsèaran (cùrsaichean trèanaidh luchd-teagaisg).		
2.0	Cùl-fhiosrachadh		
2.1	<p>Tha an aithris seo a’ fòcasachadh air raon de chuspairean mar a leanas:</p> <ul style="list-style-type: none">a) Tidsèaran ùra FtG a’ tighinn a-steach dhan t-siostam tron Sgeama Pròbhaidh nàiseanta.b) Tidsèaran clàraichte ag ath-inntrigeadh an t-siostaim an dèidh dhaibh cùrsaichean bogaidh a choileanadh, an dèidh maoineachadh fhaighinn bho Bhòrd na Gàidhlig.c) Foir-shealladh air fiosrachadh làithreach a thaobh oileanach-teagaisg air cùrsaichean BA, MA agus PGDE.d) Tidsèaran air a’ chùrsa Ceum Maighstireachd ann am Foghlam Gàidhlig (M.Ed.) <p>Tha prògraman Tùs-thrèanadh Thidsèaran rim faotainn an-dràsta aig na leanas: Oilthigh Shrath Chluaidh (BA, PGDE) Oilthigh Dhùn Èideann (MA Foghlam Bun-sgoile le Gàidhlig) Sabhal Mòr Ostaig (BA, PGDE).</p> <p>’S e an obair a bhios BnG a’ dèanamh a bhith a’ toirt comhairle phroifeasanta agus taic do dh’oilthighean is ùghdarrasan ionadail a thaobh trusadh is trèanadh thidsèaran.</p> <p>Tha sruth-obrach ann an iomairt Riaghaltas na h-Alba <i>Adhartas nas Luaithe</i> a thaobh trusadh agus gleidheadh luchd-teagasg is thug na riochdairean bho Chomhairle Maoineachadh na h-Alba is GTCS iomradh air an obair sin aig a’ choinneimh air 21 Sultain.</p> <p>Thairis air an dà bhliadhna a chaidh seachad rinn BnG tòrr obair air iomairtean sanasachd, mar eisimpleir, <i>So you want to teach in Gaelic</i>, còmhla ris an GTCS, dà iomairt DèanDiofar/Luchd-teagaisg, dà phadlet (tidsearan clàraichte/oileanaich) agus bidh sinn a’ maoineachadh oileanaich air cùrsaichean trèanaidh agus ùghdarrasan ionadail airson tidsearan air cùrsaichean bogaidh.</p>		
3.0	Prìomh Aithris/Fiosrachadh		
3.1	<p>a) Chaidh 21 tidsearan a-steach dhan bhliadhna-phròbhaidh aca ann am FtG san t-seisean 2022-23 (23 ann am 21-22)</p> <p>i) Bha 16 dhiubh ann an raon na bun-sgoile agus 5 dhiubh ann an raon na h-àrd-sgoile.</p> <p>ii) Chaidh am fastadh air pròbhaidh sna h-Ùghdarrasan Ionadail a leanas: CNES; Dùn Èideann; Glaschu; a’ Ghàidhealtachd; Siorrachd Lannraig a Deas; Siorrachd Lannraig a Tuath; Sruighlea; Peairt is Ceann Rois</p> <p>iii) Tha na cuspairean ann an raon na h-àrd-sgoile mar a leanas: Gàidhlig; Matamataig; Eaconamas Dachaigh</p>		

Seisean Fosgailte
Cuspair 7.3

Air sgàth riaghailtean GDPR, chan eil àireamh nas lugha na còignear air ainmeachadh san aithisg seo. Far a bheil nas lugha na 5 ann, thèid * a chleachdadh.

b) An dèidh dhaibh cùrsaichean bogaidh maoinichte a choileanadh ann an Oilthigh Ghlaschu thòisich * luchd-teagaisg ann am Foghlam tro Ghàidhlig san t-seisein 2022-23. Tha * tidsearan an-dràsta an sàs ann an cùrsaichean bogaidh san t-seisean 2022-23. Tha na cùrsaichean seo maoinichte le Bòrd na Gàidhlig.

c) Tha am fiosrachadh airson Tùs-thrèanadh Thidsearan airson 2021-22 mar a leanas:

Thar nan solaraichean uile, tha 68 daoine a' dèanamh chùrsaichean Tùs-thrèanadh Thidsearan, an-uiridh bha 71 ann uile gu lèir.

