

A' Chomataidh Poileasaidh is Ghoireasan
Dimàirt 24/01/2023 09.30 – 12.30
Tro Teams
CLÀR-GNOTHAICH

Bòrd na Gàidhlig

Policy & Resources Committee
Tuesday 24/01/2023 09.30 – 12.30
Via Teams
AGENDA

SEISEAN FOSGAILTE		OPEN SESSION	09.30
1.0	CÙISEAN TÒISEACHAIDH	OPENING ITEMS	09.30-09.35
1.1	Fàilte is Leisgeulan	Welcome & Apologies	
1.2	A' nochdadh Chom-pàirtean <i>Bu chòir do Bhuill com-pàirt ionmhasail no neo-ionmhasail a th' aca ann an cùis sam bith air am bithear a' beachdachadh a chlàradh, le bhith a' comharrachadh na puinge buntainniche agus an t-seòrsa com-pàirt a th' aca.</i>	Declarations of Interest <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>	
1.3	GISBE <i>Bu chòir iarrrtas sam bith airson puingeann eile a chur fo GISBE a chur gu Cathraiche na Comataidh ron choinneimh.</i>	AOCB <i>Any items for AOCB should be sent for consideration to the Committee Chair prior to the meeting.</i>	
2.0	IONMHAS	FINANCE	09.35-09.55
2.1	Airson Fiosrachadh* <i>Aithisg Ionmhais gu 31/12/2022</i> <i>Nicola Pearson, Ceann an Ionmhais is Chùisean Corporra</i>	For Information* <i>Finance Statement to 31/12/2022</i> <i>Nicola Pearson, Head of Finance & Corporate Affairs</i>	d. 3
2.2	Ri Aontachadh <i>Tabhartasan eadar £50,001 agus £100,000</i> <i>Steven Kellow, Oifigear Maoineachaidh is Phròiseactan</i>	For Decision <i>Grants between £50,001 and £100,000</i> <i>Steven Kellow, Funding & Projects Officer</i>	d. 6
2.3	Ri Aontachadh <i>Prìomhachasan Maoin nam Planaichean Gàidhlig (GLAIF) 2023/24</i> <i>Steven Kellow, Oifigear Maoineachaidh is Phròiseactan</i>	For Decision <i>Gaelic Plans Fund (GLAIF) Priorities 2023/24</i> <i>Steven Kellow, Funding & Projects Officer</i>	d. 8
3.0	PLANA GNÌOMH	OPERATIONAL PLAN	09.55-10.05
3.1	Airson Fiosrachadh* <i>PCCs 2022/23 - Sgrùdadh</i> <i>Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh</i>	For Information* <i>KPIs 2022/23 – Monitoring</i> <i>Iain MacMillan, Director of Development</i>	d. 11
4.0	CLEACHDADH	USAGE	10.05-10.35
4.1	Ri Aontachadh <i>Amasan Àrd Ìre</i> <i>PT1 E04 PGR025 Comhairle Pheairt is Ceann Ròis</i> <i>Christie NicIlleathain, Manaidsear Planaidh</i>	For Decision <i>High Level Aims</i> <i>E04 PGR025 Perth and Kinross Council</i> <i>Christie MacLean, Planning Manager</i>	d. 15
4.2	Ri Aontachadh <i>Planaichean Gàidhlig</i> <i>PT1 PGR068 E01 Iomairt na h-Alba</i> <i>PT2 PGR064 E02 Ùghdarras Poilis na h-Alba</i> <i>PT3 PGR060 E03 Stòras Mara Caileannach Earranta</i>	For Decision <i>Gaelic Language Plans</i> <i>PT1 PGR068 E01 Scottish Enterprise</i> <i>PT2 PGR064 E02 Scottish Police Authority</i> <i>PT3 PGR060 E03 Caledonian Maritime Assets Limited</i>	d. 16 d. 20 d. 48 d. 80
	Airson Fiosrachadh <i>PT4 PGR064 Ùghdarras Poilis na h-Alba - Geàrr iomradh air Adhartas E01</i> <i>PT5 PGR060 Stòras Mara Caileannach Earranta - Geàrr iomradh air Adhartas E02</i> <i>Christie NicIlleathain, Manaidsear Planaidh</i>	For Information <i>PT4 PGR064 Scottish Police Authority – Information on progress with E01</i> <i>PT5 PGR060 Caledonian Maritime Assets Limited – Information on progress with E02</i> <i>Christie MacLean, Planning Manager</i>	d. 104 d. 105
4.3	Airson Fiosrachadh* <i>Adhartas nam Prìomh Buidhnean Lìbhrigidh</i> <i>Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh</i>	For Information* <i>Progress of Main Delivery Partners</i> <i>Iain MacMillan, Director of Development</i>	d. 106
5.0	IONNSACHADH	LEARNING	10.35-10.45
5.1	Airson Fiosrachadh* <i>Adhartas air Foghlam Àrd-sgoile</i> <i>Jennifer McHarrie, Stiùiriche Foghlaim Gàidhlig</i>	For Information* <i>Progress with Secondary School Education</i> <i>Jennifer McHarrie, Director of Gaelic Education</i>	d. 113
5.2	Airson Fiosrachadh* <i>Adhartas air a' trusadh agus a' glèidheadh luchd-teagaisg</i> <i>Jennifer McHarrie, Stiùiriche Foghlaim Gàidhlig</i>	For Information* <i>Progress on recruiting and retaining teachers</i> <i>Jennifer McHarrie, Director of Gaelic Education</i>	d. 132
6.0	CORPORRA	CORPORATE	10.45-10.55
6.1	Ri Aontachadh <i>Plana Pàrantan Corporra</i> <i>Louise NicIlleathain, Manaidsear Gnìomhan</i>	For Decision <i>Corporate Parenting Plan</i> <i>Louise Maclean, Operations Manager</i>	d. 135

7.0	PLANA OBRACH NA COMATAIDH	COMMITTEE WORK PLAN	10.55-11.05
7.1	Ri Aontachadh Plana Obrach na Comataidh Poileasaidh is Ghoireasan PT1 Plana obrach 2022/23 PT2 Plana obrach 2023/24 <i>Shona NicIllinnein, Ceannard</i>	For Decision Policy & Resources Committee Work Plan PT1 Work plan 2022/23 PT2 Work plan 2023/24 <i>Shona MacLennan, Ceannard</i>	d. 142
8.0	GNOTHACH IOMCHaidh SAM BITH EILE Ceann-latha na h-ath choinneimh: 09/05/2023	ANY OTHER BUSINESS Date for the next meeting: 09/05/2023	11.05-11.10
9.0	TAISBEANADH Theatre Gu Leòr	PRESENTATION Theatre Gu Leòr	11.10-11.40
	SEISEAN DÙINTE Ceann-là na h-ath choinneimh: 09/05/2023 <i>Dùnadh na coinneimh</i> <i>Lèirmheas den choinneimh às dèidh làimh</i>	CLOSED SESSION Date for the next meeting: 09/05/2023 <i>Close of meeting</i> <i>Post-meeting Review of meeting</i>	12.00-13.00

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' Chomataidh 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 Committee 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

Seisean Fosgailte : Open Session
Cuspair 2.1

For	Policy and Resources Committee
Date of Meeting	24/01/2023
Location:	Online
Item on Agenda	2.1

Paper Title		Finance Report to 31st December 2022																	
Recommendation		For Information *																	
Spokesperson		Nicola Pearson, Head of Finance & Corporate Affairs																	
Governance Route		Date of Meeting	Decision																
Leadership Team		12/01/2023	For Information																
Appendices:		PT1 – Finance Report																	
1.0	Purpose																		
1.1	To give information to the Committee on the financial position as at 31st December 2022. The paper is in English as it will be presented by the Head of Finance and Corporate Affairs.																		
2.0	Background																		
2.1	<p>Bòrd na Gàidhlig has a total budget of £5,779k for the financial year 2022/23.</p> <p>This is the baseline Grant in Aid (GiA) of £5,179k plus additional GiA for this year of £500k and £100k for Commun nam Parant from the Corra Foundation.</p> <p>The adjusted high level income and expenditure budgets are detailed below:</p> <table><tr><td>Income:</td><td>£m</td></tr><tr><td>Grant-in-aid</td><td>5.679</td></tr><tr><td>Other income (CnaP)</td><td>0.100</td></tr><tr><td>Total</td><td>5.779</td></tr><tr><td>Expenditure:</td><td>£m</td></tr><tr><td>Development</td><td>3.845</td></tr><tr><td>Running Costs</td><td>1.934</td></tr><tr><td>Total</td><td>5.779</td></tr></table>			Income:	£m	Grant-in-aid	5.679	Other income (CnaP)	0.100	Total	5.779	Expenditure:	£m	Development	3.845	Running Costs	1.934	Total	5.779
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3.0	Main Points																		
3.1	<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.</p> <p>At the end of the third quarter, total spend was £156k behind budget. This was as a result of a £163k underspend in running costs offset by a development over spend of £7k.</p> <p>The majority of the running costs underspend is against the budget for salaries. This is due to a number of vacancies and in year slippage on posts that were filled part of the way through the year.</p>																		

Seisean Fosgailte : Open Session
Cuspair 2.1

	We are projecting an overspend against budget of £72k but once we include the approved carry forward from 21/22 and reclaimed funding we are forecasting a cash underspend of around £93k.		
4.0	Recommendation		
4.1	Members are requested to consider the report and note the information.		
5.0	Main Strategic Impacts		
5.1	Impact on Finance		
	As described above.		
5.2	Impact on Staff		
	N/a		
5.3	Impact on Training		
	N/a		
5.4	Links to Strategic and Corporate Aims		
	This paper supports the Committee in fulfilling the aims for the year.		
5.5	Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta/ Links to the National Performance Framework		
	Our Purose		Our Values
	To focus on creating a more successful country with opportunities for all of Scotland to flourish through increased wellbeing, and sustainable and inclusive economic growth		We are a society which treats all our people with kindness, dignity and compassion, respects the rule of law, and acts in an open and transparent way
	AR LUACHAN BUILEAN NÀISEANTA		
	Human Rights	<input type="checkbox"/>	Children & Young People <input type="checkbox"/>
	Culture	<input type="checkbox"/>	Communities <input type="checkbox"/>
	Environment	<input type="checkbox"/>	Poverty <input type="checkbox"/>
	Health	<input type="checkbox"/>	International <input type="checkbox"/>
	Learning	<input type="checkbox"/>	Economy <input checked="" type="checkbox"/>
	Successful innovative businesses	<input checked="" type="checkbox"/>	
5.6	Buaidhean air Cliù/Impacts on Reputation		
	It is important the BnG continues to demonstrate effective management of its finances.		
5.7	Buaidhean air Slàinte is Sàbhailteachd/Impacts on Health and Safety		
	N/a		
5.8	Buaidhean Laghail/Legal Impacts		
	N/a		
5.9	Buaidhean air Co-ionannas/Impacts on Equality		
	N/a		
5.10	Buaidhean air Àrainneachd/Impacts on the Environment		
	N/a		

Finance report (against strategic priorities and full year forecast) – 31st December 2022

31 December 2022		TO END Q.1				TO END Q.2				YTD				FULL YEAR FORECAST						
		BUDGET	ACTUAL	VAR		BUDGET	ACTUAL	VAR	VAR %	BUDGET	ACTUAL	VAR	VAR %	BUDGET	YTD	COMMITTED	EAU	TOTAL	VAR	VAR %
FUNDING	Opening Available Budget	0	154,877	(154,877)		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		4,489,000	4,489,000	0		5,679,000	4,489,000	0	0	5,679,000	0	
	Funding From External Bodies	25,000	25,000	0		50,000	50,000	0		75,000	75,000	0		100,000	75,000	0	0	75,000	25,000	
	Redaimed Funding	0	11,000	(11,000)		0	23,000	(23,000)		0	35,000	(35,000)		0	35,000	0	0	35,000	(35,000)	
	AVAILABLE BUDGET	1,414,000	1,579,877	165,877		2,679,000	2,856,877	177,877		4,564,000	4,753,877	189,877		5,779,000	4,753,877	0	0	5,943,877	164,877	
EXPENDITURE	Using Gaelic	377,000	619,000	242,000	64%	670,275	970,358	300,083	45%	1,386,599	1,493,011	106,411	8%	1,839,180	1,493,011	328,518	336,560	2,158,089	318,909	17%
	Learning Gaelic	324,000	237,000	(87,000)	-27%	758,928	587,449	(171,479)	-23%	1,206,300	1,151,965	(54,335)	-5%	1,665,320	1,151,965	332,675	55,454	1,540,094	(125,226)	-8%
	Promoting Gaelic	145,000	127,000	(18,000)	-12%	201,891	197,154	(4,737)	-2%	319,316	274,206	(45,110)	-14%	340,500	274,206	50,480	34,329	359,015	18,515	5%
	DEVELOPMENT SPEND	846,000	983,000	137,000	16%	1,631,094	1,754,962	123,867	8%	2,912,215	2,919,181	6,966	0%	3,845,000	2,919,181	711,673	426,343	4,057,198	212,198	6%
	Salaries	371,064	285,824	(85,240)	-23%	733,626	584,933	(148,693)	-20%	1,100,439	951,984	(148,455)	-13%	1,467,247	951,984	339,553	0	1,291,537	(175,710)	-12%
	Other Costs	90,800	94,176	3,376	4%	194,713	200,930	6,217	3%	344,624	330,331	(14,293)	-4%	466,753	330,331	43,235	128,318	501,884	35,131	8%
	RUNNING COSTS	461,864	380,000	(81,864)	-18%	928,339	785,863	(142,476)	-15%	1,445,063	1,282,315	(162,748)	-11%	1,934,000	1,282,315	382,787	128,318	1,793,421	(140,579)	-7%
	TOTAL SPEND	1,307,864	1,363,000	55,136	4%	2,559,433	2,540,825	(18,608)	-1%	4,357,278	4,201,497	(155,782)	-4%	5,779,000	4,201,497	1,094,460	554,661	5,850,619	71,619	1%
	BUDGET CARRIED FORWARD	106,136	216,877	110,741		119,567	316,052	196,485		206,722	552,380	345,659		projected cash underspend (93,258)						

*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.



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	24/01/2022
Àite:	Air MS Teams
Nì a' Chlàir-ghnothaich	2.2

Tìotal a' Phàipeir	Iarrtas Taic-airgid	
Moladh do Bhuill	Airson 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	11/01/2023	Ri Aontachadh
Pàipear-taice air a cheangal ris	Chan eil	
1.0	Adhbhar	
	A' sireadh aonta bhon Chomataidh airson 1 iarrtas taic-airgid aig ìre eadar £50,001 agus £100,000.	
2.0	Cùl-fhiosrachadh	
2.1	Chaidh a' chiad Seachdain na Gàidhlig a ruith ann an 2022 le Hands Up for Trad le tabhartas de £25,000 bho Bhòrd na Gàidhlig.	
2.2	Bhathar den bheachd gun robh am pròiseact seo soirbheachail, is leis a seo chaidh taic a thabhann dhan bhuidhinn airson a leithid a chur air dòigh a-rithist ann an 2023, le leudachadh air a' phrògram.	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	Chaidh aontachadh leis an Sgioba-stiùiridh san t-Sultain 2022 gus £45,000 a thabhann do Hands Up for Trad gus Seachdain na Gàidhlig 2023 a chur air dòigh, le £30,000 den taic-airgid airson rianachd is sanasachd na seachdain is £15,000 airson sgeama tabhartasan beaga.	
3.2	Chaidh an sgeama seo a ruith eadar an t-Samhain is an Dùbhlachd 2022, is chaidh 63 iarrtasan a chur a-steach thuige, a' sireadh taic.	
3.3	Às dèidh measadh, bha e comasach taic a chumail ri 28 pròiseactan taobh a-staigh a' buidseit de £15k a bha ann airson an sgeama, ach bhathar den bheachd gum biodh 23 de na pròiseactan eile freagarrach gus taic-airgid fhaighinn.	
3.4	Mar sin, thathar ag iarraidh gun tèid buidseat nan sgeama àrdachadh le £9k a bharrachd gus na pròiseactan seo uile a mhaoineachadh.	
3.5	Leis a seo, bhiodh seo a' toirt an tabhartais uile airson Seachdain na Gàidhlig 2023 gu £54,000, le £30,000 airson tachartasan na seachdain, is £24,000 airson 51 pròiseact air feadh na dùthcha a bhiodh a' cur ri ìomhaigh is cleachdadh na Gàidhlig aig ìre ionadail.	
4.0	Moladh	
4.1	Thathar ag iarraidh air Buill aontachadh gus taic-airgid luach £54,000 a thabhann do Hands Up for Trad, leis na cumhaichean: <ul style="list-style-type: none"> Gum bi sanasachd airson pròiseactan sam bith air am maoineachadh leis an taic-airgid seo ag aithneachadh taic-airgid a' Bhùird 	
5.0	Prìomh Bhuaidhean Ro-innleachdach	

Seisean Fosgailte
Cuspair 2.2

5.1	Buaidhean air Ionmhas																																				
5.1.1	Ma thèid aontachadh ris a' mholadh, thèid £9,000 a bharrachd a thabhann do Hands Up for Trad airson Seachdain na Gàidhlig 2023, is thèid seo a phàigheadh a-mach thuca sa bhliadhna-ionmhais 2022/23.																																				
5.1.2	Tha airgead ri fhaighinn sa bhuidseat gus seo a dhèanamh.																																				
5.2	Buaidhean air Luchd-obrach																																				
	Chan eil gin ann.																																				
5.3	Buaidhean air Trèanadh																																				
	Chan eil gin ann.																																				
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra																																				
5.5	Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta																																				
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A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	24/01/2022
Àite:	Air MS Teams
Nì a' Chlàir-ghnothaich	2.3

Tìotal a' Phàipeir	Prìomhachasan Maoin Phlanaichean Gàidhlig (GLAIF) 2023/24	
Moladh do Bhuill	Airson 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	11/01/2023	Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 – Ceangal eadar prìomhachasan an sgeama is gnìomhan Plana Chorporra Bòrd na Gàidhlig.	
1.0	Adhbhar	
1.1	A' sireadh aonta bho Bhuill na Comataidh air prìomhachasan airson sgeama Maoin Phlanaichean Gàidhlig (a b' àbhaist a bhith air ainmeachadh GLAIF) 2023/24.	
2.0	Cùl-fhiosrachadh	
2.1	'S e GLAIF (Gaelic Language Act Implementation Fund) a' phrìomh mhaoin aig Bòrd na Gàidhlig gus taic a chumail ri buidhnean poblach, agus 's e seo an sgeama bliadhnail as motha aig Bòrd na Gàidhlig a thaobh buidseat.	
2.2	Chaidh a' mhaoin seo a stèidheachadh ann an 2008 fon ainm a th' aice an-dràsta gus taic a chumail ri buidhnean ann a bhith cur an gnìomh nan ciad planaichean Gàidhlig aca.	
2.3	Airson sgeama 2022/23, chaidh aontachadh ri taic airson 38 pròiseactan le luach iomlan de £461,505.	
2.4	Tha an sgeama seo a' dèanamh feum den chuid as motha den bhuidseat shònraichte a tha Bòrd na Gàidhlig a' faighinn bho Riaghaltas na h-Alba airson leasachadh ro-innleachdail, is seo aig ìre £1.14m ann an 2022/23.	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	Thathar a' moladh am-bliadhna gun tèid ainm sgeama GLAIF atharrachadh gu Maoin Phlanaichean Gàidhlig / Gaelic Plans Fund airson a bhith a' cur fòcas nas dlùithe air amas an sgeama is airson daingneachadh gur ann airson cur an gnìomh planaichean Gàidhlig aig buidhnean poblach a tha an sgeama, is gus tuilleadh buaidh fhaighinn bhon taic-airgid.	
3.2	Bidh an sgeama fhathast ag amas air taic a chumail ri buidhnean aig a bheil planaichean Gàidhlig reachdail, no buidhnean aig astar bhuapa mar ALEO (arms-length organisations).	
3.3	Thathar gu sònraichte airson 's gum bi iarrtasan airson phròiseactan a' freagairt air na prìomhachasan a leanas (is iad seo na h-aon prìomhachasan is a bh' aig sgeama na bliadhna an-uiridh): <ul style="list-style-type: none"> A' brosnachadh cleachdadh na Gàidhlig is a' togail chomasan airson leasachadh na Gàidhlig anns a' choimhearsnachd, gu h-àraidh am measg dhaoine òga A' cur ri inbhe, cunbhalachd is faotainneachd na Gàidhlig tro sheirbheisean coitcheann agus conaltradh an ùghdarrais 	