Oilthigh Shrath Chluaidh

BA2 : *

PGDE : * Bun-sgoile / * Àrd-sgoile (Spòrs agus Nua-eòlas)

Iomlan: 5 (an-uiridh 13)

Oilthigh Dhùn Èideann**Cùrsa Foghlam Bun-sgoile le Gàidhlig**

	Fileantaich	Luchd-ionnsachaidh
Bliadhna 1	*	10
Bliadhna 2		5
Bliadhna 3	*(greis-sgoile)	*(SMO – Bliadhna Bogaidh)
Bliadhna 4	0 (greis-sgoile)	8 (greis-sgoile)
Bliadhna 5		5 (greis-sgoile)

Iomlan: 38 (40 an-uiridh)

Sabhal Mòr Ostaig**Cùrsa BA Le Urram**

Bliadhna 1: 6

Bliadhna 2: 0

Bliadhna 3: * (bun-sgoil)

Bliadhna 4: 9

Iomlan: 17 (an-uiridh 15)

PGDE : 8 (an-uiridh *)

Slighe Bun-sgoile agus Àrd-sgoile

Iomlan : 25 (an-uiridh 18)

d) Ceum Maighstireachd ann am Foghlam Gàidhlig (aig SMO).

Seisean Fosgailte
Cuspair 7.3

	<p>’S e prògram trì bliadhna de dh’ionnsachadh proifeiseanta a th’ anns a’ Cheum Mhaighstireachd ann am Foghlam: Foghlam Gàidhlig agus tha e a’ cur ri soirbheachadh a’ chùrsa Streap, Teisteanas Iar-cheuma ann am Foghlam tro Mheadhan na Gàidhlig, a chaidh a libhrigeadh an com-pàirteachas eadar Sabhal Mòr Ostaig is Oilthigh Obar Dheathain eadar 2005 is 2022.</p> <p>Thòisich 9 air a’ chùrsa ùr seo aig SMO san t-seisein 2022-23.</p> <p>Tha sinn ann an còmhradh le Oilthigh Shrath Chluaidh agus tha sinn air taic is comhairle phroifeiseanta a thabhainn dhaibh.</p>			
4.0	Moladh			
4.1	Thathar ag iarraidh air Buill na Comataidh am fiosrachadh sa phàipear a leughadh agus bidh cothrom ann ceist sam bith a fhreagairt.			
5.0	Prìomh Bhuidhean Ro-innleachdail			
5.1	Buidhean air Ionmhas			
	Cha bhi buaidh ann.			
5.2	Buidhean air Luchd-obrach			
	Cha bhi buaidh ann.			
5.3	Buidhean air Trèanadh			
	Cha bhi buaidh ann.			
5.4	Ceanglaichean ri Amasan Ro-innleachdail agus Corporra			
	Tha an stiùireadh seo a’ cur ris a’ ghnìomh: “A’ toirt comhairle seachad air poileasaidhean agus a’ toirt stiùireadh don obair gus ro-innleachdan a dhealbh airson foghlam na Gàidhlig.”			
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 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	X	Eaconamaidh	<input type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach			<input type="checkbox"/>
5.6	Buidhean air Cliù			
	Cha bhi buaidh ann.			
5.7	Buidhean air Slàinte is Sàbhailteachd			
	Cha bhi buaidh ann.			
5.8	Buidhean Laghail			
	Cha bhi buaidh ann.			
5.9	Buidhean air Co-ionannas			
	Cha bhi buaidh ann.			
5.10	Buidhean air Àrainneachd			
	Cha bhi buaidh ann.			