Seisean Fosgailte
Cuspair 2.3

	<ul style="list-style-type: none">A’ neartachadh chomasan Gàidhlig, a’ cur ri mothachadh Gàidhlig agus a’ cruthachadh barrachd chothroman gus Gàidhlig a chleachdadh am measg ùghdarrasan poblach agus an luchd-obrach acaA’ brosnachadh leasachadh agus leudachadh foghlam Gàidhlig (FtG agus FLi) agus ionnsachadh na Gàidhlig do dh’inbichA’ toirt cothroman do dhaoine òga Gàidhlig a chleachdadh san àite-obrach is sgilean-obrach a thogail								
3.4	Chì sibh ann am PT1 mar a tha na diofar phrìomhachasan seo a’ cur ri gnìomhan ann am Plana Corporra làithreach Bhòrd na Gàidhlig (2018-2023).								
3.5	Thèid measadh a dhèanamh air iarrtasan a thig a-steach dhan sgeama a rèir: <ul style="list-style-type: none">Mar a tha iad a’ cur ris na prìomhachasan gu h-àrdMar a tha iad a’ cur ri comasan na buidhne ann a bhith libhrigeadh a’ Phlana Ghàidhlig acaMar a tha iad a’ toirt seachad luach an airgid airson taic-airgid Bhòrd na GàidhligMar a tha an t-iarrtas a’ sealltainn gum bi buaidh aig a’ phròiseact air a’ Ghàidhlig mar dhìleab air a’ phròiseictMar a tha an t-iarrtas a’ sealltainn gu bheil iad comasach air a bhith a’ libhrigeadh a’ phròiseictMar a tha an t-iarrtas a’ sealltainn gu bheil a’ bhuidheann mothachail air dleastanasan aca a thaobh aithneachadh taic-airgid Bhòrd na Gàidhlig, brosnachadh co-ionannachd is Pàrantan Corporra agus lùghdachadh buaidh air an àrainneachd								
3.6	Bidh an sgeama fosgailte gu iarrtasan suas ri £25,000, ach a-mhàin ma tha adhbhar sònraichte, ro-innleachdail ann airson coimhead air iarrtas nas motha. Chan fhaod buidhnean còrr is 5 iarrtasan airson pròiseactan a chur a-steach.								
3.7	Thathar a’ moladh clàr-ama airson an sgeama mar a leanas: <table><tr><th>Sgeama a’ fosgladh</th><th>Sgeama a’ dùnadh</th><th>Co-dhùnaidhean</th><th>Pròiseact a’ ruith</th></tr><tr><td>1 Gearran 2023</td><td>18 Giblean 2023</td><td>Meadhan Ògmhios 23</td><td>Lùnastal 23 – Lùnastal 24</td></tr></table>	Sgeama a’ fosgladh	Sgeama a’ dùnadh	Co-dhùnaidhean	Pròiseact a’ ruith	1 Gearran 2023	18 Giblean 2023	Meadhan Ògmhios 23	Lùnastal 23 – Lùnastal 24
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1 Gearran 2023	18 Giblean 2023	Meadhan Ògmhios 23	Lùnastal 23 – Lùnastal 24						
3.8	Thathar an dùil gum bi buidseat de thimcheall air £450k ann airson an sgeama, le mu £250k ann airson pròiseactan an lùib Cleachdadh is Cur air Adhart na Gàidhlig, is mu £200k airson pròiseactan an lùib Ionnsachadh na Gàidhlig. Bidh am buidseat deireannaich a rèir cleachdadh taic-airgid airson pròiseactan 2022/23 agus pròifil taic-airgid nam pròiseactan.								
3.9	Leis gu bheil an dùil gum bi luach nam pròiseactan uile fo £50,000, thèid aontachadh ri pròiseactan leis an Sgioba-stiùiridh a’ leantainn na tha air fhàgail ann an loidhnichean-bhuidseat GLAIF.								
4.0	Moladh								
	Thathar ag iarraidh air Buill na Comataidh:								
4.1	Aontachadh gus ainm an sgeama GLAIF atharrachadh gu Maoin Phlanaichean Gàidhlig.								
4.2	Aontachadh ri prìomhachasan is riaghailtean an sgeama mar a tha iad air an cur an cèill sa phàipear.								
5.0	Prìomh Bhuidhean Ro-innleachdach								
5.1	Buidhean air Ionmhas								
	Thèid an sgeama seo a ruith taobh a-staigh buidseat an sgeama aontachadh airson 2023/24, is thathar a’ tomhas gum bi luach mu £450k anns na pròiseactan seo.								
5.2	Buidhean air Luchd-obrach								

Seisean Fosgailte
Cuspair 2.3

	Tha luchd-obrach an sàs ann a bhith a' measadh nan iarrtasan, is tha iarrtasan GLAIF air an roinn eadar am pannal Cleachdadh is Cur air adhart agus am pannal Foghlaim gus eòlas iomchaidh a chur an cèill sa mheasadh agus gus am feum as èifeachdaiche a dhèanamh de na buidseatan sònraichte.																																				
5.3	Buaidhean air Trèanadh																																				
	Thèid trèanadh a thoirt seachad do bhuill nam pannalan-measaidh nach robh an sàs a-cheana gus am bi iad eòlach air a' phròiseas is air deagh chleachdadh, is bidh an trèanadh is beachdan bhon luchd-obrach seo na neart ann a bhith a' toirt eòlas is cùl-fhiosrachaidh eadar-dhealaichte a-steach dhan phròiseas measaidh.																																				
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra																																				
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Gnìomhan Plana Chorporra Bòrd na Gàidhlig 2018-23		Prìomhachasan Sgeamaichean Taic-airgid Bòrd na Gàidhlig 2023/24			
		Taic Freumhan Coimhearsnachd	Colmcille	Maoin Phlanaichean Gàidhlig	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	A' brosnachadh cleachdadh na Gàidhlig anns a' choimhearsnachd, gu h-àraidh am measg daoine òga	
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			A' toirt cothroman do dhaoine òga Gàidhlig a chleachdadh san àite-obrach is sgilean-obrach aca a thogail	
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			A' neartachadh chomasan Gàidhlig, a' cur ri mothachadh Gàidhlig agus a' cruthachadh barrachd chothroman gus Gàidhlig a chleachdadh am measg ùghdarrasan poblach agus an luchd-obrach aca	
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		
U7	A' cur barrachd chothroman, 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 maoineachadh do dh'iomairtean a bhios a' neartachadh beairteas, buntainneas is cunbhalachd a' chànan		A' brosnachadh conaltradh agus a' sgaoileadh eòlas agus deagh chleachdaidhean eadar luchd-labhairt na Gàidhlig agus na Gaeilge		

Gnìomhan Plana Chorporra Bòrd na Gàidhlig 2018-23		Prìomhachasan Sgeamaichean Taic-airgid Bòrd na Gàidhlig 2023/24			
		Taic Freumhan Coimhearsnachd	Colmcille	Maoin Phlanaichean Gàidhlig	Tabhartasan Cùrsaichean Bogaidh
	Ionnsachadh Gàidhlig				
L1	A' toirt comhairle seachad air poileasaidhean agus a' toirt stiùireadh don obair gus ro-innleachdan a dhealbh airson foghlam na Gàidhlig			A' brosnachadh leasachaidh agus leudachadh foghlam Gàidhlig (FtG agus FLi) agus ionnsachadh na Gàidhlig do dh' inbhich	
L2	Ag obair còmhla ri buidhnean de phàrantan is buidhnean buntainneach gus fàs a thoirt air FtG			A' brosnachadh leasachaidh agus leudachadh foghlam Gàidhlig (FtG agus FLi) agus ionnsachadh na Gàidhlig do dh' inbhich	
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 proifeiseanta a chruthachadh is a libhrigeadh leis an amas gum bi barrachd luchd-obrach ann agus barrachd sgilean aig luchd-obrach			A' neartachadh chomasan Gàidhlig, a' cur ri mothachadh Gàidhlig agus a' cruthachadh barrachd chothroman gus Gàidhlig a chleachdadh am measg ùghdarrasan poblach agus an luchd-obrach aca	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 adhartach a chuidicheas inbhich gu bhith a' ruighinn fileantachd				
L6	A' brosnachadh dhaoine gu bhith a' cleachdadh teicneòlas ùr gus barrachd dhòighean-ionnsachaidh is dòighean-ionnsachaidh nas èifeachdaiche a thoirt do dh'inbhich	A' cruthachadh chothroman do dh'inbhich gus Gàidhlig ionnsachadh	A' cur taic ri ionnsachadh na Gaeilge am measg luchd-labhairt na Gàidhlig	A' brosnachadh leasachaidh agus leudachadh foghlam Gàidhlig (FtG agus FLi) agus ionnsachadh na Gàidhlig do dh' inbhich	
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		A' neartachadh chomasan Gàidhlig, a' cur ri mothachadh Gàidhlig agus a' cruthachadh barrachd chothroman gus Gàidhlig a chleachdadh am measg ùghdarrasan poblach agus an luchd-obrach aca A' brosnachadh leasachaidh agus leudachadh foghlam Gàidhlig (FtG agus FLi) agus ionnsachadh na Gàidhlig do dh' inbhich	Sgeama cur taic ris a seo

Gnìomhan Plana Chorporra Bòrd na Gàidhlig 2018-23		Prìomhachasan Sgeamaichean Taic-airgid Bòrd na Gàidhlig 2023/24			
		Taic Freumhan Coimhearsnachd	Colmcille	Maoin Phlanaichean Gàidhlig	Tabhartasan Cùrsaichean Bogaidh
	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			A' cur ri inbhe, cunbhalachd is faotainneachd na Gàidhlig tro sheirbheisean coitcheann agus conaltradh an ùghdarrais A' neartachadh chomasan Gàidhlig, a' cur ri mothachadh Gàidhlig agus a' cruthachadh barrachd chothroman gus Gàidhlig a chleachdadh am measg ùghdarrasan poblach agus an luchd-obrach aca	
P2	A' toirt fhreagairtean seachad do cho-chomhairleachaidhean poblach co-cheangailte ri cuspairean no raointean a bhuineas ris a' Ghàidhlig				
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			A' toirt cothroman do dhaoine òga Gàidhlig a chleachdadh san àite-obrach is sgilean-obrach aca a thogail	
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 3.1

A' freagairt ri	Coinneamh a' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	15/12/2022
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	3.1

Tìotal a’ Phàipeir		Prìomh Chomharradh Coileanaidh (PCCs) 2022/23 - Sgrùdadh		
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	
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-stiùiridh 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 sgilean Gàidhlig aca a chleachdadh	ag obair le 70 buidhnean poblach air cruthachadh, a’ cur a 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-stiùiridh 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 Ghàidhlig	Sgeama thabhartasan tràth-bhliadhnaichean air a libhrigeadh

Seisean Fosgailte

Cuspair 3.1

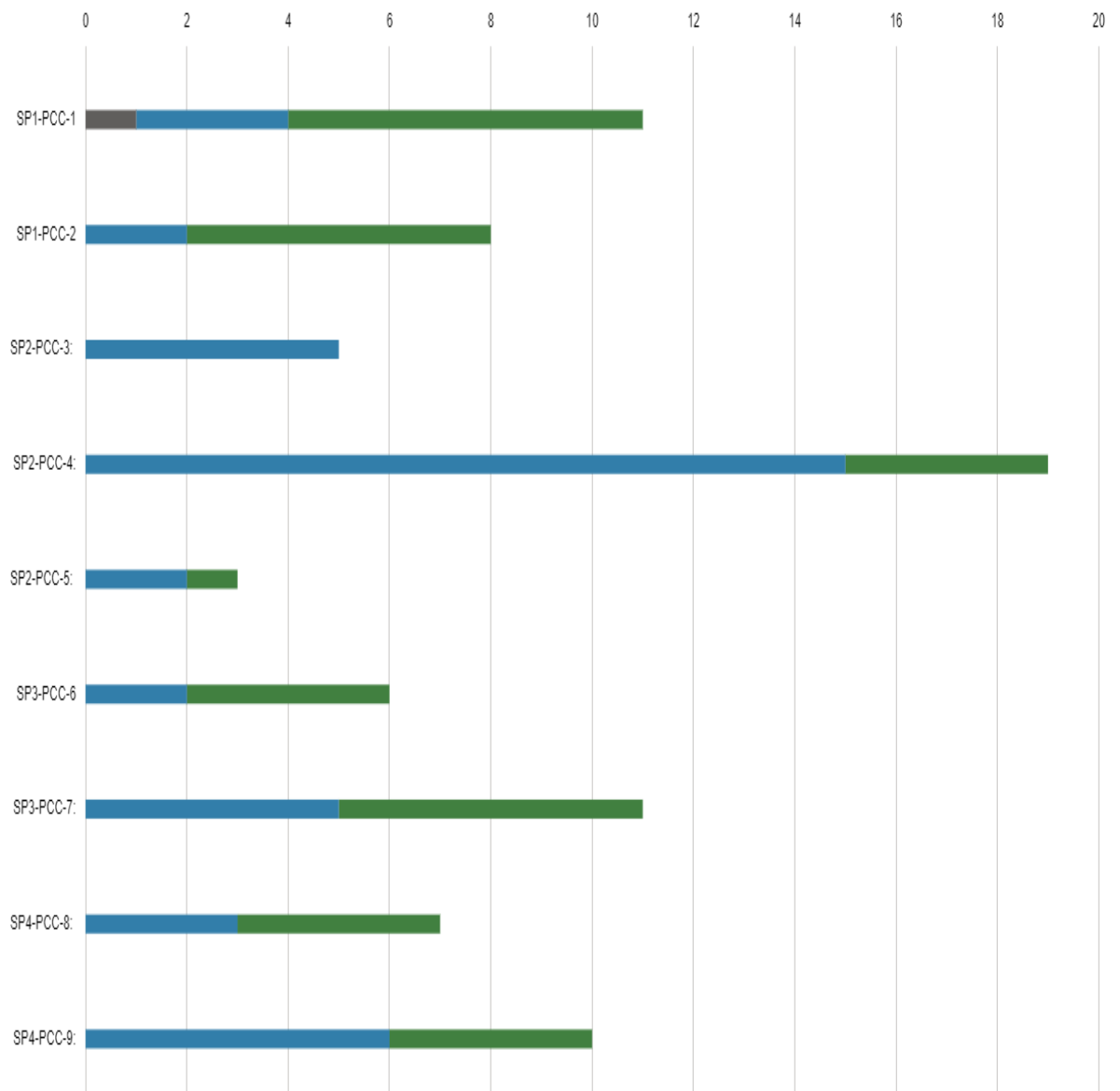
PCC – 4	Barrachd chothroman do dhaoine na sgilean Gàidhlig aca a thoirt air adhart	Stiùireadh Reachdail airson Foghlam Gàidhlig air ùrachadh	Bidh seo a’ tachairt às dèidh na Nollaig	
PCC – 5	Bidh barrachd dhaoine ag aontachadh ris an abairt, “Tha mi air na sgilean Gàidhlig agam a thoirt air adhart.”	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’ Riaghaltais.	
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 tha an obair a tha seo air tòiseachadh agus dreach a Phlana air beulaibh a Chomataidh an diugh	
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 ro deireadh na bliadhna. Bha a cheud dreach crìochnaichte san Dùbhlachd.	




Seisean Fosgailte

Cuspair 3.1

3.3

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:



 gnìomhan gun tòiseachadh
 gnìomhan air tòiseachadh
 gnìomhan air an crìochnachadh

Tha 80 gnìomhan mionaideach ceangailte ris na prìomh chomharran coileanaidh. Tha 36 air a crìochnachadh, 43 air tòiseachadh agus 1 gun tòiseachadh. Aig an àm seo tha adhartas math ga dhèanamh air an obair agus na Prìomh Chomharran air an coileanadh ro dheireadh na bliadhna.

4.0 Moladh

4.1 Tha an aithisg airson fiosrachadh a thoirt seachad gu Buill air an adhartas a tha air a dhèanamh air na Prìomh Chomharran Coileanadh ann a 2022/23.

5.0 Prìomh Bhuidhean Ro-innleachdach**5.1 Buidhean air Ionmhas**

Bidh am plana gnìomh seo a' stiùireadh mar a thèid buidseat na buidhne a chleachdadh.

Seisean Fosgailte
Cuspair 3.1

5.2	Buaidhean air Luchd-obrach			
	Bidh seo a' toirt stiùir dhan sgioba air prìomhachasan airson 2022/23.			
5.3	Buaidhean air Trèanadh			
	Bidh trèanadh is leasachadh a dhìth a thaobh siostaman is pròiseactan gus am bi sinn comasach air an obair a lìbhrigeadh.			
5.4	Ceanglaichean ri Amasan Ro-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 seasmach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
	AR LUACHAN BUILEAN NÀISEANTA			
	Còraichean daonna	<input type="checkbox"/>	Clann	<input checked="" type="checkbox"/>
	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
	Àrainneachd	<input checked="" type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input checked="" type="checkbox"/>	Eadar-Nàiseanta	<input checked="" type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>
5.6	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.			



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	24/01/2023
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	4.1

Tìotal a' Phàipeir	Amasan Àrd-ìre	
Moladh do Bhuill	Ri Aontachadh	
Neach labhairt:	Christie NicIleathain, Manaidsear Planaidh	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
-	-	-
Pàipear-taice air a cheangal ris	PT1 – PGR025 E03 Comhairle Peairt is Ceann Ròis	
1.0	Adhbhar	
1.1	A' sireadh aonta na Comataidh airson dreachd de na h-amasan àrd-ìre airson Comhairle Pheairt is Ceann Ròis.	
2.0	Cùl-fhiosrachadh	
2.1	Chaidh an dreachd de na h-amasan àrd-ìre ann am PT1 ullachadh ann an com-pàirteachas leis an ùghdarras ionadail seo.	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	Tha na h-Amasan Àrd-ìre stèidhichte air na prìomhachasan anns a' Phlana Cànain Nàiseanta Gàidhlig 2018-23.	
3.2	Ma thèid aontachadh ris na h-amasan àrd-ìre seo, thèid iad gu Ministear na h-Alba le uallach airson na Gàidhlig airson fiosrachadh.	
4.0	Moladh	
4.1	Aire a thoirt don fhiosrachadh ann am PT1.	
4.2	Aonta a chur ris na h-amasan àrd-ìre ann am PT1.	
5.0	Prìomh Bhuidhean Ro-innleachdach	
5.1	Buidhean air Ionmhas Chan eil buaidh ionmhais ann.	
5.2	Buidhean air Luchd-obrach Cha bhi buaidh mhì-àbhaisteach ann air an luchd-obrach.	
5.3	Buidhean air Trèanadh Chan eil buaidh ann air trèanadh.	
5.4	Ceanglaichean ri Amasan Ro-innleachdail agus Corporra Tha planaichean Gàidhlig reachdail air aon dè na prìomh dhòighean anns am bi obair Bhòrd na Gàidhlig a' cur Plana Nàiseanta na Gàidhlig agus Plana Corporra Bhòrd na Gàidhlig an gnìomh.	

	<p>Bidh am plana seo a' cur air adhart nam prìomh amasan anns a' phlana chorporra aig Bòrd na Gàidhlig gu sònraichte mar a leanas:-</p> <p><i>“A’ dèanamh cinnteach gum bi buaidh nas motha aig Planaichean Gàidhlig air cùisean agus a’ toirt taic do dh’Ùghdarrasan Poblach gus sanasachd a dhèanamh air an obair a nì iad don Ghàidhlig”</i></p>																																				
5.5	<p>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</p> <table border="1"> <thead> <tr> <th colspan="2">AR N-ADHBHAR</th><th colspan="2">AR LUACHAN</th></tr> </thead> <tbody> <tr> <td colspan="2">Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach</td><td colspan="2">'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach</td></tr> <tr> <th colspan="4">AR LUACHAN BUILEAN NÀISEANTA</th></tr> <tr> <td>Còraichean daonna</td><td><input checked="" type="checkbox"/></td><td>Clann is Òigridh</td><td><input checked="" type="checkbox"/></td></tr> <tr> <td>Cultar</td><td><input checked="" type="checkbox"/></td><td>Coimhearsnachdan</td><td><input checked="" type="checkbox"/></td></tr> <tr> <td>Àrainneachd</td><td><input type="checkbox"/></td><td>Bochdainn</td><td><input type="checkbox"/></td></tr> <tr> <td>Slàinte</td><td><input type="checkbox"/></td><td>Eadar-nàiseanta</td><td><input type="checkbox"/></td></tr> <tr> <td>Foghlam</td><td><input checked="" type="checkbox"/></td><td>Eaconamaidh</td><td><input checked="" type="checkbox"/></td></tr> <tr> <td>Gnothachasan soirbheachail is ùr-ghnàthach</td><td><input checked="" type="checkbox"/></td><td></td><td></td></tr> </tbody> </table>	AR N-ADHBHAR		AR LUACHAN		Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach		AR LUACHAN BUILEAN NÀISEANTA				Còraichean daonna	<input checked="" type="checkbox"/>	Clann is Òigridh	<input checked="" type="checkbox"/>	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>	Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>		
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5.6	<p>Buaidhean air Cliù</p> <p>Le bhith a' co-obrachadh leis an ùghdarras ionadail seo gus na h-amasan àrd-ìre a chur ri chèile, bidh seo a' neartachadh a' cheangail eadar Bòrd na Gàidhlig agus an t-ùghdarras.</p>																																				
5.7	<p>Buaidhean air Slàinte is Sàbhailteachd</p> <p>Chan eil buaidh air slàinte is sàbhailteachd</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. Tha dleastanasan aig cuid de na h-ùghdarrasan seo cuideachd fo sgèith Achd an Foghlaim (Alba) 2016.</p>																																				
5.9	<p>Buaidhean air Co-ionannas</p> <p>Chan eil buaidh dhìreach air co-ionannas tro na h-amasan àrd-ìre seo ach bidh oifigearan a' Bhùird a' cumail sùil air cùisean co-ionannachd mar phàirt den phròiseas dearcnachaidh ann an co-bhonn leis an t-ùghdarras seo.</p>																																				
5.10	<p>Buaidhean air an Àrainneachd</p> <p>Cha bhi buaidh air an àrainneachd.</p>																																				

Amasan Àrd-Ìre	High-level Aims
Airson an cur a-steach do dh'eagran 3 de Phlana Gàidhlig Comhairle Pheairt is Cheann Rois	For inclusion in edition 3 of Perth and Kinross Council's Gaelic Language Plan
A' cleachdadh na Gàidhlig	Using Gaelic
Cuir taic ri buidhnean cànan is cultair na Gàidhlig, seann agus ùr, ann an sgìre na Comhairle gus cuideachadh le fàs air cleachdadh, ionnsachadh agus ìomhaigh na Gàidhlig.	Support existing and new Gaelic language and culture groups in the Council area to help grow the use, learning and profile of Gaelic.
Ag ionnsachadh na Gàidhlig	Learning Gaelic
Àrdachadh gach bliadhna air àireamh agus iomadachd sgoilearan ann an solar FtG 3-18.	Increase annually the number and diversity of pupils in GME 3-18 provision.
Dèan cinnteach gu bheil ionnsachadh agus teagasg àrd-chàileachd anns a h-uile pàirt de dh'fhoghlam Ghàidhlig.	Ensure high quality learning and teaching in all aspects of Gaelic education.
Leasaich an tairgse Curraicealam Àrd-sgoile FtG a rèir planadh aontaichte bliadhnail.	Develop the GME Secondary Curriculum offer according to annually agreed planning.
Àrdachadh air an àireimh de sgoiltean a tha a' tabhainn Gàidhlig aig ìrean L2 no L3.	Increase the number of schools offering Gaelic at L2 or L3 levels.
Dèan cinnteach gu bheil a' coinneachadh ri feumalachdan an luchd-ionnsachaidh air fad ann am foghlam Gàidhlig.	Ensure the needs of all learners are met in Gaelic education.
Obraich còmhla ri com-pàirtichean gus cothroman ionnsachaidh na Gàidhlig a bhrosnachadh agus a leasachadh sa choimhearsnachd.	Work with partners to promote and develop Gaelic language learning opportunities within the community.
A' cur na Gàidhlig air adhart	Promoting Gaelic
Obraich còmhla ri com-pàirtichean gus mothachadh mun Ghàidhlig àrdachadh tro ghnìomhan ciùil, cultarach agus cànanach.	Work with partners to increase awareness of Gaelic through musical, cultural and linguistic activities.
Stèidhich agus cùm suas buidheann gnìomhachaidh plana Gàidhlig le àrd- riochdairean bho gach roinn den Chomhairle.	Establish and maintain a Gaelic language plan implementation group with senior representation from all Council departments.



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	24/01/2023
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	4.2

Tìotal a' Phàipeir	Planaichean Gàidhlig	
Moladh do Bhuill	Ri Aontachadh	
Neach-labhairt:	Christie NicIlleathain, Manaidsear Planaidh	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha an Aonta	Seòrsachadh co-dhùnadh
Stiùiriche Leasachaidh	12/01/22	Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 – PGR071 E01 Iomairt na h-Alba PT2 – PGR064 E02 Ùghdarras Poilis na h-Alba PT3 – PGR060 E04 Stòras Mara Caileanach Earranta PT4 - Geàrr-lomradh air Adhartas le Eagrain 01 Ùghdarras Poilis na h-Alba PT5 - Geàrr-lomradh air Adhartas le Eagrain 03 Stòras Mara Caileanach Earranta	
1.0	Adhbhar	
1.1	A' sireadh aonta air plana reachdail fo Achd na Gàidhlig (Alba) 2005	
2.0	Cùl-fhiosrachadh	
2.1	Chaidh measadh a dhèanamh air na trì dhreachd phlanaichean le pannal nam planaichean. Thug am pannal sùil-mhionaideach air na planaichean agus mhol iad atharrachaidhean.	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	Ghabh Iomairt 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. Thathas a' moladh gun tèid aontachadh ris a' phlana seo.	
3.2	Ghabh Ughdarras Poilis 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. Thathas a' moladh gun tèid aontachadh ris a' phlana seo.	
3.3	Ghabh Stòras Mara Caileanach Earranta 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. Thathas a' moladh gun tèid aontachadh ris a' phlana seo.	
4.0	Moladh	
4.1	Aire a thoirt don fhiosrachadh ann am PT1, PT2, PT3, PT4 agus PT5.	

4.2	Aonta a chur ris na dreachd phlanaichean ann an PT1, PT2,PT3.																																							
5.0	Prìomh Bhuaidhean Ro-innleachdach																																							
5.1	Buaidhean air Ionmhas Chan eil buaidh ann.																																							
5.2	Buaidhean air Luchd-obrach Chan eil buaidh ann.																																							
5.3	Buaidhean 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 anns na sgìrean seo agus gu nàiseanta. Bidh na planaichean seo a’ cur air adhart nam prìomh amasan anns a’ phlana chorporra aig Bòrd na Gàidhlig gu sònraichte mar a leanas:- “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”																																							
5.5	Ceanglaichean ris an Fhrèam-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 in-ghabhalach</td><td colspan="2">’S e comann-sòisealta a th’ annainn a tha a’ dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a’ toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach</td></tr><tr><th colspan="4">AR LUACHAN BUILEAN NÀISEANTA</th></tr><tr><td>Còraichean daonna</td><td><input checked="" type="checkbox"/></td><td>Clann</td><td><input checked="" type="checkbox"/></td></tr><tr><td>Cultar</td><td><input checked="" type="checkbox"/></td><td>Coimhearsnachdan</td><td><input checked="" type="checkbox"/></td></tr><tr><td>Àrainneachd</td><td><input type="checkbox"/></td><td>Bochdainn</td><td><input checked="" type="checkbox"/></td></tr><tr><td>Slàinte</td><td><input type="checkbox"/></td><td>Eadar-nàiseanta</td><td><input type="checkbox"/></td></tr><tr><td>Foghlam</td><td><input checked="" type="checkbox"/></td><td>Eaconamaidh</td><td><input checked="" type="checkbox"/></td></tr><tr><td>Gnothachasan soirbheachail is ùr-ghnàthach</td><td><input checked="" type="checkbox"/></td><td></td><td></td></tr></table>				AR N-ADHBHAR		AR LUACHAN		Fòcas air a bhith a’ cruthachadh dùthaich nas soirbheachaile le cothroman do dh’Alba air fad soirbheachadh tro bhith a’ cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach		’S e comann-sòisealta a th’ annainn a tha a’ dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a’ toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach		AR LUACHAN BUILEAN NÀISEANTA				Còraichean daonna	<input checked="" type="checkbox"/>	Clann	<input checked="" type="checkbox"/>	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input checked="" type="checkbox"/>	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>	Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>		
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5.6	Buaidhean air Cliù Chan eil buaidh ann.																																							
5.7	Buaidhean air Slàinte is Sàbhailteachd Chan eil buaidh ann.																																							
5.8	Buaidhean Laghail Tha am pròiseas seo stèidhichte air na dleastanasan reachdail aig Bòrd na Gàidhlig gus Achd na Gàidhlig (Alba) 2005 a chur an gnìomh.																																							
5.9	Buaidhean air Co-ionannas Chan eil buaidh dhìreach air co-ionannas tron phlana seo ach bidh oifigearan a’ Bhùird a’ cumail sùil air cùisean co-ionannachd mar phàirt den phròiseas dearcnachaidh ann an co-bhonn leis an ùghdarras seo.																																							
5.10	Buaidhean air an Àrainneachd Cha bhi buaidh ann.																																							



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

Foreword

The Gaelic language is an important asset for Scotland and provides a distinctiveness both at home and overseas.

As Scotland's national economic development agency our role is to ensure that we make the most of all Scotland's assets, so that together with partners, we can sustain and develop growth opportunities for communities the length and breadth of the country.

I am therefore pleased to introduce Scottish Enterprise's first edition Gaelic Language Plan. It has been developed to contribute to the current National Gaelic Plan 2018-2023 published by Bòrd na Gàidhlig and sets out how we will ensure equal respect for Gaelic, as for English, by making an active offer to customers and presenting our long-term vision and strategic commitment to the Gaelic language.

At the heart of our Gaelic Language Plan is an ambition to ensure all customers, stakeholders and staff have equal opportunities to maximise Scotland's economic potential. Not only will this help ensure we are making the most of this unique asset but it will help support our ambition to ensure everyone in Scotland can contribute to and benefit from economic growth.

The plan fully aligns with the wide spectrum of our economic development activities which aim to support an innovation-led green economic recovery building on the diversity and strengths of Scotland's people, places and businesses.

As we publish our first edition plan, we will actively build on the work of our partners across Scotland to increase the use of the language by more people, more often and in more situations and look forward to seeing the positive changes it will bring to the Scottish economy as more Gaelic speakers are enabled to bring their unique skills, experience and enthusiasm to contribute towards a more prosperous, sustainable and inclusive country.



Adrian Gillespie
CEO Scottish Enterprise

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1. Introduction

Description of Scottish Enterprise

Statutory duties

Scottish Enterprise is an executive Non-Departmental Public Body of the Scottish Government and was established under the Enterprise and New Towns (Scotland) Act 1990. This Act defines Scottish Enterprise's key functions as:

- furthering the development of Scotland's economy - including providing, maintaining and safeguarding employment
- promoting Scotland's industrial efficiency and international competitiveness
- furthering improvement of the environment of Scotland, including supporting Scotland's transition to a low-carbon economy

Scottish Enterprise's duties are as determined by Scottish Ministers under Section 24 of the Act. A range of general and specific powers are set out in full in Section 8 of the Act.

Functions and priorities

As Scotland's national economic development agency, Scottish Enterprise's overall objective is to make a significant contribution to achieving the Scottish Government's vision for Scotland as set out in the National Strategy for Economic Transformation.

Working with partners, Scottish Enterprise helps identify and exploit opportunities for Scotland to create a more resilient and thriving economy, building a world-class business environment where people want to come to live, work, study and invest - creating and taking up good, quality job opportunities.

Scottish Enterprise's objectives and key targets are agreed within our strategic planning process. We operate with our own independent Board reporting to the Cabinet Secretary for Finance and the Economy within the Scottish Government.

Scottish Enterprise works closely with public sector partners in delivering for Scotland's economy, including Highlands and Islands Enterprise, South of Scotland Enterprise, Skills Development Scotland and the Scottish Funding Council.

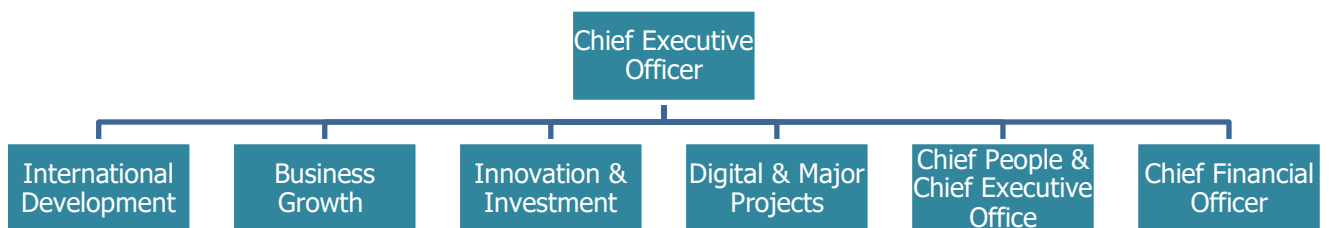
Scottish Enterprise also works with a wider range of partners at national, regional and local levels, for example, VisitScotland, Scottish National Investment Bank, Local Authorities, Business Gateway, City and Regional Partners and Community Planning Partnerships, to secure the alignment of strategies and resources behind the right opportunities.

A significant proportion of Scottish Enterprise activities operate across all of Scotland, including the Highlands and Islands and South of Scotland Enterprise areas, these being:

- inward investment and overseas market development via Scottish Development International (operating in collaboration with Scottish Government and Highlands and Islands Enterprise) and including management of the network of overseas offices and field staff
- growth investment funding for the early-stage investment market
- manufacturing advisory services
- Scotland Europa
- employee ownership and co-operative business model support
- providing a customer contact facility on behalf of enterprise partners in Scotland, including Business Gateway

Organisational structure

Scottish Enterprise is led by a Chief Executive Officer who is a member of and advises a Board of Directors. Six divisions, each led by a Managing Director, report into the CEO, who is also the Accountable Officer for the organisation. The divisional structure is set out in the diagram below:



Scottish Enterprise's staff and office numbers, along with its budget are as shown in the following diagram:

Our finances

2021/22 Financial Summary

Planned income	2021/22 (£m)	Planned income	2021/22 (£m)
Scottish Government Funding		Other Business Income	
Grant in Aid - Resource allocation (baseline)	135.1	EU Funds	8.9
Anticipated in-year transfers (net)	9.5	Property Disposals	14.5
Total anticipated Grant in Aid - Resource Allocation	144.6	Property Income	5.1
Grant in Aid - Capital allocation (baseline)	58.3	Other Business Income (excluding Growth Investments)	6.9
Grant in Aid - Capital allocation (Green Jobs Fund)	8.4	Growth Investments Income	56.8
Grant in Aid - Capital allocation (Glasgow Science Centre)	5.5	<i>of which:</i>	
Anticipated in-year transfers - Capital (net)	41.8	Scottish Loan Fund	3.0
Grant in Aid - Financial Transactions (Core)	48.8	Epidarex	4.0
Anticipated in-year transfers - Financial Transactions - Energy Investment Fund (EIF)	5.0	Other Funds, including Scottish Co-investment and Venture Fund (Exits and Other Income)	49.0
Total anticipated Grant in Aid - Capital and FT Allocation	167.8	Energy Investment Fund (EIF) Income	0.8
Total anticipated Scottish Government Funding	312.4	Total Other Business Income	92.2
		Total income:	404.6

Total staff as at October 2021 : 1161

- 699 female
- 462 male
- Scottish Enterprise: 877 (75.5%)
- Scottish Development International (SDI) : 284 (24.4%)
- Domestic: 1052
- Overseas: 109
- 5 Hubs: (Paris, Berlin, Brussels, Dublin, London)
- 49 offices: (incl. overseas, London and FCO based workers)

7-Gaelic language plan

Seisean Fosgailte
Cuspair 4.2 PT1



Gaelic within Scottish Enterprise

Scottish Enterprise does not currently undertake Gaelic specific activity. However, we recognise that Gaelic is an important part of Scotland's heritage and that it is an asset for adding economic value, especially in sectors such as tourism, food and drink, heritage and creative industries.¹

This economic impact has been illustrated more recently by two separate Gaelic economic impact assessments undertaken by Glasgow City Council² and MG Alba³. The former compiled data which showed an estimated economic impact in Glasgow of more than 700 FTE jobs being attributable to Gaelic, these jobs in turn providing an estimated £21.6 million GVA to the city's economy. Although the larger percentage of jobs were in Education and Learning, the greater GVA contribution came from the Creative Industries (especially media-related jobs) which accounted for 56% of the GVA. The economic impact study of MG Alba undertaken by Ekos noted amongst other things the creation of high value and high skilled employment opportunities across Scotland - both directly and through the production companies they engage with, resulting in 340 FTE jobs and £17.2 million GVA.

The brand value for those companies that have Gaelic names is extremely valuable in defining the provenance and authenticity of their product. For example, there is a clear link between the Gaelic language and one of Scotland's industries - whisky. There are at least 80 distilleries in Scotland with Gaelic names and the name plays a central role in the history and marketing of the whisky.⁴

As well as these Gaelic communities and markets in the rest of Scotland, we recognise that there are international markets for Gaelic goods and services, particularly in the Scottish diaspora and more widely spread than only those with Gaelic Skills. Accordingly Scottish Enterprise's plan recognises the support needs of Gaelic speakers to be able to fully engage in Scottish Enterprise's international work.

Gaelic in Scotland

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

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

Highland, Eilean Siar and Glasgow City are the local authority areas with the largest numbers of people with some Gaelic language ability; with almost half (49%) of those with some Gaelic language skills nationally, and 70.3% of people who used Gaelic at home, living within these three local authorities. The proportion of people aged three and over with some Gaelic language skills was highest in Eilean Siar (61%), Highland (7%) and Argyll & Bute (6%). In Glasgow City it was 1.7%, while this is the same as the national average, it represents a high density of Gaelic speakers within one geographic location.

¹ [Gaelic as an Economic Asset; Convention of the Highlands and Islands, Oct 2022](#)

² [Gaelic Economy in Glasgow, Feb 2022, A174 Gaelic Economy in Glasgow - Executive Summary](#)

³ [Economic and Social Value of MG Alba, Oct 2021, EIA.pdf \(mgalba.com\)](#)

⁴ [Edinburgh Whisky Academy](#)

Reflecting the growing interest (both in Scotland and internationally) in learning Gaelic more than a million people have taken on a Scottish Gaelic course on the language-learning app Duolingo. A total of 1.12m people have started learning the language.

According to Duolingo figures, there are currently 431,000 active learners on the course.

Of these 37% are in the USA, 25% in the UK and 6% in Canada, with the remainder, spread across the globe.⁵

Additionally, there is a large range of on-line learning resources available, including via 'Learn Gaelic'⁶ and 'Speak Gaelic'⁷, which allow the individual user to set their personal learning ambition level and pace of learning.

There are also increasing numbers of Gaelic learners throughout all stages of the school education system. This includes (in the year 2020 – 2021) Gaelic Medium Education (GME) forming part of their regular school education for 3801 primary school pupils (P1 – P7) and 1474 secondary school pupils (S1-S6). Ten local authorities have Gaelic education provision at all educational levels from nursery through to secondary pupils.⁸

Gaelic additionally continues to play a strong role throughout the arts and cultural landscape of Scotland. For instance, without Gaelic's contribution, Celtic Connections would not have the same level of impact. But Gaelic's impact spreads further afield, from Highland Associations, piping and traditional cultural activities such as Gaelic choirs and the Mòd, through to modern facing bands such as the Alasdair Whyte band and Niteworks, in venues such as the Barrowlands, Glasgow Royal Concert Hall, and the CCA which hosts the Gaelic music initiative Ceòl 's Craic. In Glasgow, young Glaswegians are brought to Gaelic arts and culture through activities such as the Fèisean which go beyond music alone, also encompassing Shinty (Camanachd) and drama.

⁵ Duolingo (24.03.22, Herald Newspaper)

⁶ [LearnGaelic](#)

⁷ [SpeakGaelic](#)

⁸ [Gaelic Education Data, 2021](#)

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

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

The National Gaelic Language Plan

Scottish Enterprise supports the aim of the National Gaelic Language Plan 2018-2023 that "Gaelic is used more often, by more people and in a wider range of situations."

We are committed to achieving this aim by focusing our work, on these three headings:

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

Internal Gaelic capacity audit

Prior to writing Scottish Enterprise's first edition Gaelic Language Plan, we undertook an all-colleague survey in June 2021 to better understand the levels of Gaelic in the organisation. The aim of this survey was to understand how many colleagues have Gaelic language skills and whether colleagues would like to receive Gaelic language skills training. The survey was open for just over one week and was communicated to colleagues via our usual internal communication channels.

411 colleagues undertook the survey, about 35% of colleagues at Scottish Enterprise.