Seisean Fosgailte
Cuspair 7.3

GTCS – Comhairle Choitcheann Teagaisg na h-Alba

PGDE – Dioplòma Iar-cheumnach ann am Foghlam (gad thoirt do chlàradh le GTCS)

Seisean Fosgailte
Cuspair 8.1

A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	01/11/2022
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	8.1

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	<p>Tha am prògram stèidhichte air gnàth-riaghailtean na Comataidh, agus air na bhios a’ tachairt am-bliadhna.</p> <p>Deagh Riaghlaidh: Bidh aithisg a’ tighinn dhan Chomataidh gach ràith air adhartas air na PCCan seach aithisg air a’ phlana ghnìomh.</p> <p>Ionmhas: Chan eil iarrtasan taic-airgid ann airson na coinneimh seo, ach thèid coimhead air na prìomhachasan airson sgeamaichean-taice Taic Freumhan Coimhearsnachd agus Colmcille.</p> <p>Foghlam: Leis nach robh an dàta deiseil nuair a bhathar an dùil, thig an aithisg air staitistearachd foghlaim gu coinneamh eile.</p> <p>Cleachdadh: Chan eil amasan àrd-ìre gu bhith aig a’ choinneimh seo.</p> <p>Cuspairean ad hoc: Pannal nam Planaichean mar chuspair a bharrachd.</p>		
4.0	Moladh		
4.2	Aonta a chur ris a’ phlana obrach airson 2022/23.		
5.0	Prìomh Bhuidhean Ro-innleachdach		
5.1	Buidhean air Ionmhas Chan eil buaidh ann.		
5.2	Buidhean 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.		

Seisean Fosgailte
Cuspair 8.1

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 <table border="1"> <tr> <th colspan="2">AR N-ADHBHAR</th><th colspan="2">AR LUACHAN</th></tr> <tr> <td colspan="2">Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach</td><td colspan="2" rowspan="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 type="checkbox"/></td><td>Clann</td><td><input type="checkbox"/></td></tr> <tr> <td>Cultar</td><td><input type="checkbox"/></td><td>Coimhearsnachdan</td><td><input 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 type="checkbox"/></td><td>Eaconamaidh</td><td><input type="checkbox"/></td></tr> <tr> <td colspan="2">Gnothachasan soirbheachail is ùr-ghnàthach</td><td><input checked="" type="checkbox"/></td><td></td></tr> </table>	AR N-ADHBHAR		AR LUACHAN		Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach		AR LUACHAN BUILEAN NÀISEANTA				Còraichean daonna	<input 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"/>	
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 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"/>																																			
5.6	Buaidhean air Cliù Tha e cudromach do chliù na buidhne gu bheil siostaman ann a bhios a' dearbhadh gu bheil deagh riaghlaidh aig a' bhuidhinn.																																				
5.7	Buaidhean air Slàinte is Sàbhailteachd Chan eil buaidh air slàinte is sàbhailteachd																																				
5.8	Buaidhean Laghail Bidh am plana obrach a' cur ri coileanadh nan dleastanasan reachdail agus deagh riaghlaidh aig BnG.																																				
5.9	Buaidhean air Co-ionannas Cha bhi buaidh air co-ionannas																																				
5.10	Buaidhean air an Àrainneachd Cha bhi buaidh air an àrainneachd.																																				

Seisean Fosgailte
Cuspair 8.1 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 PCC 22/23		✓	✓	✓
	Plana Corporra				✓
Ionmhas	Aithisg Ràitheil air Ionmhas	✓	✓	✓	✓
	Tabhartasan eadar £50,001 agus £100,000	✗	✓	✗	✓
	Plana Ionmhas Meadhan-ùine				✓
	Buidseat Bliadhnail				✓
	Aithisg Bliadhnail air Solarachadh	✓			
Cleachdadh	Planaichean Gàidhlig	✓	✓	✓	✓
	Amasan Àrd-ìre	✓	✓	✗	✓
	Adhartas nam Prìomh Buidhnean Libhrigidh				✓
	Molaidhean Taic-airgid nam prìomh buidhnean				✓

Seisean Fosgailte
Cuspair 8.1 PT1

Ionnsachadh	Àireamhan foghlam - clann is inbhich			✓	✓
	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	✓			
	Pannal nam Planaichean			✓	