The majority of colleagues who completed the survey said that they were not Gaelic speakers (95%). Nine colleagues said could speak Gaelic (2%) and 13 colleagues (3%) said they were currently learning Gaelic.

Acknowledging Scottish Enterprise's limited involvement with Gaelic at the time, colleagues were asked as part of the survey, if they had ever been in a work situation which has involved the use of Gaelic. 95% said no, with 5% reporting yes.

Respondents were asked if they had ever conversed with external clients or partner agencies in Gaelic. 98% said no, with only 2% stating that they had had conversations in Gaelic with partners or customers.

Colleagues were asked if they were interested in developing their Gaelic language skills. 45% of respondents were very interested or fairly interested in doing so. 55% said they were not interested.

We will continue to monitor Gaelic language skills within the organisation to ensure that we are addressing the evolving training needs of our staff and particularly how these can be developed to help match any demand for services in Gaelic.

Consultation on the draft Gaelic Language Plan

On the consultation launch date (19 November 2021) a large number of personal emails from senior staff were sent inviting feedback on our plan and asking, where relevant, for details of the plan and consultation to be shared with colleagues, member organisations and key contacts from extended networks.

The consultation was also posted on our website: www.scottish-enterprise.com

Additionally, all Scottish Enterprise's social media channels were used to advertise the consultation, including the Find Business Support newsletter on 26 November and via Twitter, LinkedIn and Facebook on 27 November and 7 and 16 December.

There were a low number of responses and therefore it was not possible to draw any thematic conclusions. Within the responses, however, there were some supportive and helpful comments around how the plan might be delivered, which we will take into account.

2. Key principles

Scottish Enterprise is committed to the key principles of the National Gaelic Language Plan which will be applied across our plan and throughout the organisation.

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.

Scottish Enterprise will ensure that where Gaelic is included as part of our operations and services, it will be of an equal standard and quality to those services provided in English.

Active offer

Scottish Enterprise will make an active offer of our Gaelic services to our employees and the public. This will ensure that when specific 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 that specific service and will give Gaelic users the confidence to know that their needs will be met if that is their choice.

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

Mainstreaming

The key aim of the National Gaelic Language Plan 2018-2023 is that Gaelic is used more often, by more people and in a wider range of situations. To achieve this aim, the normalisation or mainstreaming of Gaelic as part of the day-to-day fabric of modern Scottish life is a key action and public authorities are central to this.

Scottish Enterprise will ensure it identifies more opportunities for the public and staff to use Gaelic in support of the National Gaelic Language Plan's aim that Gaelic is used more often, by more people and in a wider range of situation.

3. Plan commitments

High-level aims

The high-level aims are a small number of strategic level actions framed around the three National Gaelic Language Plan headings of:-

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

Increasing the use of Gaelic

Actions required	Target Date	Responsible officer/department
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High Level Aim 1: Scottish Enterprise will welcome contact from businesses using Gaelic as part of its approach to helping them innovate and scale, consequently contributing to increased wellbeing across Scotland

Summary of current practice. We currently have limited ad hoc provision

Develop and introduce a standard email response strapline to help communicate that Scottish Enterprise welcomes contact from businesses using Gaelic [See also below - Corporate Service Aim : Communicating with the Public (Desired outcome(s): Promotion and Written Communication)]	2023-2024	Corporate Affairs and Marketing
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Engage with colleagues to determine ability to service Gaelic enquiries, providing relevant training and implementing required processes proportionate to demand levels experienced	2024-2028	HR
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Make exporting companies aware of the potential benefits of using Gaelic language and culture as part of their USP and the provenance story they communicate in marketing their products and services	Implementation begins 2023-2024	International Development
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Allocate proportionate resources to support the use of Gaelic in Calls for specific programmes, where Scottish Enterprise has taken a calls-based approach [See also below - Corporate Service Aim : Communicating with the Public]	2024-2028	Innovation & Investment / Major Projects
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Work with partners to investigate the demand for and the technical routes available to include a translation to Gaelic facility within the Find Business Support website	2024	Business Growth
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High Level Aim 2: Scottish Enterprise will work with partners to understand and identify opportunities for the application of Gaelic to cross partner projects

Summary of current practice. Ad hoc practice

Working with partners to identify opportunities for collaboration, including seeking economies of scale where appropriate and optimising use of resources across partners involved. This will be assisted by participation in the Economy and Labour Supply workstream discussions under the 'Faster Rate of Progress' initiative	2023-2028	All Departments
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Review the Gaelic connections of members of the GlobalScot Programme and develop opportunities to attract investments that have a connection to Gaelic speaking areas and communities and which align with Scottish Enterprise's overall priorities	2023-2028	International Development
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Cont.

Increasing the use of Gaelic (continued)

Actions required	Target date	Responsible officer/department
High Level Aim 3: Scottish Enterprise's focus on helping businesses to innovate and scale will include recognition that the ability to use Gaelic supports wellbeing, fairness and respect for Gaelic		
Summary of current practice. We currently do not reference Gaelic specifically within our plans		

Review how we use our available channels (including website, Twitter, LinkedIn) to highlight our commitments towards Gaelic [See also below Corporate Service Aim : Information (Desired outcome. Social Media)]	Implementation begins 2023-2024	Corporate Affairs and Marketing
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Increasing the learning of Gaelic

High Level Aim 1: Scottish Enterprise will undertake a Gaelic awareness campaign to help staff engage with the language and its associated culture, understand the wider benefits of the language, and recognise it as a valuable skill

Summary of current practice. Scottish Enterprise has initiated communication across the organisation in advance of the Gaelic Language Plan being introduced

Develop and implement internal communications to engage colleagues with Gaelic, its wider benefits and its place in Scotland	Implementation begins 2023-2024	Employee Communications
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High Level Aim 2: Scottish Enterprise will include Gaelic awareness in staff induction

Summary of current practice. Areas of alignment with the Gaelic Language Plan have been identified within the organisation's Induction Programme to further promote commitment to Gaelic and raise awareness amongst new colleagues

Implement the new Induction Programme, including educating new employees regarding Scottish Enterprise's commitments under its Gaelic Language Plan [See also below Corporate Service Aim : Staff (Desired outcome. Induction)]	Implementation begins 2023-2024	People & Organisation Development Team, HR
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High Level Aim 3: Scottish Enterprise will identify Gaelic language needs via personal development plans and deliver solutions through the Scottish Enterprise Academy learning suite

Summary of current practice. A recent staff survey indicated that a small number of colleagues in the organisation speak or are currently learning Gaelic. The survey also confirmed a number of staff (184) were fairly or very interested in developing Gaelic language skills

Encourage colleagues to reflect any desired Gaelic language training in regular performance discussions with People Managers [See also below Corporate Service Aim : Staff (Desired outcome. Language training)]	2023-2028	People and Organisation Development team
Encourage staff to learn Gaelic virtually as a team building activity	Implementation begins 2024-2025	People and Organisation Development team

Cont.

Promoting a positive image of Gaelic		
Actions required	Target date	Responsible officer/department
High Level Aim 1: Scottish Enterprise will ensure that all staff are engaged with the Gaelic Language Plan and understand the statutory duty to deliver on its commitments Summary of current practice. Colleagues have a limited understanding the statutory requirement for Scottish Enterprise to develop a plan. They have had the opportunity to indicate current Gaelic understanding and interest in developing skills		
Introduce the use of Gaelic across Scottish Enterprise channels, including Gaelic digital marketing materials – social tiles, video etc [See also below : Corporate Service Aim : Information (Desired outcome. Social Media)]	2023-2028	Corporate Affairs and Marketing
Pilot the use of the Gaelic language at Scotland Europa events and webinars, for example opening/welcome in Gaelic to mainstream use of the language into our day to day work.	Implementation begins 2023-2024	Scotland Europa
Develop a standard bilingual email signature for use by all employees	2023-2024	People and Organisation Development team
Continue to promote Gaelic language within our Scotland House Brussels cultural events programme.	2023-2028	Scotland Europa
Deepen Scottish Enterprise's ties and collaboration with the European Language Equality Network to gain a better understanding of the policies they have in place around their respective minority languages and how these might help Scottish Enterprise develop and implement its own plan.	Implementation begins 2023-2024	Scotland Europa
Identify and access relevant resources within European funding programmes that could support Gaelic initiatives.	2023-2028	Scotland Europa

Corporate service aims

Status		
Desired outcome. 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. Summary of current practice. Part of continuous development of our brand guidelines		
Ensure that the corporate logo and branding will be rendered in both Gaelic and English at the first opportunity and as part of any renewal process. The new logo will demonstrate equal prominence for both languages.	Renewal timeline	Marketing – Graphic Design
Desired outcome. Signage: Prominent signage will include Gaelic and English as part of any renewal process. Summary of current practice. Part of any future round of updates to office signage		
Ensure that appropriate high impact signage is rendered bilingual as part of Scottish Enterprise renewal process.	Renewal timeline	Office Services

Communicating with the Public

Actions required	Target date	Responsible officer/department
Desired outcome. Promotion: Positive message that communication from the public in Gaelic is always welcome. Summary of current practice. This has not been Scottish Enterprise standard practice to date		
Place a positive message on Scottish Enterprise's website that communication in Gaelic is always welcome and develop and implement a plan for further promoting this message. Where appropriate we will use the #cleachdi brand to show Gaelic speakers are welcome https://www.gaidhlig.scot/en/the-cleachdi-initiative/	Implementation begins 2023-2024	Corporate Affairs and Marketing
Desired outcome. 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. Summary of current practice. Gaelic versions produced on request which is consistent with other languages		
Review the 'Contact Us' facility across all written communications channels and ensure it will support Gaelic language communications	Implementation begins 2023-2024	Corporate Affairs and Marketing
Desired outcome. 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. Summary of current practice. Reception services are, in the main, provided via an outsourced contractor		
In future procurement exercises, we will take Gaelic language skills into account as part of the tender process	Per procurement timetable from 2023 onwards	Office Services
Desired outcome. Public meetings: Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted. Summary of current practice. Scottish Enterprise does not routinely hold public meetings		
A process will be established to ensure provision of a bilingual facility for any relevant public meetings undertaken	As required during 2023-28	Corporate Affairs and Marketing
Cont.		

Information		
Actions required	Target date	Responsible officer/department
Desired outcome. News releases: High profile news releases and all news releases related to Gaelic are available in both Gaelic and English Summary of current practice. News releases are not circulated in Gaelic		
Actively offer high profile news announcements in Gaelic	2023-2028	Corporate Affairs and Marketing
Desired outcome. Social Media: Gaelic content distributed regularly through social media, guided by the level of actual and potential users Summary of current practice. Gaelic not provided generally via social media channels but translations available via request as are other languages		
A minimum of 25 bilingual or Gaelic-only posts will be published annually across a range of social media platforms.	Implementation begins in 2023	Content – social media
Desired outcome. Website: Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach Summary of current practice. This is not current practice		
Begin to develop static content in Gaelic and thereafter incrementally expand giving priority to high-impact content Develop information within the 'Accessing Information' section of Scottish Enterprise's website	Implementation begins 2023	Content - web
Desired outcome. Corporate Publications: Produced in Gaelic and English, with priority given to those with the highest potential reach Summary of current practice. This is not current practice		
In pursuit of parity of communications between Gaelic and English, key elements of major corporate publications will be made available in Gaelic, whilst additionally transcripts of other materials will be made available on request in line with our approach to other languages	2023-2028	Marketing - Content
Desired outcome. Language utility: A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high Summary of current practice. Not currently applicable		
Develop a process to ensure the quality and accessibility of Gaelic language in all corporate information is high	Implementation begins 2024-2025	Corporate Affairs and Marketing
Desired outcome. 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. Summary of current practice. Transcripts are made available on request		
Working with partners review how the current virtual digital environment could provide potential opportunity to deliver public exhibitions bilingually or in Gaelic, including e.g. webinars	2023-2028	Marketing - Content
Cont.		

Staff		
Actions required	Target date	Responsible officer/department
Desired outcome. Internal audit: Conduct an internal audit of Gaelic skills and training needs through the life of each plan Summary of current practice. Completed – Survey completed in June 2021		
Agree timescale to resurvey Regular reviews will be undertaken to monitor the number of people developing their Gaelic Language Skills. We also anticipate regular promotions of our Gaelic language training to ensure colleagues are reminded of the ongoing opportunities to develop Gaelic language skills	Q2 2025	Employee Communications; People & Organisation Development Team
Desired outcome. Induction: Knowledge of the public authority's Gaelic Language Plan included in new staff inductions Summary of current practice. The current Induction Programme is being reviewed and redesigned. Plans are underway to promote the Gaelic Language Plan to new employees, along with anticipated procurement of a e-learning offering to provide access to Gaelic language skills		
Include the Gaelic Language Plan as part of Induction Programme to ensure that all colleagues joining are signposted and required to familiarise themselves with the plan	2023-2028	HR, People & Organisation Development Team
Desired outcome. Language training: Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic Language Plan Summary of current practice. Currently, colleagues are able to request Gaelic language skills training via our existing Personal Learning Request, as and when required		
SE will introduce Gaelic language skills training into its staff training programme and will actively support and encourage staff to gain and increase Gaelic language skills in recognition of its official status and the value it adds to Scottish Enterprise's work	Implementation begins 2023-2024	People & Organisation Development Team, HR
Desired outcome. Awareness training: Gaelic awareness training offered to staff, with priority given to directors, board members and staff dealing directly with the public Summary of current practice. At the moment, the Gaelic Language Plan Working Group provide relevant information on the background of our plan and required commitment		
Gaelic Awareness training will be offered to staff, including senior management and leadership teams	2023-2028	People & Organisation Development Team, HR
Desired outcome. Recruitment: Recognising and respecting Gaelic skills within the recruitment process throughout the public authority Summary of current practice. This can be discussed with a member of the HR Team regarding any specific occupational requirements		
Level of Gaelic skills considered when recruiting to certain posts and incorporated within job ads as necessary	2023-2028	HR
Cont.		

Staff (continued)		
Actions required	Target date	Responsible officer / department
<p>Desired outcome. Recruitment: Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic Language Plan and in accordance with the Bòrd na Gàidhlig recruitment advice</p> <p>Summary of current practice. This can be discussed with a member of the HR Team regarding any specific occupational requirements</p>		
Consideration will be given to posts and whether Gaelic is essential or desirable	2023-2028	HR
<p>Desired outcome. Recruitment: Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill</p> <p>Summary of current practice. This can be discussed with a member of the HR Team regarding any specific occupational requirements</p>		
This will be addressed on an ad hoc basis where Gaelic is stated as an essential skill for a particular role	2023-2028	HR
Scottish Enterprise will include a statement in its online recruitment materials that applications from Gaelic speakers are welcome.	2023-2028	HR
Gaelic language corpus		
<p>Desired outcome. Gaelic Orthographic Conventions: The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority</p> <p>Summary of current practice. To date Scottish Enterprise has had no specific requirement to use Gaelic Orthographic Conventions</p>		
Examine how Scottish Enterprise can deploy best practice use of the current Gaelic Orthographic Conventions	2023-2028	Communications & Marketing
<p>Desired outcome. Place-names: Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used</p> <p>Summary of current practice. To date one office, Apex House in Edinburgh, has incorporated Gaelic place names</p>		
Examine how Scottish Enterprise can best pursue Ainmean Àite na h-Alba place-naming conventions	2023-2028	Communications & Marketing

3. Links to the National Performance Framework

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

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

The commitments in Scottish Enterprise's first edition Gaelic Language Plan lie at the heart of the priorities of the National Performance Framework. For example:

- Through our activities to build the numbers and capabilities of staff to use Gaelic in their work we will have more breadth and depth of resource to reach and support Gaelic speaking users of our services, ultimately helping to increase the wellbeing of people living in Scotland
- Through our recognition of the value of Gaelic as an economic asset that could make an increasing contribution to our international work, including how Scotland is perceived in a global setting, we would be contributing to the goal of creating a more successful country
- By welcoming contact from businesses who may wish to communicate with Scottish Enterprise in Gaelic we will be lowering barriers of access to our services and helping to reduce inequalities across Scotland

Full details of the National Performance Framework can be accessed at

<https://nationalperformance.gov.scot/>

4. Links to local and regional frameworks

Scottish Enterprise recognises the ambition of the National Gaelic Language Plan in achieving a cumulative effect across Scotland via various public authorities' Gaelic Language Plans. Scottish Enterprise will accordingly be cognisant of seeking opportunities to align relevant activities within its plan with those of other public authorities, but also with opportunities that might present themselves through involvement with any Community Planning Partnerships or Regional planning activities.

5. Publication

Publishing and publicising the Plan

Internal

An internal communications plan will be developed to raise awareness of our first edition Gaelic Language Plan, how we will deliver it and how colleagues can get involved.

This will detail how Scottish Enterprise will let staff and other internal stakeholders at all levels of the organisation know about the Gaelic Language Plan, what responsibility they have in terms of delivery and the opportunities that exist to use Gaelic and / or develop skills.

External

Scottish Enterprise's first edition Gaelic Language Plan will be published in Gaelic and in English on our website. In addition, we will:

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

6. Resourcing the plan

The commitments within this first edition Gaelic Language Plan will be resourced by Scottish Enterprise, the costs will be mainstreamed within existing budgets and / or as part of on-going renewal processes.

7. Monitoring the plan

Scottish Enterprise will compile an annual progress report that will be provided to Bòrd na Gàidhlig and made available to the public.

8. The Gaelic Language Plan in the public authority

Overall responsibility for the plan

The Scottish Enterprise Chief Executive Officer has overall responsibility for preparation, delivery and monitoring of Scottish Enterprise's Gaelic Language Plan. They can be contacted as follows:

Adrian Gillespie
Chief Executive Officer
Chief Executive's Office
Scottish Enterprise
Atrium Court
50 Waterloo Street
Glasgow
G2 6HQ

T: 0141 468 6024

Adrian.Gillespie@scotent.co.uk

Day-to-day responsibility for the plan

The Head of Strategy Services has operational responsibility for the delivery and monitoring of Scottish Enterprise's Gaelic Language Plan. Queries regarding the operation of the plan should be addressed to:

Susan Moore
Strategy, Networks & Insights Department
Scottish Enterprise
New Lanarkshire House
1 Dove Wynd, Strathclyde Business Park
Bellshill
ML4 3AD

T: 0300 013 3385

Susan.Moore@scotent.co.uk

Gaelic language implementation and monitoring group

A core group of representatives from various departments across the organisation, including at least one representative from HR, will be charged with responsibility to track and report on progress of implementation of the first edition Gaelic Language Plan. This group will meet at least twice per annum and be chaired by a member of Scottish Enterprise's Leadership Group, helping to embed the plan across the organisation.

Engaging with staff

An initial all staff survey was undertaken at the outset of our work to create a Gaelic Plan in Scottish Enterprise, which highlighted the level of Gaelic speakers we have in the organisation and the number of colleagues interested in learning the language. This provided us with a baseline and colleagues also identified themselves to enable us to contact them if they'd indicated they wanted Gaelic Language training.

To accompany our first edition Gaelic Language Plan we have written an internal communications plan to ensure that we are regularly engaging with colleagues with regards their duties in relation to plan implementation and monitoring.

Arm's length organisations and third parties

When tendering work, we will request third party contractors to give due consideration to the use of Gaelic and how they can contribute to the future health of the language. To help with this Scottish Enterprise will also consider providing guidance notes to assist third parties.

Appendix 1 – internal Gaelic capacity audit

Gaelic Language Plan Survey Results. 16 June 2021

Gaelic is a fundamental part of Scottish heritage, national identity and cultural life. We recognise that if the Gaelic language is to be revitalised in Scotland there has to be a concerted effort on the part of the government, public and private sectors, community organisations and individual speakers to:

- Increase the use of Gaelic language
- Increase the learning of Gaelic
- Promote it further through our interaction with businesses, customers and our stakeholders across Scotland and throughout the world
- Understand that Gaelic is an economic asset that the Scottish economy can benefit from

As we begin to draft Scottish Enterprise's first edition Gaelic Language Plan, it's important that we understand from colleagues, how many of us have Gaelic language skills, and whether there is a desire from colleagues to learn Gaelic at Scottish Enterprise.

We prepared a short survey to give us a better understanding of the levels of Gaelic at Scottish Enterprise. **There were 411 responses to this survey.**

Q1. Are you a Gaelic speaker?



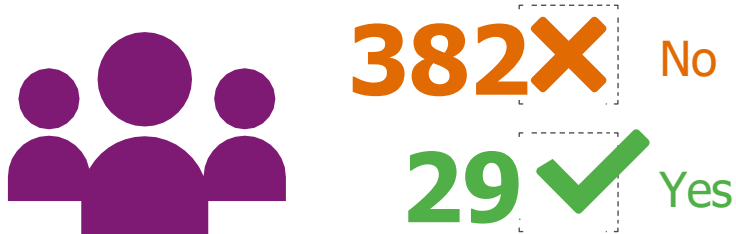
389  No

9  Yes

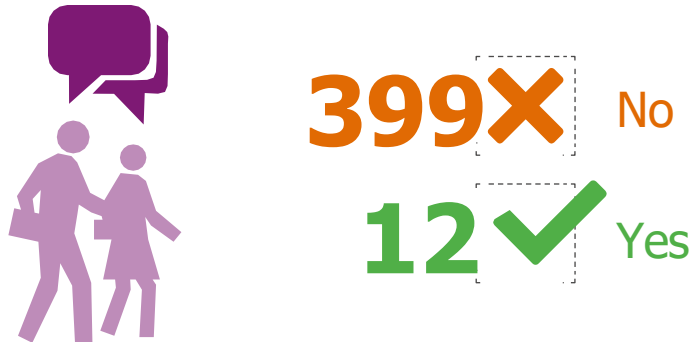
13  Currently learning

1a. How would you describe your understanding of Gaelic?	1b. How would you describe your spoken Gaelic?	1c. How would you describe your ability to read Gaelic?	1d. How would you describe your ability to write Gaelic?
119 Limited	107 Limited	108 Limited	110 Limited
5 Intermediate	4 Intermediate	3 Intermediate	2 Intermediate
0 Fluent	0 Fluent	0 Fluent	0 Fluent

Q2. Have you ever been in a work situation which has involved the use of Gaelic (even if you have no or limited Gaelic skills)



Q3. Have you ever conversed with external clients or partner agencies in Gaelic? (even if you have no or limited Gaelic skills)?



Q4. Are you interested in developing your Gaelic language skills at Scottish Enterprise?



The responses to the survey came from a wide range of business areas.

At the time of the survey Scottish Enterprise had not identified posts where Gaelic was an essential or desirable job skill. Nor were there services or internal processes that were conducted through the medium of Gaelic.

Appendix 2 – public consultation

Stakeholder engagement

Prior to the launch of the consultation on our draft first edition Gaelic Language Plan, we had conversations with colleagues in the Scottish Government Gaelic Language Unit, Bòrd na Gàidhlig, Highlands and Islands Enterprise and Skills Development Scotland to learn from their experiences and to ensure that we reach all of those who may have an interest in our plan.

These conversations helped us to pull together a list of contacts from the most relevant stakeholder groups which includes the Scottish Parliament's Cross-party group on the Gaelic language (CPG), business organisations and local authorities as well as our sister agencies. Since the launch of the consultation on the draft plan, we have provided an information session/update on the plan to the CPG.

On the morning of our consultation launch (19 November 2021) we sent out 55 personal emails from our senior staff inviting feedback on our plan and asking, where relevant, for details of the plan and consultation to be shared with colleagues, member organisations and key contacts from extended networks.

Social media

Additionally Scottish Enterprise's social media channels were used extensively to advertise the consultation, including the Find Business Support newsletter on 26 November and via Twitter, LinkedIn and Facebook, on 27 November and 7 and 16 December.

The consultation was also posted on our website: www.scottish-enterprise.com

Results of consultation

In addition to the direct emails sent to key stakeholders, statistics compiled across all social media channels show that around ten thousand (10k) people have viewed the posts. Additionally, the Find Business Support newsletter has a subscriber list of 11k. The draft plan will therefore have been seen by a significant number of people.

There have been four responses to the consultation.

Given that the number of responses was low, it was not possible to determine any particular thematic conclusion.

One respondent, however, made a number of helpful suggestions to consider when delivering the plan. In summary these were:

- The plan is extremely comprehensive and easy to follow. The sections emphasising the 'active offer' of Gaelic availability were very positive and will encourage the public to use these services as well as making them aware that they can engage via Gaelic should they wish to.

- As well as pointing colleagues towards paid resources and courses, and facilitating their participation in these courses, it may be worth pulling together a list of free, accessible resources for colleagues who might like to try learning some Gaelic but without the commitment of an online course or in person Gaelic class (for example, Duolingo, or the new SpeakGaelic resources from MG Alba).
- Regarding the new commitment to adhere to the Orthographic Conventions for Gaelic spelling, it may be worth noting that any Gaelic speakers who learned to read and write before the conventions were decided upon in 2008 will often be used to using spelling varieties outwith those in the Orthographic Convention document. These spelling are not wrong, they are simply varieties/older spellings. They would be acceptable for emails or social media posts, which are less formal, if the Gaelic speaker writing is more comfortable with alternative (and generally accepted) spellings of some words.

OFFICIAL

Ùghdarras Poilis na h-Alba | Scottish Police Authority

Gaelic Language Plan

2023-2028

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

SCOTTISH POLICE
AUTHORITY

Foreword

As Chief Executive of the Scottish Police Authority, I am delighted to present this draft of our second edition Gaelic Language Plan covering the period 2023 - 2028.

Gaelic is an important element of the Scottish society and culture and the Authority is committed to supporting its promotion and recognition as part of our country's heritage and as a living language. We also recognise that Gaelic contributes to social, cultural and economic wellbeing.

Edition two of our Gaelic Language Plan seeks to support delivery of the objectives outlined in the National Gaelic Language Plan and to meet the duties laid out in the Gaelic Language (Scotland) Act 2005. The Authority engaged and invited feedback on this draft with our stakeholders, workforce and the public during July and August 2021.

It sets achievable aims aligned to our business priorities and focused on enhancing understanding and use of Gaelic within our organisation. Our commitments focus on increasing the visibility, status and use of Gaelic in the way the Authority communicates and engage with the public. This will include, the proliferation of a new bilingual logo which will be used across all of our communication channels.

The high level aims agreed with Bòrd na Gàidhlig are:

- Establish a Gaelic language plan development and implementation group with senior representation from all SPA functions including Forensic Services.
- The Authority, in acting in the public interest, will encourage and include the views of Gaelic users and communities to inform its scrutiny of policing and of policing issues.
- Integrate Gaelic awareness and language skills training into SPA Corporate and Forensic Services induction and training.
- As part of its ongoing cycle of governance and oversight of policing, the Authority will examine policing's contribution towards delivery against the National Gaelic Language Plan in public session.

We recognise that a separate but complementary approach is required by both the Authority and Police Scotland in order to ensure our contribution to strengthening Gaelic is meaningful and has the desired impact. We are committed to working closely with Police Scotland to progress this objective.

Lynn Brown OBE
Chief Executive
Scottish Police Authority

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1. INTRODUCTION

DESCRIPTION OF THE SCOTTISH POLICE AUTHORITY

The Scottish Police Authority was established on 1 April 2013 by the The Police and Fire Reform (Scotland) Act 2012. The Authority consists of a Board of up to 15 members, including a Chair, who are selected through a public appointments process and appointed by Scottish Ministers.

The Authority was set up to provide a clear separation between Scottish Ministers and the police service.

The key principles set out in the Act which underpin the policing of Scotland are:

- that the purpose of policing is to improve the safety and well-being of persons, localities and communities in Scotland;
- and that the Police Service, working in collaboration with others where appropriate, should seek to achieve that main purpose by policing in a way which;
 - (i) is accessible to, and engaged with, local communities, and
 - (ii) promotes measures to prevent crime, harm and disorder.

The Authority has five core functions set out within the Act. These are:

- to maintain the Police Service;
- to promote the policing principles set out in the 2012 Act;
- to promote and support continuous improvement in the policing of Scotland;
- to keep under review the policing of Scotland; and
- to hold the Chief Constable to account for the policing of Scotland.

These five functions demonstrate the complementary responsibilities of the Authority to oversee policing and hold the Chief Constable to account, while supporting policing to maintain and improve.

The Authority has a number of additional responsibilities in addition to the core functions set out in the Act, including importantly the provision of Forensic Services to the wider criminal justice system in Scotland. The service provided in Scotland is a unique crime-scene-to-court model which ensures impartiality and independence by placing a sterile corridor between Forensic Services and Police Scotland.

The Authority employs circa 500 staff to deliver Forensic Services in Scotland, and circa 50 staff to support the Authority in delivering its oversight and governance responsibilities. The Authority is also the employer of more than 5000 police staff who are under the direction and control of the Chief Constable, and who support Police Scotland in the exercise of its functions.

The Authority also has a statutory duty to maintain and manage an Independent Custody Visiting Scheme (ICVS) to monitor the welfare of people detained in police custody facilities throughout Scotland. The ICV scheme helps ensure that the Authority is meeting its obligations to in relation to equality and diversity and the protection of human rights. It also helps to ensure that Scotland is doing everything it can in its public services to meet international standards set by the United Nations in its Optional Protocol to the Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment (OPCAT).

The Authority also has an important role in considering complaints about the Authority; Authority staff, or Police Scotland officers at the rank of Assistant Chief Constable, Deputy Chief Constable or Chief Constable.

As the primary governance body for policing in Scotland, the Authority's role and responsibilities are distinct from most other public bodies. The Authority sets and monitors an annual budget of over £1.3 billion and is responsible for securing best value in relation to its functions. The Authority's Chief Executive is the Accountable Officer personally responsible to the Scottish Parliament for the entire budget.

The Authority sets strategy, scrutinises and reports on performance, supports continuous improvement activity, and listens to and takes into account a wide range of views about the policing of Scotland. The Authority's oversight and support of policing draws on a wide range of evidence and on independent, expert opinion from a number of bodies, including inspectorates, auditors and similar organisations.

The Authority is committed to working in partnership with others at both a local and national level to deliver our responsibilities. Local authorities are an important component of the Authority's engagement work as it seeks to ensure communities are able to influence the services they receive.

The Authority's organisational priorities are set out in its [Corporate Plan 2020-2023](#). This will be reviewed in 2023 and published on the Authority's website.

GAELIC WITHIN THE SCOTTISH POLICE AUTHORITY

Our People

Although a separate public body, the Scottish Police Authority and Forensic Services receive HR and workforce related support from Police Scotland. We therefore work closely with the service to understand the use of Gaelic across the policing workforce but particularly within the Authority's Corporate team and Forensic Services.

Our Gaelic / bilingual materials

Since 2016, the Scottish Police Authority and Police Scotland have published Gaelic versions of our Strategic Police Plan.

2016: [Policing 2026](#)¹

2020: [Joint Strategic Police Plan](#)²

The Authority has developed documentation in Gaelic related to its Independent Custody Visiting Scheme for use with detainees who choose to liaise with our visitors in Gaelic.

The Authority has also developed a dedicated Gaelic language area on its intranet for staff working within SPA Corporate and Forensic Services which promotes the Authority's support and commitment to creating a sustainable place for Gaelic in Scotland.

Our signage

The Authority has Gaelic logo/signage within its HQ at Pacific Quay Glasgow and Forensic Services office at Rushton Court, Dundee.

The Authority also has bilingual logo/marketing materials which is used for physical meetings of its Authority meetings. These materials increase the visibility of the Authority's Gaelic logo with meetings streamed live and recordings available via a dedicated livestream channel.

GAELIC IN SCOTLAND

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

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

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

The proportion of people aged three and over with some Gaelic language skills was highest in Eilean Siar (61%), Highland (7%) and Argyll & Bute (6%). In Glasgow City it was 1.7%, while this is the same as the national average, it represents a high density of Gaelic speakers within one

¹ [policing-2026-strategy-gaelic-201709.pdf \(spa.police.uk\)](#)

² https://www.spa.police.uk/spa-media/2ejfuysh/joint-strategy-for-policing-2020-v9_gla.pdf

geographic location. Of the people who were Gaelic speakers, 40% reported using Gaelic at home nationally, although the proportion varies geographically from 22.1% up to 79.2% according to how widely Gaelic is used in the local community.

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

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 is the second edition of the Scottish Police Authority's Gaelic Language Plan, prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use, promote, enable and develop Gaelic in the delivery of our functions.

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

THE NATIONAL GAELIC LANGUAGE PLAN

The Scottish Police Authority supports the aim set out in 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 efforts on the following key areas;

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

INTERNAL GAELIC CAPACITY AUDIT

Following an audit of the Authority's workforce in 2018 (circa 550 staff), 6 individuals working across both SPA Corporate and Forensic Services identified themselves as being able to speak, read, write or understand Gaelic.

The Authority worked in conjunction with Police Scotland to conduct an audit of the entire policing workforce. The survey during April/May 2021 focused on officers and staff under the direction and control of the Chief Constable, as well as the SPA's Corporate Team and those working across Forensic Services. Through the survey, we will be able to determine the linguistic profile of the entire policing workforce, including:

- The number of employees who speak, read, write or understand Gaelic and the level of their language skills.
- The number of Gaelic speaking staff able to support delivery of the Plan and in which capacity they may do this.
- The departments and/or working locations of identified individuals.
- The number of posts where Gaelic is a desirable skill.
- Any services or internal processes conducted through the medium of Gaelic.

The results of the audit are included at Appendix 1 and will enable us to consider how to use and enhance the skills of our current staff.

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.

This draft version of the Scottish Police Authority's second edition Gaelic Language Plan was published for engagement and consultation during July and August 2021. The results of the consultation are outlined at Appendix 2 and have informed this draft.

2. KEY PRINCIPLES

This second edition documents the Scottish Police Authority's programme of activity for the period 2023-28 and demonstrates a commitment to the key principles of the National Gaelic Language Plan.

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.

Where Gaelic is utilised within the Authority business, we will strive to ensure it is of an equal standard and quality as anything provided in English.

ACTIVE OFFER

The Scottish Police Authority will ensure that where Gaelic publications and content are made available by us, Gaelic users are made aware of their existence, and are actively encouraged to access them.

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

We will also ensure that our Gaelic language publications and content are as accessible as our publications and content produced in English.

MAINSTREAMING

The Scottish Police Authority will ensure 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.

3. PLAN COMMITMENTS

HIGH-LEVEL AIMS

OVERARCHING AIM

High Level Aim: Establish a Gaelic language plan development and implementation group with senior representation from all SPA departments.

Desired Outcome: To support and drive progress against the commitments contained in the Gaelic Language Plan with involvement of senior staff from all business areas to ensure collective ownership across the organisation.

Current Practice - Responsibility for promoting and coordinating compliance and progress across the organisation lies with one individual, the Head of Strategic Business Management.

Actions Required		Target Date	Responsibility
HLA 1.1	Creation of steering group.	Year 1	Authority's Head of Strategic Business Management. Responsibility for progress shared across all Authority functions including Forensic Services with coordination, secretariat and monitoring provided by Corporate Management Team.
HLA 1.2	Single points of contact to be established across SPA Corporate and Forensic Services.	Year 1	
HLA 1.3	Regular meeting structure and secretariat established.	Year 1	
HLA 1.4	Coordination with Police Scotland.	Year 1 - 5	

INCREASING THE USE OF GAELIC

High Level Aim: The Authority, in acting in the public interest, will encourage and include the views of Gaelic users and communities to inform its scrutiny of policing and of policing issues.			
Desired Outcome: To increase opportunities for Gaelic users to contribute their views to inform the work of the Authority and to be represented in the scrutiny of policing and of policing issues. To increase the number of core publications and content produce bilingually, and/or in Gaelic.			
Current Practice - The Authority publishes Gaelic versions of the Strategic Police Plan on our website and has developed documentation in Gaelic related to its Independent Custody Visiting Scheme for use with detainees who choose to liaise with our visitors in Gaelic.			
Actions Required		Target Date	Responsibility
HLA 2.1	Proactively invite the views of Gaelic speakers and communities to inform Authority business.	Year 1 - 5	Authority's Head of Strategic Business Management with shared responsibility across Authority functions, including Forensic Services.
HLA 2.2	We will increase the number of our main publications we produce bilingually and in Gaelic.	Year 1 - 5	
HLA 2.3	Ensure interpreting and translation support is in place to assist with translation, consultations and digital / media content.	As required	
HLA 2.4	Establish an inventory of our existing Gaelic and bilingual materials including publications, stationery, forms and online content.	Year 1	

INCREASING THE LEARNING OF GAELIC

High Level Aim: Integrate Gaelic awareness and Gaelic language skills training into SPA Corporate and Forensic Services induction and training.			
Desired Outcome: To raise awareness of Gaelic and Gaelic language skills amongst the Authority's Corporate and Forensic Services staff and promote opportunities to develop and use Gaelic language skills.			
Current Practice - The Authority has a dedicated section on the staff intranet with links to and promotion of Gaelic. We also promote opportunities to the workforce to learn Gaelic, such as the Learn Gaelic website.			
Actions Required		Target Date	Responsibility
HLA 3.1	Internal capacity audit of Authority's Corporate and Forensic Services staff.	Year 4	Authority's Head of Strategic Business Management / Chair of Forensic Services Equality, Diversity and Inclusion (EDI) sub-group.
HLA 3.2	Circulate the second edition Gaelic Language Plan to all staff to raise awareness of the Plan and the commitments within.	Year 1	
HLA 3.3	Development and inclusion of information on the Gaelic Language Plan in staff induction programme (Moodle module).	Year 1	
HLA 3.4	Commission Gaelic Awareness Training for Authority members, SPA Corporate and Forensic Services Management team.	Year 2	
HLA 3.5	Promote opportunities to learn Gaelic language skills to staff.	Year 1 - 5	

PROMOTING A POSITIVE IMAGE OF GAELIC

High Level Aim: As part of its ongoing cycle of governance and oversight of policing, the Authority will examine policing's contribution towards delivery against the National Gaelic Language Plan in public session.			
Desired Outcome: To oversee the level and nature of policing's contribution towards the National Gaelic Language Plan in an open and transparent forum. Increased visibility of policing's contribution towards delivery of National Gaelic Language Plan objectives.			
Current Practice - Scottish Police Authority and Police Scotland Gaelic Language Plans considered and endorsed by Board at full Authority meetings held in public session.			
Actions Required		Target Date	Responsibility
HLA 4.1	Schedule Board oversight of Scottish Police Authority and Police Scotland's contribution towards the National Gaelic Language Plan at least twice in the lifetime of the Plan.	Year 1 - 5	Authority's Head of Strategic Business Management in consultation with Police Scotland and Forensic Services.
HLA 4.2	Publish annual monitoring reports on progress against Gaelic Language Plan.	Year 1 - 5	

CORPORATE SERVICE AIMS

STATUS

Logo and brand: Desired outcome - Render the corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.			
Current Practice - The Scottish Police Authority continues to use the separate English and Gaelic logo (i.e. displayed in our corporate office equal in size and prominence). A bilingual logo for the Authority has been developed. Forensic Services does not currently have a bilingual logo.			
Actions Required		Target Date	Responsibility
CSA 1.1	Roll out of Authority's corporate bilingual logo.	Year 1	Authority's Governance and External Relations Lead / Forensic Services Communication and Engagement Specialist.
CSA 1.2	Develop bilingual logo for Forensic Services.	Year 1	

Signage: Desired outcome - Prominent signage will include Gaelic and English as part of any renewal process.			
Current Practice: The Authority continues to use the separate English and Gaelic logo (i.e. displayed in our corporate Office equal in size and prominence) and at one Forensic Services location. A bilingual logo has been developed.			
Actions Required		Target Date	Responsibility
CSA 2.1	Replace Authority's corporate office signage with bilingual signage.	Year 1	Authority's Governance and External Relations Lead / Forensic Services Communication and Engagement Specialist.
CSA 2.2	Roll out Forensic Services bilingual signage, on a replacement basis.	Year 4	
CSA 2.3	Create an inventory of all existing Gaelic and bilingual internal and external signs.	Year 2	

COMMUNICATING WITH THE PUBLIC

Promotion: Desired Outcome - Positive message that communication from the public in Gaelic is always welcome.			
Actions Required		Target Date	Responsibility
CSA 3.1	Contact Us page of the Authority website to be updated to promote the receipt of written communication in Gaelic.	Year 1	Authority's Governance and External Relations Lead.
CSA 3.2	The Authority will increase its communication and engagement with stakeholders and the public in Gaelic.	Year 1 - 5	
CSA 3.3	Ensure interpreting and translation support is in place to assist with translation of consultations and digital / media content.	As required	
CSA 3.4	Complaints page of the website to be updated to publicise that complaints communicated in Gaelic are accepted.	Year 1	

Written Communication: Desired outcome - Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.			
Current Practice - The Authority is committed to accepting communications in Gaelic and replying in Gaelic.			
Actions Required		Target Date	Responsibility
CSA 4.1	Update Correspondence policy to explicitly reference Gaelic language communication is accepted and responses will be provided in Gaelic.	Year 1	Authority's Corporate Management Lead / Chair of Forensic Services Equality, Diversity and Inclusion (EDI) sub-group.
CSA 4.2	Ensure interpreting and translation support is in place.	Year 1	
CSA 4.3	Annual reminders to be issued to Authority Corporate and Forensic Services staff on the use of a bilingual email signature.	Year 1 - 5	

Reception and phone: Desired outcome - Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public.			
Actions Required		Target Date	Responsibility
CSA 5.1	Consider results of internal audit to identify whether there are staff with skills in roles to offer this service.	Year 1	Authority's Corporate Management Lead
CSA 5.2	Build capacity through staff awareness training and voluntary learning opportunities	Year 5	Authority's Head of Strategic Business Management

Public meetings: Desired outcome - Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.			
Actions Required		Target Date	Responsibility
CSA 6.1	We will introduce an element of spoken Gaelic where our meetings and engagement activities are open to the public.	Year 3 - 5	Authority's Governance and External Relations Lead.

INFORMATION

News releases: Desired outcome - High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.			
Actions Required		Target Date	Responsibility
CSA 7.1	The Authority will increase the number of high profile news releases produced in Gaelic.	Year 1 - 5	Authority's Governance and External Relations Lead / Forensic Services Communication and Engagement Specialist.

Social Media: Desired outcome - Gaelic content distributed regularly through social media, guided by the level of actual and potential users			
Actions Required		Target Date	Responsibility
CSA 8.1	Review of Authority's digital channels to identify content for Gaelic.	Year 1	Authority's Governance and External Relations Lead / Forensic Services Communication and Engagement Specialist.
CSA 8.2	The Authority will produce at least 15 social media posts and promote Gaelic content produced by the Authority.	Year 1 - 5	

Website: Desired outcome - Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.			
Current Practice - The Authority publishes its Gaelic Language Plan on its website.			
Actions Required		Target Date	Responsibility
CSA 9.1	All of the Authority's Gaelic content to be accessible and searchable on the Authority's website.	Year 2	Authority's Governance and External Relations Lead
CSA 9.2	The Authority will increase the Gaelic content on the main pages of the Authority's website demonstrating equal respect for Gaelic and English.	Year 1 - 5	

Corporate Publications: Desired outcome - Produced in Gaelic and English, with priority given to those with the highest potential reach.			
Current Practice - The Authority publishes its Strategic Police Plan in both Gaelic and English and has developed documentation in Gaelic related to its Independent Custody Visiting Scheme for use with detainees who choose to liaise with our visitors in Gaelic.			
Actions Required		Target Date	Responsibility
CSA 10.1	We will increase the number of our main publications we produce bilingually and in Gaelic.	Year 1 - 5	Authority's Governance and External Relations Lead
CSA 10.2	Establish an inventory of existing Gaelic and bilingual materials including publications, stationery, forms and online content.	Year 1	Corporate Management Lead

Language utility: Desired outcome - A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.			
Current Practice - The Authority utilises translation services for the production of Gaelic publications. Translation is commissioned in line with the most recent Gaelic Orthographic Conventions and as per information provided by Ainmean-Àite na h-Alba.			
Actions Required		Target Date	Responsibility
CSA 11.1	Publications provided in Gaelic to be compliant with the most recent Gaelic Orthographic Conventions.	Year 1 - 5	Authority's Governance and External Relations Lead

Exhibitions: Desired outcome - 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.			
Current Practice - The Authority does not deliver public exhibitions.			

STAFF

Internal audit: Desired outcome - Conduct an internal audit of Gaelic skills and training needs through the life of each plan.			
Current Practice - An internal capacity audit has been undertaken to build an accurate picture of Gaelic skills and interest in training.			
Actions Required		Target Date	Responsibility
CSA 12.1	Gaelic capacity audit to be completed.	Year 4	Authority's Head of Strategic Business Management in collaboration with Police Scotland.

Induction / Awareness Training: Desired outcome - Knowledge of the public authority's Gaelic language plan included in new staff inductions and Awareness Training offered.			
Current Practice - This is not currently incorporated into the induction plan for new starts. However, there is a dedicated Gaelic language plan area on the staff intranet which promotes Gaelic based resources.			
Actions Required		Target Date	Responsibility
CSA 13.1	Develop a learning module for Police Scotland and SPA staff to promote Gaelic awareness and organisational commitments as set out in our Gaelic Language Plans and roll out within the lifetime of the plans.	Year 4	Authority's Head of Strategic Business Management
CSA 13.2	Commission Gaelic Awareness Training for Authority members, SPA Corporate and Forensic Services Management team.	Year 2	
CSA 13.3	We will update the SPA Induction Handbook to promote Gaelic awareness and organisational commitments as set out in our Gaelic Language Plan.	Year 1	Authority's Corporate Management Lead

Language Training: Desired outcome – Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority’s Gaelic language plan.			
Current Practice - Language learning opportunities are promoted to staff through a dedicated Gaelic Language Plan area on the staff Intranet. Training budgets are provided which enables staff the opportunity to consider the right training that they require to deliver their roles.			
Actions Required		Target Date	Responsibility
CSA 14.1	The Authority’s corporate messaging and Personal Development Process will promote Gaelic language training opportunities for staff.	Year 1 - 5	Authority’s Head of Strategic Business Management / Chair of Forensic Services Equality, Diversity and Inclusion (EDI) sub-group.

Recruitment: Desired outcome – Recognising and respecting Gaelic skills within the recruitment process throughout the public authority			
Actions Required		Target Date	Responsibility
CSA 15.1	Inclusion of Gaelic skills as a positive attribute will be embedded in our recruitment activities.	Year 1 - 5	Authority’s Head of Strategic Business Management / Chair of Forensic Services Equality, Diversity and Inclusion (EDI) sub-group.
CSA 15.2	Tailored recruitment activity for ICVS volunteers.	Year 1 - 5	

Recruitment: Desired outcome – Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.			
Actions Required		Target Date	Responsibility
CSA 16.1	The Authority’s corporate team, when reviewing its role descriptions, will recommend inclusion of Gaelic as a desirable skill.	Year 1 - 5	Authority’s Head of Strategic Business Management

Recruitment: Desired outcome – Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.			
Actions Required		Target Date	Responsibility
CSA 17.1	When the Authority identifies posts where Gaelic is an essential skill we will advertise and promote these either bilingually or in Gaelic.	Year 1 - 5	Authority's Head of Strategic Business Management

GAELIC LANGUAGE CORPUS

Gaelic Orthographic Conventions: Desired outcome - The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.			
Current Practice - The Authority utilises translation services for the production of Gaelic publications. Translation is commissioned in line with the most recent Gaelic Orthographic Conventions.			
Actions Required		Target Date	Responsibility
18.1	Ensure interpreting and translation support is in place to assist with translation, consultations and digital/media content.	As required	Authority's Governance and External Relations Lead.
18.2	Translation requests to be compliant with Gaelic Orthographic Conventions.		

Place names: Desired outcome - Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.			
Current Practice - The Authority utilises translation services for the production of Gaelic publications. Translation is commissioned in line with the most recent Gaelic Orthographic Conventions and as per information provided by Ainmean-Àite na h-Alba.			
Actions Required		Target Date	Responsibility
19	Translation requests to be compliant with advice from Ainmean-Àite na h-Alba.	As required	Authority's Governance and External Relations Lead.

4. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

The Authority's Gaelic Language Plan contributes towards the following outcomes of the National Performance Framework:

- **people grow up loved, safe and respected so that they realise their full potential**
The plan aims to promote the Gaelic medium and afford it equal respect. For Gaelic speakers this translates to respect for their culture, heritage and community.
- **people live in communities that are inclusive, empowered, resilient and safe**
The plan sets out an ambitious programme for community messaging to reach Gaelic communities across Scotland alongside the provision for further engagement at a local level. This will contribute towards inclusivity and empowerment of Gaelic communities.

5. LINKS TO LOCAL AND REGIONAL FRAMEWORKS

The Scottish Police Authority and Police Scotland's [Strategic Police Plan](#) is framed around five strategic outcomes which describe the positive impact we are seeking for the people and communities of Scotland. Refreshed every three years, this plan is published in Gaelic³, to afford Gaelic speakers and communities equal respect and opportunity to understand how policing underpins the safety and resilience of the people of Scotland.

The Authority's [Corporate Plan for 2020-2023](#) sets out the role and responsibilities of the the Authority as the governance body for policing in Scotland, the outcomes we seek to achieve and the high level activities designed to achieve them. The Corporate Plan aligns to the [Strategic Police Priorities](#) published by the Scottish Government, and should be read alongside the Authority's joint [Strategic Police Plan](#) and the [Forensic Services Strategy](#).

These provide the strategic framework which sets the context and direction for policing in Scotland. The 3-year Corporate Plan is underpinned by an [Annual Business Plan](#) which sets out the Authority's priorities for the year and explains how performance will be measured.

The framework above will support the aims of the Authority's second edition Gaelic Language Plan to proactively invite the views of Gaelic speakers and communities to inform Authority business. This approach is underpinned by an [Engagement Strategy](#) which prioritises improving our engagement with local government.

³ [Co-ro-innleachd airson Obair Phoilis \(2020\)](#)

6. PUBLICATION

PUBLISHING AND PUBLICISING THE PLAN

INTERNAL

The Scottish Police Authority's Gaelic Language Plan will be published in Gaelic and in English and be available to all staff via our intranet.

Communications regarding the plan will be sent to all staff by senior management.

EXTERNAL

The Scottish Police Authority's Gaelic Language Plan will be published in Gaelic and in English on our website. In addition, we will:

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

7. RESOURCING THE PLAN

The Authority's Strategic Business Management team will coordinate delivery of the commitments contained in this plan working closely with Police Scotland, Forensic Services and the wider Corporate team.

The costs associated with delivery of commitments will be mainstreamed within existing budgets and/or as part of on-going renewal processes.

8. MONITORING THE PLAN

The Scottish Police Authority will publish its annual progress report provided to Bòrd na Gàidhlig in relation to the implementation of the Gaelic Language Plan on our website.

OFFICIALSeisean Fosgailte
Cuspair 4.2 PT2

9. THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY

OVERALL RESPONSIBILITY FOR THE PLAN

The Chief Executive and Accountable Officer has overall responsibility for preparation, delivery and monitoring of the Scottish Police Authority's Gaelic Language Plan. They can be contacted as follows: -

Lynn Brown OBE
Chief Executive
Scottish Police Authority
1 Pacific Quay
Glasgow G51 1DZ
SPAChiefExecutive@spa.police.uk

DAY-TO-DAY RESPONSIBILITY FOR THE PLAN

The Senior Corporate Support Officer has day-to-day responsibility for the delivery and monitoring of the Scottish Police Authority's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

Aimie McGuinness
Corporate Management Team
Scottish Police Authority
1 Pacific Quay
Glasgow G51 1DZ
SPACorporateServices@spa.police.uk

GAELIC LANGUAGE PLAN IMPLEMENTATION AND MONITORING GROUP

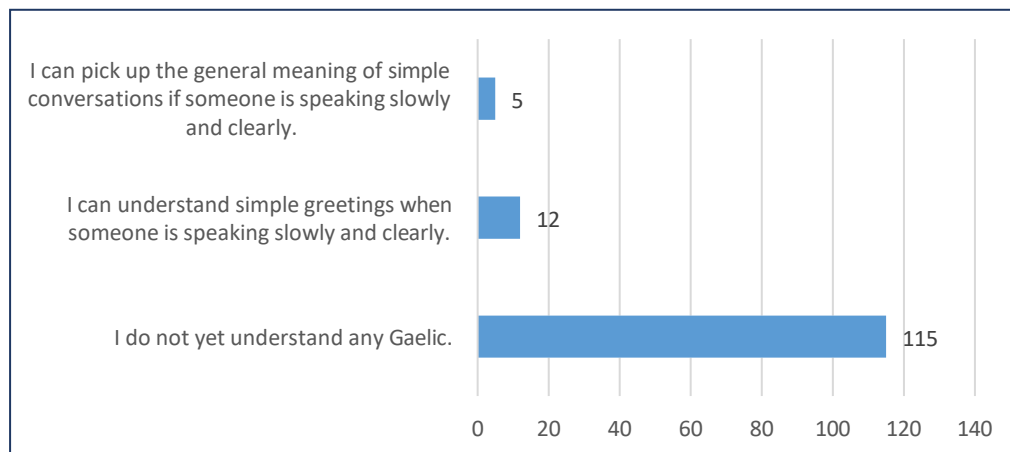
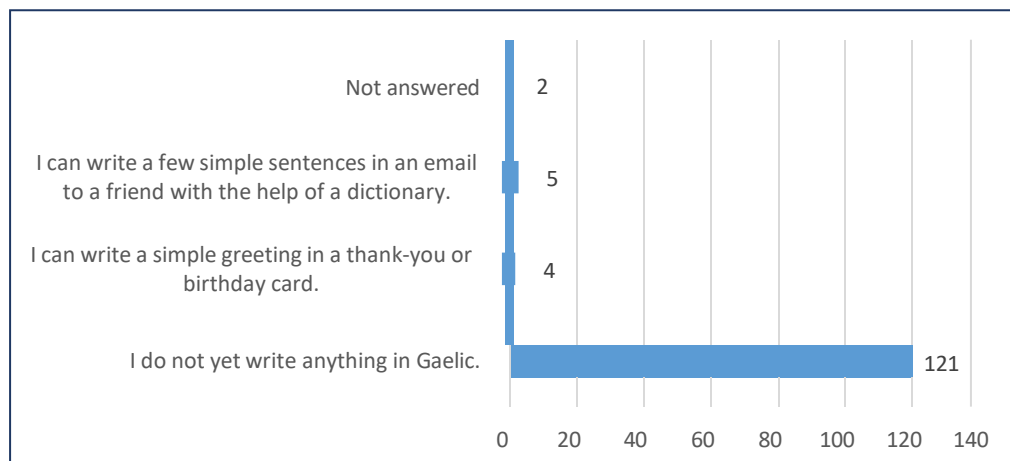
The Scottish Police Authority will establish a Gaelic language plan implementation and monitoring group in line with the high level aims agreed. This group will be joint between the Authority and Police Scotland and involve staff and officers from both organisations and corporate functions including Corporate Communications and Estates. It will also include Forensic Services.

The group will meet quarterly to review the implementation and monitoring of different aspects of the plan and will facilitate communications between organisations and the workforce.

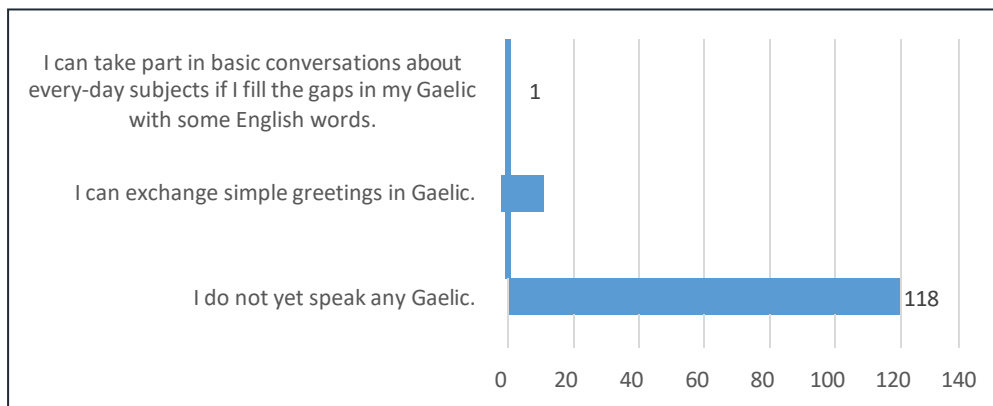
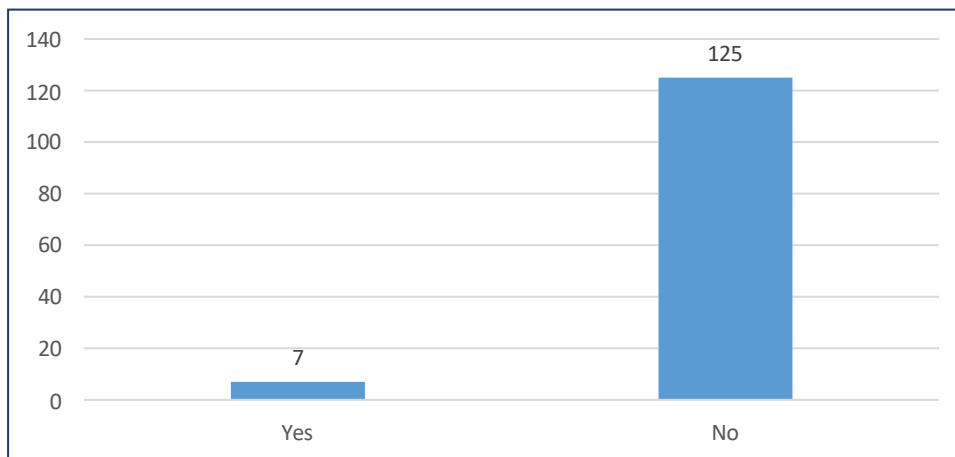
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APPENDIX 1 – INTERNAL GAELIC CAPACITY AUDIT

In total there were 138 respondents from SPA Corporate and Forensic Services. Further analysis discounted 6 of these responses as likely Police Scotland staff. The number of staff with Gaelic skills has increased since the Authority's 2018 audit. An overview of understanding, writing and speaking ability amongst the 132 respondents is provided below and full analysis is provided in the paper to the Authority meeting on 29 September 2021.⁴

Q1. Which best describes your ability to understand spoken Gaelic.**Q2. Which best describes your Gaelic writing ability.**

⁴ [rep-b-20210922-item-10-1-spa-gaelic-language-plan-2021-26.pdf](#)

OFFICIALSeisean Fosgailte
Cuspair 4.2 PT2**Q3. Which best describes your Gaelic speaking ability.****Q4. Would you be interested in assisting in the delivery of the Gaelic Language Plan**

The second edition of our Gaelic Language Plan reflects the Authority's support of the promotion and recognition of the Gaelic language. Aims within the plan commit to promoting and providing opportunities for those who express a desire to receive training, as well as a proactive approach to consideration of the level of Gaelic skills when recruiting to certain posts as necessary.

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APPENDIX 2 – PUBLIC CONSULTATION

Context

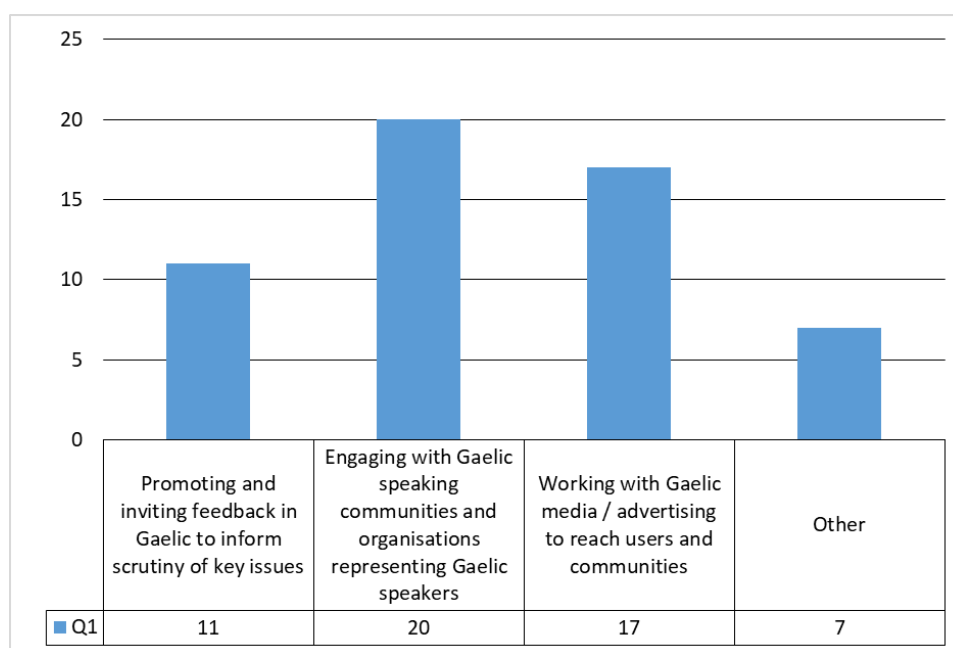
Between July and August 2021, the Authority ran a survey on its draft Gaelic Language Plan 2021-26. The survey contained six questions with open and closed elements focusing on views on the usage of Gaelic by the Authority and the draft Plan. There were 34 responses received in total.

This paper outlines the key points and trends. Full analysis of each of the six questions is provided in the paper to the Authority meeting on 29 September 2021.⁵

Q1: Ways to encourage Gaelic Users and communities to share their views

As shown in **Figure 1**, in response to the multiple choice question on how the Authority could encourage Gaelic users and communities to share their views on policing, the majority of respondents felt this could be achieved by engaging with communities and organisations that represent Gaelic speakers (n=20). This was followed by working with Gaelic media/advertising to reach users and communities (n=16) and promoting and inviting feedback in Gaelic (n=10).

Figure 1: Q1 - What do you think are the main ways we could encourage Gaelic users and communities to share their views to inform scrutiny of policing and of policing issues?



Notably, seven respondents also selected 'Other' and were invited to submit their suggestions – although 10 free text responses were received. The majority of these comments were largely negative, including not thinking/querying why it was required,

⁵ [rep-b-20210922-item-10-1-spa-gaelic-language-plan-2021-26.pdf](#)

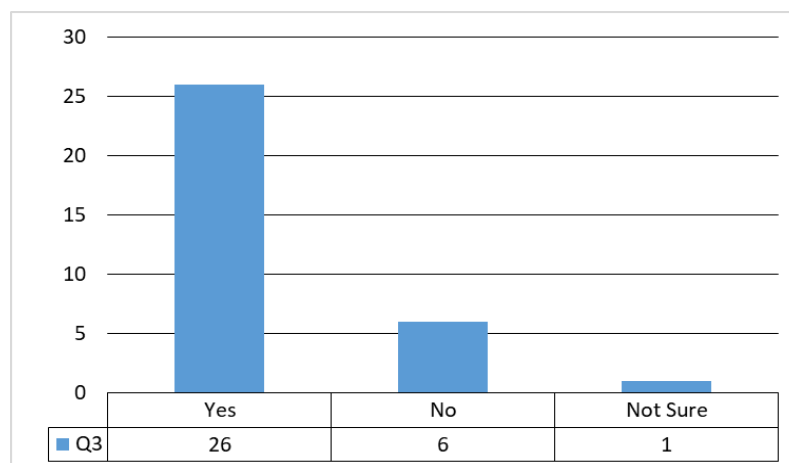
thinking it was a waste of resources/money, or commenting on a lack of Gaelic speakers in their area.

However, some respondents suggested further engagement activities such as having a Gaelic awareness/celebration day, inviting a member of Bòrd na Gàidhlig to address Authority members at a public meeting on the importance of the Gaelic Language Plan, more publications in Gaelic (including the website and phone communication), and via local policing in areas where Gaelic is the main language.

Q3: Importance of SPA encouraging and including the views of Gaelic users and communities

The majority (n26) felt that it was important to encourage and include the views of Gaelic users and communities – see **Figure 3**. Six respondents selected ‘No’ and one answered ‘Not Sure’.

Figure 2: Q3 - Do you feel it is important for us to encourage and include the views of Gaelic users and communities?



15 respondents left a comment as to why they felt this way.

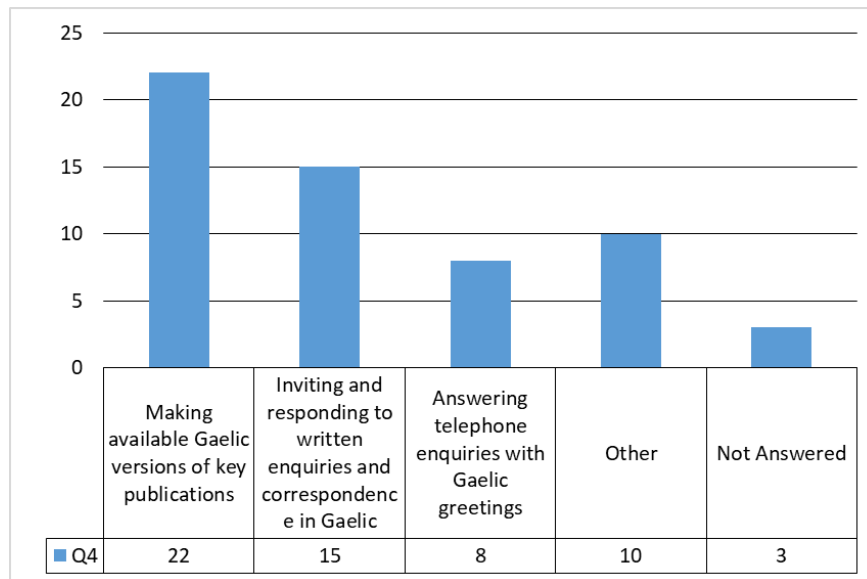
For the respondent who selected ‘Not sure’, they noted they were “always up for inclusion” but that it was a large response for a small population. Those who selected ‘No’ felt that it was a waste of public resources, it was not a core function of the police, and that there were no Gaelic language speakers in their area.

Of those who selected ‘Yes’ and left a comment, the majority noted that the views of all communities and groups (e.g. BAME communities, young people, people with disabilities etc.) should be encouraged and included. Others did not understand why it had to be in Gaelic, felt it would “normalise” Gaelic and improve its visibility, or gave similar/the same answers to Q2 around it being important in winning their support and consent and it being a ‘home’ language.

Q4: Expectations on the Authority's use of Gaelic

Figure 4 shows the majority of respondents expected the Authority to make Gaelic versions of key publications available (n=22). 15 felt it should be by inviting and responding to written enquiries and correspondence in Gaelic and eight that it should be via answering telephone enquiries with greetings in Gaelic. 10 respondents selected other and three did not answer.

**Figure 3: Q4 - The Authority will integrate Gaelic language awareness training for our staff.
How would you expect the Authority to use Gaelic in its activities?**



There were 18 responses to the request for comment if 'Other' was selected – despite only 10 selecting 'Other'. Again some felt it was unnecessary, a waste of public resources, or should be minimal. Whereas others felt it had to be proportionate or when needed/necessary. One added that it had to meet the expectations of Gaelic speakers and suggested asking Gaelic speakers what their expectations are. Another commented that “inviting, responding and greeting in Gaelic does not seem proportionate” before noting making publications available in Gaelic and other languages should be routine if requested.

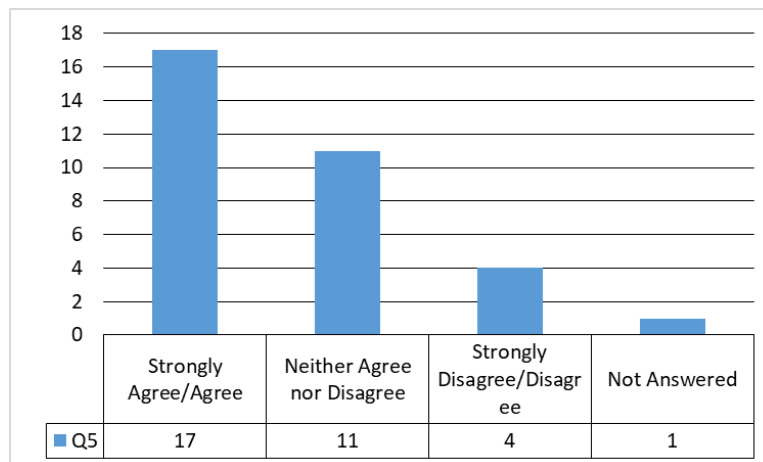
There was the suggestion to introduce simple/basic phrases during training opportunities for staff to be able to greet/acknowledge members of the Gaelic community and show respect as this could foster greater respect and co-operation from Gaelic speakers.

Some respondents singled out the answering telephone option, stating that it was not a good idea or risked alienating other communities. Whereas others felt all suggestions should be implemented – with one suggesting a bilingual website and answering the telephone in Gaelic. Bilingual signage, email signatures and social media posts were also suggested.

Q5: Current Gaelic Language Plan draft promoting a positive image of Gaelic

In response to Question 5, the majority (n=17) either 'Strongly Agreed' or 'Agreed' that the current draft of the Gaelic Language Plan met the objective of the Authority to promote a positive image of Gaelic – see **Figure 5**. This was followed by 11 who selected 'Neither Agree nor Disagree', four who 'Disagreed' or 'Strongly Disagreed' and one who did not answer.

Figure 4: Q5 - The Authority has a responsibility to promote a positive image of Gaelic, to what extent do you agree or disagree that the current draft meets that objective?



14 respondents left a comment as to why they felt that way.

Of those who disagreed and commented, some highlighted that there were few Gaelic language speakers, with one suggesting that staff should have the opportunity to learn Gaelic prior to utilising it in the workplace. They noted that they had seen no evidence of this despite an interest being expressed when the previous plan was launched. The respondent who did not answer also commented that the Authority had no responsibility to promote any language and suggested that policing should be promoted.

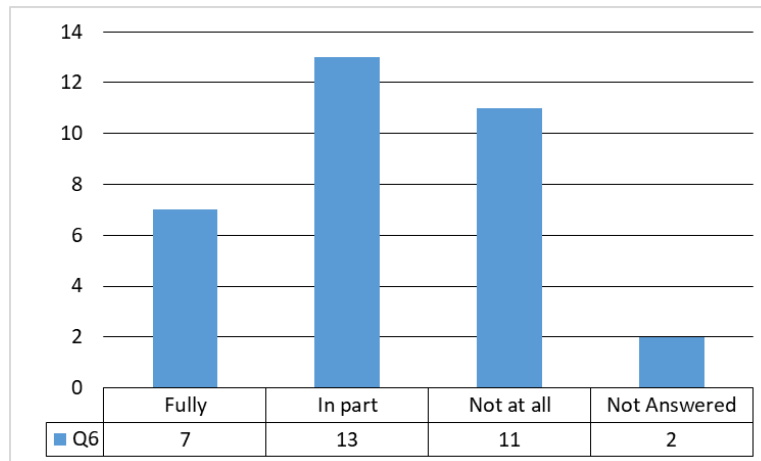
For those who selected 'Neither Agree nor Disagree' and commented, views included not believing it should be something the Authority should be accountable for, that the objective should be removed, and that it should not be high on the agenda during a pandemic. One respondent also mentioned that the Gaelic language speaking community should be treated like all which may use English as a second language and that we "should not single such a minority language out for special treatment in a multi-cultural Scotland".

Respondents who 'Strongly Agreed' or 'Agreed' and commented observed that while they agreed the Authority had failed to enact most of the measures in the previous plan, with one suggesting timescales needed to be more robust and enforced. One noted it went further than they would have expected for a public body, but another noted it seemed proportionate to meet the requirements and queried if we should not look to exceed the requirements.

OFFICIALSeisean Fosgailte
Cuspair 4.2 PT2**Q6: Does the Gaelic Language Plan commitments meet expectations**

As shown in **Figure 6**, there were mixed views on whether the Gaelic Language Plan commitments met respondents' expectations. Seven felt it fully met their expectations, 13 in part, 11 not at all, and two did not answer.

Figure 5: Q6 - Do you feel the commitments in the Authority's draft Gaelic Language Plan meet your expectations?



Those who selected 'In part' or 'Not at all' were asked what more could be done by the Authority to improve the Gaelic Language Plan. 18 responses were received – including one from a respondent who did not answer.

Of those who selected 'In part' and commented, one felt the Forensic Services bilingual logo being produced and rolled out a year later showed the Authority's "half-hearted commitment to the Gaelic language" and stressed the Authority must do better. Another highlighted that a bi-lingual logo, Forensic services logo and a bilingual website should be produced as soon as possible and that all correspondence and telephone answering should be in Gaelic. Offering Gaelic language learning to staff was also mentioned, and another noted there should be more engagement with the Gaelic speaking community so their expectations could be understood better.

Of those who commented and selected 'Not at all' contributions included that they did not think it is a priority or that they did not know any Gaelic users in their area, feeling that it wasn't needed (e.g. "stop it") or that only a single language should be used, and that staff should be encouraged to learn some Gaelic first.

One commented that use and promotion of British Sign Language would have a greater impact and they were disappointed time was being spent on this rather than "promoting the ways that basic IT skills can be improved so that personnel can get the most out of the applications that are in use in the organisation". Another said it had not been explained why it was necessary. One respondent also noted that the efforts of the plan should be focused on the areas that really need it and making it a national drive would "water it down".

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Seisean Fosgailte
Cuspair 4.2 PT2

As with the previous question, a respondent who did not answer also commented that the Authority had no responsibility to promote any language and suggested that policing should be promoted.

OFFICIAL

Stòras Mara Caileanach Earranta
Caledonian Maritime Assets Limited
Plana Gàidhlig | Gaelic Language Plan
2023-2028

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This plan was created under the Gaelic Language (Scotland) Act 2005

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005. Final approval by Bòrd na Gàidhlig on **[tbc]**.

The plan is a five-year plan which commenced on the date of approval by Bòrd na Gàidhlig.

FOREWORD

Caledonian Maritime Assets Ltd (CMAL) welcomes the opportunity to add to Scotland's diverse culture by the promotion and use of the Gaelic language through this plan. I am aware that the National Gaelic Language Plan requires a concerted effort on the part of all public authorities in Scotland and this third iteration of our plan will help CMAL to build on its support and promotion of the role of Gaelic within our workplace and the communities we serve through the Northern Isles and the Clyde and Hebrides ferry services.

We appreciate the support that Bòrd na Gàidhlig has given us to implement our plan and we look forward to enhancing our services for Gaelic users and to raise the profile of Gaelic as an official and recognised language in accordance with the directions laid out in the Gaelic Language (Scotland) Act 2005.

On behalf of the Board of Directors of CMAL, I am pleased to support and endorse this Gaelic Language Plan.

SIGNATURE

Morag McNeill

Chair, Caledonian Assets Maritime Ltd

SUMMARY

CMAL recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. CMAL is committed to the objectives set out in the National Gaelic Language Plan and has put in place a series of initiatives and supporting structures to help ensure that Gaelic has a sustainable future in Scotland.

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

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

This document is CMAL's third iteration of its Gaelic Language Plan, prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will continue to use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with local communities and our key partners, and how we will promote Gaelic.

CMAL'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.

STRUCTURE OF THE GAELIC LANGUAGE PLAN

The key components of our Gaelic Language Plan are:

Chapter 1

Introduction

This chapter provides the background and context relating to the preparation of Gaelic Language Plans under the 2005 Act and the structure of CMAL's main areas of operation. It also provides a summary of the demography of the Gaelic language in the areas of Scotland covered by the Northern Isles and the Clyde and Hebrides Ferry Service.

Chapter 2

Summary of achievements 2010 to 2021 and work in progress

This chapter sets out how CMAL has used, and enabled the use of, Gaelic in relation to our main business functions during the lifetime of the first and second iterations of our plan (2010 to 2021). It covers key areas of operation such as corporate identity, signage, communication with the public and the use of Gaelic on our website.

Chapter 3

New actions planned

This chapter sets out, in the form of an action plan, the basic minimum level Gaelic language provision to which we are committed to providing in the lifetime of the 2023 to 2028 Plan.

Chapter 4

Policy implications for Gaelic: implementing the National Plan for Gaelic

This chapter sets out how CMAL will help implement the National Gaelic Language Plan. It also shows how we intend to promote the use of Gaelic in service planning and delivery. This chapter also considers how we will take account of Gaelic and our Gaelic Language Plan when drafting new policies and considering new strategies.

Chapter 5

Implementation and monitoring

This chapter sets out how the implementation of our Gaelic Language Plan will be taken forward and how implementation and outcomes will be monitored.

CHAPTER 1

INTRODUCTION

Setting the context for developing Gaelic Language Plans

The Gaelic Language (Scotland) Act 2005 and the issuing of a notice:

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 public bodies to prepare Gaelic Language Plans. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising its status and profile and creating practical opportunities for its use.

Consultation on a draft Gaelic Plan:

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. CMAL consulted publicly on the draft of its 3rd iteration of the Gaelic Language Plan in 2021, placing a copy in English and Gaelic on our website, advising stakeholders through our e-bulletin, issuing a press release and sending copies to a range of Gaelic organisations. CMAL has taken account of all representations made to the organisation during the consultation process and a report has been submitted to Bòrd na Gàidhlig.

Overview of the functions of CMAL and the use of Gaelic within our area of operation

Background

CMAL is a publicly owned company, with Scottish Ministers as the sole shareholder. The organisation owns the ferries, ports and harbours and infrastructure necessary for many of the vital ferry services operating in the Northern Isles, the West coast of Scotland and the Clyde Estuary.

CMAL owns property at piers and harbours at more than 26 locations throughout Scotland and undertakes a continuous rolling programme of investment and improvements, which creates better facilities. This programme allows for the opportunity to include Gaelic signage. As Harbour Authority, CMAL is committed to ensuring open access to its ports for third parties, while ensuring that lifeline ferry services are not interfered with. Additionally, CMAL leases land at a number of other ports and harbours.

CMAL owns 31 ferries which operate in the Clyde and Hebrides Ferry Services (CHFS) and 5 ferries which operate in the Northern Isles (NIFS). There are plans to replace 6 major ferries in the CHFS contract over the next 10 years and 2 freight ferries for the NIFS contract. 7 small ferries will be replaced in phase one of the Small Vessel Replacement Programme and 3 small ferries will be replaced in phase 2. The total investment committed to ferry and port infrastructure enhancement is £587million over the next 5 years. All ship names will be in Gaelic and English and we work with

the operators of both contracts to ensure a united effort is made to meet the goals of the Gaelic Language Act 2005, demonstrating equal respect for Gaelic and English.

CMAL employs 49 people, primarily based in Port Glasgow.

Gaelic within CMAL's area of operation

Gaelic has shown a remarkable resilience in the face of challenges set against it historically and in the modern era and is showing encouraging signs of renewal evidenced in certain demographics.

The ports and ferries that CMAL owns serve numerous rural and island communities across Scotland, encompassing some of the main Gaelic speaking communities found in the country. According to the 2011 Census, there are 57,375 Gaelic speakers in Scotland (approximately 1.1% of the population) and by far the highest concentration is in the Outer Hebrides (52% Gaelic speaking), followed by Skye and Lochalsh (with 34.3%) and the offshore islands of Argyll and Bute (5.9%). Also within the areas served by CMAL, Tiree has 38.3% Gaelic speakers; Raasay has 30.4%, followed by Lismore with 26.9%.

Due to a long-term shift towards urban areas there are now in the region of 10,000 speakers of Gaelic in the greater Glasgow area and according to the Census approximately 87,000 individuals claimed to have 'some knowledge of Gaelic' in 2011.

Figures from Bòrd na Gàidhlig show that in 2020-21 995 children in Scotland attended a Gaelic nursery, 3,801 pupils were enrolled in Gaelic medium education primary education and 1,474 secondary school pupils were studying Gàidhlig for fluent speakers and/or other subjects in high school through the medium of Gaelic. Children in Gaelic Education have increased recently, this number is expected to rise as more subjects are being offered through e-learning via e-Sgoil.

The maps and data at the end of this document provide information on Gaelic language populations in Scotland and the provision of Gaelic medium education at each level across Scotland.

There is a substantial feeling of goodwill towards Gaelic, which is shown by the majority of Scottish people as expressed in public attitude surveys (e.g. Public Attitudes to Gaelic in Scotland 2021). This is also being expressed in the tone in which Gaelic is discussed in the press. In addition, Scotland's Visitor Survey, conducted by Visit Scotland in 2015 showed that one third of visitors were interested in finding out more about Gaelic, as a national language of Scotland. From 2018-2021 there was a 72% increase in the number of VisitScotland.com users visiting Gaelic related content.

Gaelic Language Plans are now allowing local and national approaches to Gaelic to be discussed, although much still remains to be done in terms of developing and implementing successful strategies regarding capacity building.

The following are some of the Gaelic organisations operating within the communities served by CMAL in 2021:

- Acair - based in the Western Isles, Acair Earranta publish a wide range of Gaelic, English and Bilingual books.
- An Comunn Gàidhealach - a voluntary, charitable organisation which was founded in 1891 in order to promote the Gaelic language and culture. They run the Royal National Mòd, which is Scotland's premier Gaelic festival, as well as local Mòds all over Scotland.

- An Lòchran - Glasgow's Gaelic Centre which develops and promotes Gaelic arts and culture in Glasgow.
- Colaisde a' Chaisteil (Lews Castle College) - UHI offers a number of Gaelic courses (including degree programmes).
- Colmcille - supports the promotion of Gaelic and Irish in Scotland, Northern Ireland and the Republic of Ireland, and it strengthens the ties between these countries.
- Comunn na Gàidhlig - a Gaelic development agency which works in a number of areas to develop Gaelic, however, they are particularly involved in initiatives involving the community, education and younger people.
- Comhairle nan Leabhraichean - the main organisation which supports the development of Gaelic writing; stimulates interest in Gaelic books and other related materials; supports Gaelic authors by awarding grants and commissions; supports the Gaelic publishing industry and increases the range, quality and impact of Gaelic literature.
- Fèisean nan Gàidheal - the organisation which supports the development of community-based Gaelic arts tuition festivals throughout Scotland. Fèisean nan Gàidheal gives support funding and delivers training programmes, and they are involved in many initiatives which promote the Gaelic language and its culture and have a particular focus on youth arts.
- Ionad Chaluim Chille Ìle - a Gaelic and cultural centre in Islay which offers learning and educational opportunities in Gaelic.
- Sabhal Mòr Ostaig - this college is a national centre for Gaelic language and culture. It is also a UHI college offering a range of Gaelic courses (including degree programmes), and it is situated on the Isle of Skye.
- Stòrlann Nàiseanta na Gàidhlig - was established to co-ordinate the production and distribution of resources for Gaelic education. The organisation provides resource support for statutory education at all levels and for lifelong learning through specific projects.
- Tobar an Dualchais - involved in the archiving of thousands of recordings in digital format which are being made available online. This heritage project gives people the chance to listen to the voices of Gaelic speakers through the years.
- Gaelic is important culturally across Scotland, with a range of events and festivals held to celebrate the language and the culture it encompasses. Examples include the National Mòd and local Mòds and the Blas Festival.
- According to research on the economic and social value of Gaelic as an asset published by Highlands and Islands Enterprise, in May 2014:
 - Almost 70% of businesses consulted said Gaelic is currently an asset to their business.
 - More than half the businesses and enterprises surveyed stated that Gaelic is used, or features, as a key element of their main activities, products or services.
 - Potential economic value of Gaelic as an asset to the Scottish economy could be in the region of between £82m and £149m.
 - Almost two thirds of businesses consulted describe Gaelic as moderately, very or critically important to the success of their business.
- The three aspects that are the most common major benefits for businesses from using Gaelic as an asset are that it:
 - Enhances the distinctiveness/uniqueness of products/services.
 - Enhances customer perceptions of authenticity and provenance of products/services.
 - Increases the appeal of products/services to target markets.

- 60% of businesses stated that business use of/association with Gaelic enhances the value of Gaelic in the community.
- 72% increase in pride within local communities by the use of Gaelic by organisations.

Gaelic within CMAL

At our office in Port Glasgow, we have one member of staff who speaks Gaelic, a number who are currently learning Gaelic and more who are interested in learning to at least a basic level. We are encouraging all staff to participate in the Gaelic Language Toolkit in order to grow the use of the Gaelic Language within CMAL. We have translated our business cards and letterhead into Gaelic and have third party Gaelic speakers available to assist our staff, as required.

Approval of CMAL's Gaelic Language Plan

CMAL's draft Gaelic Plan was submitted to Bòrd na Gàidhlig for assessment on 13 January 2022.

CHAPTER 2

SUMMARY OF ACHIEVEMENTS 2010 TO 2021

Achievements and work in progress

CMAL is committed to ensuring that all services and provision demonstrate equal respect for Gaelic and English and are actively offered and regularly promoted.

We believe that where possible we should endeavour to communicate in the language of choice for our communities and see Gaelic as an integral part of this goal. We are striving as a company to better support and promote the Gaelic language and culture and this chapter sets out how CMAL has used, and enabled the use of, Gaelic in relation to our main business functions during the lifetime of our previous iterations of our plan (June 2010 to June 2021). It covers key areas of operation such as corporate identity, signage, communication with the public and the use of Gaelic on our website.

Achievements

Actions we have delivered from our previous plans (2010 to 2021)

Section 1 - Identity

Rationale:

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.

Corporate identity

- Our corporate logo is bilingual and includes Gaelic language as an integral part.
- Our bilingual corporate logo is used in all signage, our website, our e-bulletin, presentations, plans and stationery.
- Our company mission statement is bilingual and used in both languages, for example on our website.
- Our expert Gaelic Translator adheres to the latest Gaelic Orthographic Conventions to ensure names are written correctly.

Signage (internal and external)

- We use Gaelic in all signage at our harbour facilities, using Gaelic Orthographic Conventions, demonstrating equal respect for Gaelic and English.
- We continue to review all signage on CMAL property for the use of Gaelic and ensure they continue to be bilingual, including place names.
- All signs in our headquarters in Port Glasgow are in English and Gaelic.
- All vessels have bilingual names, which are displayed prominently. We will ensure all new and renewal vessel bilingual names on ferries demonstrate equal respect for Gaelic and English.
- We work closely with the operator to ensure all operational signage onboard vessels and at ports are in Gaelic and English, showing equal respect for both languages.

Section 2 - Communications

Rationale:

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, as well as contributing 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 CMAL 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.

Reception

- Despite very limited contact direct with the public, we have made provision for Gaelic in our reception area at our headquarters in Port Glasgow and given guidance to staff on dealing with enquiries in Gaelic. We have one member of staff at our office in Port Glasgow who is a Gaelic speaker and can assist with enquiries in Gaelic and third party Gaelic speakers have been identified who can assist our teams as necessary. The contact details of the third party Gaelic speakers have been provided to our reception staff.
- We provide Gaelic awareness training for all staff.

Telephone

- We have made provision for handling calls in Gaelic – third party Gaelic speaking people have been identified and a list with contact details has been provided to our reception staff to enable callers who wish to converse in Gaelic to be called back and their enquiry dealt with in Gaelic.
- Staff answering calls have received Gaelic awareness training and know where and how to assign Gaelic calls.

Mail and email

- We have introduced an agreed policy on how to respond to Gaelic mail and Gaelic email, i.e. a commitment to reply to Gaelic correspondence, in Gaelic, within five working days.
 - Where there are a high proportion of Gaelic speakers, i.e. over 20%, letters to local communities are bilingual and available in hard copy or through our website.
 - Stationary now carries a bilingual logo and bilingual contact details for obtaining a Gaelic translation of the material and our policy is to respond to this within five working days.
 - All CMAL staff e-mail signatures are also in Gaelic

Public meetings

- We now have in place a provision for Gaelic in public meetings, i.e. where at least five days' notice has been provided and where there is a demand from at least 25% of potential attendees, we will provide a Gaelic speaking translator at public meetings on request.
- In addition, where there are a high proportion of Gaelic speakers living and working locally to the meeting, i.e. over 20%, presentation materials and any handouts can be bilingual.
- Complaints procedure
- We have in place a provision for including Gaelic in our complaint's procedures, i.e. we are committed to responding, in Gaelic, within five days to all complaints received in Gaelic.

Section 3 – Publications

Rationale:

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 the Gaelic language status by being used in high profile publications and it can help develop new, and enhance existing, terminology. The use of Gaelic in the media helps demonstrate CMAL'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 CMAL through their websites, making provision for the use of Gaelic can significantly enhance the status and visibility of the language.

Printed material

- We now have in place an agreed policy for the use of Gaelic in our printed material; this includes guidelines for the production of publications in Gaelic and English, as appropriate depending on the content (e.g. information that is relevant to the general public) and the location where these will be used (e.g. at events with a high proportion of Gaelic speakers, i.e. over 20%).
 - The titles, headings and all of Section one in our Annual Report is produced in a bilingual format. The chair and CEO's statements in our Annual Report is translated to Gaelic and displayed with equal respect in the publication.
 - All new public facing forms we create in the course of our business are reviewed to ascertain if a bilingual version is required.

Public relations and media

- We have in place a policy for dealing with Gaelic as it relates to our PR and media activity.
- We have developed guidance for staff and our PR team on the circumstances in which it is appropriate to produce a Gaelic or bilingual news release, i.e. in areas with over 20% Gaelic speakers, where appropriate and practical.
- Where advertising public notices are placed in areas where there is a high proportion of Gaelic speakers and readers (i.e. over 20%), these will be bilingual, where appropriate and practical.

Website

- We have increased the amount of Gaelic content on our website and the whole written site is now bilingual, which is updated in line with the English language site. The only sections not routinely translated into Gaelic are Notices to Mariners, press releases and our project site pages, which are translated as outlined above in our policy for PR and media activity.

Exhibitions

- We have made limited provision within our exhibition promotional material for the use of Gaelic where this is to be used in areas with a high proportion of Gaelic speakers.

Section 4 – Staffing

Rationale:

In order to deliver services through the medium of Gaelic, it is necessary to develop the requisite job skills and language skills of staff. The provision of language learning for staff 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 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. It is important that authorities ensure that Gaelic is a genuine occupational requirement, regardless of the level of Gaelic skills required. 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.

Training

- We have conducted an audit of all staff employed by CMAL to identify existing levels of Gaelic awareness. This has shown that, at present, there is one Gaelic language speaker among CMAL's staff, who is based in Port Glasgow.
- We provide annual Gaelic awareness training for staff.

Language and learning

- We have introduced a policy to offer Gaelic language training to staff by accredited trainers. Staff can now apply for this training as part of their personal development.
- We have made employees aware that support will be provided to all employees who wish to learn Gaelic
- We provide the opportunity for all staff to learn Gaelic through our Gaelic language toolkit.

Recruitment

- We now have a policy that if a certain level of Gaelic skills is required for a post, this will be specified in recruitment material and a bilingual job advert will be placed. To date, no posts have arisen that require Gaelic language as a core skill.
- We now advertise all positions within CMAL as having Gaelic Skills as a desirable quality.
- All recruitment applications completed in Gaelic will be responded to in Gaelic.

Advertising

- Where even a basic understanding of Gaelic is part of a job description, this post will be advertised bilingually.

Work in progress

Actions not yet fully introduced

The following actions are ongoing and have not yet been fully introduced for operational and budgetary reasons. CMAL is committed to ensuring that all services and provision will demonstrate equal respect for Gaelic and English and will be actively offered and regularly promoted and these actions will be carried forward and introduced as a priority in our 2023 to 2028 plan.

Section 1 - Identity

All actions completed.

Section 2 - Communications

- We will introduce a system when we publicise public meetings in areas with a high proportion of Gaelic speakers (i.e. over 20%) to prompt a request in advance for the presence of a Gaelic speaker at appropriate meetings. Where no Gaelic speaker is available we will commit to respond in Gaelic after the meeting to any questions raised.

Section 3 – Publications

Public relations and media

- The ‘notes to editors’ on relevant news releases will state that a Gaelic translation may be made available upon request.
- We will translate our three-year corporate plan into Gaelic and promote on our website.

Printed materials

- All actions completed.

Website

- Our current website has been in operation since November 2015 and we continue to use more multimedia content to promote both written and spoken Gaelic.

Section 4 - Staffing

Training

- We will develop the Gaelic Language Toolkit for staff to increase the number of staff with a basic understanding of the language.
- We will provide staff with Gaelic phrase books.

Recruitment

- All actions completed

CHAPTER 3

NEW ACTIONS PLANNED

Action Plan

This chapter sets out the Gaelic language provision that we are committed to providing in the lifetime of this plan. Each core commitment is presented in the form of an action plan that identifies the year of delivery and the person responsible for its implementation. We are committed to ensuring all services and provision will demonstrate equal respect for Gaelic and English and are actively offered and regularly promoted.

Much has changed in the size, policies and approach of CMAL since our previous Gaelic Language Plan was written and approved in December 2015. Progress has been made on a number of fronts to continue the foundation we created for the further development and promotion of Gaelic and Gaelic services within and by CMAL.

This third iteration of our plan builds on and strengthens our commitment to supporting and promoting the Gaelic language.

New iteration of our Plan

Additional actions, to be delivered over the next five years, are outlined below. All of the previous core commitments ordered under identity, communications, publications and staffing are fully covered and integrated within this new approach. The work started in the first and second iterations of our plan in these areas, is embedded in our operating policies and procedures, and will continue to inform our actions going forward.

Action	23	24	25	26	27	Responsible
Identity/Visibility						
CMAL will increase the profile of Gaelic on ferries, within port infrastructures and at harbour facilities when the opportunity arises. We will do this with the support of the ferry and port operator.	Y	Y	Y	Y	Y	Director of Vessels and Director of Port Infrastructure and Planning
All of CMAL's prominent signage will include Gaelic and English as part of any renewal process.	Y	Y	Y	Y	Y	Director of Vessels and Director of Port Infrastructure and Planning
The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by CMAL.	Y	Y	Y	Y	Y	Executive Assistant
Gaelic place name advice from Ainmean-Àite na h-Alba will be sought and used.	Y	Y	Y	Y	Y	Executive Assistant
Communications						
CMAL will actively support the national <i>Cleachd i /Use it</i> Gaelic identifier scheme.	Y	Y	Y	Y	Y	Executive Assistant Head of Business Support
Our Gaelic language plan commitments will be delivered to an equal standard in both Gaelic and English.	Y	Y	Y	Y	Y	Executive Assistant
Practical measures to ensure that our staff and the public are kept regularly informed of all opportunities that exist to use Gaelic in relation to CMAL's work.	Y	Y	Y	Y	Y	Executive Assistant
We will ensure that Arm's Length Executive Organisations and other contractors help with the delivery of CMAL's Gaelic language plan.	Y	Y	Y	Y	Y	Head of Business Support
Written communication in Gaelic will always be accepted (post, email and social media) and replies will be provided in Gaelic as required.	Y	Y	Y	Y	Y	Executive Assistant
Where there is a population of 20% or more Gaelic Speakers. CMAL will make every effort to hold public meetings bilingually.	Y	Y	Y	Y	Y	Director of Vessels and Director of Port Infrastructure and Planning

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Opportunities to deliver public exhibitions bilingually or in Gaelic will always be explored, with priority given to those with the highest potential impact.	Y	Y	Y	Y	Y	Director of Vessels and Director of Port Infrastructure and Planning
CMAL will promote a positive message that communication from the public in Gaelic is always welcome.	Y	Y	Y	Y	Y	Head of Business Support
Publications/ day to day operations						
When the opportunity arises, CMAL will include Gaelic, where appropriate, in its contracting system with the ferry operating companies it works with.		Y				Head of Business Support
CMAL will make all efforts to ensure that our Gaelic plan commitments are normalised within CMAL over time, with opportunities to grow Gaelic within existing budgets continually assessed.	Y	Y	Y	Y	Y	Head of Business Support
Relevant news releases and all news releases related to Gaelic will be circulated in both Gaelic and English where appropriate and practical.	Y	Y	Y	Y	y	Executive Assistant
As a minimum 20 social media posts and 2 press releases will be distributed bilingually annually.	Y	Y	Y	Y	Y	Executive Assistant
Gaelic content will be available on our website, with emphasis given to the pages with the highest potential reach.	Y	Y	Y	Y	Y	Executive Assistant
Our major corporate publications will be produced in Gaelic and English, with priority given to those with the highest potential reach.	Y	Y	Y	Y	Y	Head of Business Support
Staffing						
CMAL will strengthen its messaging to staff that Gaelic language skills are valued and welcomed, including through its recruitment and training processes.	Y	Y	Y	Y	Y	Head of Business Support
In relation to reception and telephone services, where our Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.	Y	Y	Y	Y	Y	Executive Assistant
CMAL will conduct an internal audit of Gaelic skills and training needs through the life of this plan and future plans.	Y	Y	Y	Y	Y	Executive Assistant
Knowledge of the public authority's Gaelic language plan will be included in new staff inductions	Y	Y	Y	Y	Y	Head of Business Support

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CMAL will introduce a Gaelic Language Toolkit for all staff on our internal intranet	Y	Y	Y	Y	Y	Head of Business Support
Gaelic language skills training and development will be offered to staff, particularly in relation to implementing our Gaelic language plan. Staff will be encouraged to take phrasebooks, use the Duolingo app and explore further education opportunities.	Y	Y	Y	Y	Y	Executive Assistant
Gaelic awareness training will be offered to staff, with priority given to directors, board members, and staff dealing directly with the public.	Y	Y	Y	Y	Y	Executive Assistant
CMAL recognise and respect Gaelic skills within the recruitment process. Gaelic will be named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.	Y	Y	Y	Y	Y	Executive Assistant
CMAL will have bilingual job adverts for all posts where Gaelic is an essential skill.	Y	Y	Y	Y	Y	Head of Business Support

CHAPTER 4

POLICY IMPLICATIONS FOR GAELIC: IMPLEMENTATION OF THE NATIONAL GAELIC LANGUAGE PLAN

Policy implications for Gaelic

CMAL recognises that the various priority areas identified in the National Gaelic Language Plan will be primarily implemented through our Gaelic Language Plan, but that opportunities will arise from time to time to promote and develop the language through existing policy measures. CMAL will examine current policy commitments to identify areas where Gaelic can be pro-actively incorporated and the priorities of the National Gaelic Language Plan initiated through additional methods. We see this development as corresponding to the normalisation principle which aims to include Gaelic as an everyday part of life in Scotland.

In the formation, renewal and monitoring of policies, we will ensure that the impacts on Gaelic will be in line with the National Gaelic Language Plan.

Commitment to the objectives of the National Gaelic Language Plan

CMAL is committed to ensuring that the National Plan is implemented, and in this section we set out how we will achieve that aim. The National Gaelic Language Plan identifies four interlinking aspects of language development which need to be addressed, and within them sets out a number of priority action areas.

1. Language acquisition

CMAL recognises that a sustainable future for Gaelic requires more people to learn the language and that attention requires to be focused on the home, education and adult learning as the key means of achieving this. While encouraging Gaelic in the Home and Gaelic in Education do not fall within the CMAL remit, we recognise that there are ways in which our activity can assist in these areas. We will take the following steps to help create a supportive environment for growing the number of Gaelic speakers in Scotland.

- Through our commitments to expanding the current Gaelic content on our web site, we will contribute to increased usage of Gaelic in the home by enabling Gaelic users and learners to access more resources.
- Gaelic in Adult Learning - CMAL will provide opportunities for staff to undertake Gaelic language learning if requested by the staff member.

2. Language usage

CMAL recognises that creating a sustainable future for Gaelic requires not only increasing the number of people able to speak the language, but increasing actual usage. We recognise the importance of enabling more people to use Gaelic as their preferred and normal mode of communication in an increasingly wide range of daily activities.

- Gaelic in Communities - by ensuring that our corporate signage and marketing materials are bilingual, and meetings are communicated using the Gaelic language.
- Gaelic in the Workplace - supporting staff to learn more about the Gaelic language and culture.
- Gaelic in the Media - responding where appropriate to media in Gaelic and providing signage to our Gaelic Language plan.
- Gaelic in the Arts - CMAL does not currently have a sponsorship budget so do not sponsor events.
- Gaelic in Tourism, Heritage and Recreation – by promoting the Gaelic language through our port and ferry names.

3. Language status

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

- Preparation of Gaelic Language Plan - we will publish our new Gaelic Language Plan on the website and promote it through our ebulletin.
- Creating a positive image for Gaelic - by promoting the use of the Gaelic Language and understanding of Gaelic culture.
- Increase visibility of Gaelic - by issuing bilingual press releases, bulletins and our Annual Report, we ensure that people are made aware of the Gaelic language. We will also work closely with other organisations with responsibility for piers to increase the visibility and use of Gaelic.

4. Language Corpus

CMAL recognises the need to strengthen the relevance and consistency of Gaelic, the importance of facilitating translation services and to promote research into the language.

- Gaelic orthographic, terminological and place-name development - we will ensure that we use the Gaelic orthographic conventions 2005 (goc) when identifying the correct translation of all place names and continue to ensure that our ports and ship names are bilingual.
- Gaelic translation and interpretation - we will ensure that all communication received in Gaelic is responded to in Gaelic within five days.
- Gaelic translation – we will use translators with a proven track record and levels of competence.
- Gaelic in surveys and research - we will ensure that when conducting surveys that these are made available in Gaelic
- We will conduct internal audits of Gaelic awareness and Gaelic language skills across our own staff.

CHAPTER 5

IMPLEMENTATION AND MONITORING

Timetable

This Gaelic Language Plan will formally remain in force for a period of five years from this date or until a new plan has been put in place. In Chapter 2 - Summary of achievements and work in progress and Chapter 3 - New actions planned, we have set out the timetable for when we expect to implement specific commitments.

Publicising the plan

CMAL's Gaelic Language Plan will be published bilingually on our website. In addition, we will:

- issue a bilingual press release announcing the plan.
- make copies of the plan available in the reception area of our only public administrative office at Port Glasgow.
- make the plan known to employees via CMAL's staff intranet.
- raise awareness of the Plan through social media and our ebuletin.
- distribute copies of the Plan to Gaelic organisations.
- distribute on request copies of the plan to other interested bodies and individuals, on request.

Administrative arrangements for implementing our Gaelic Language Plan

This plan is the policy of CMAL and has been endorsed both by our senior management team and Executive Board members.

Overall Responsibility:

The Chief Executive Officer will be responsible ultimately for ensuring that CMAL delivers on the commitments set out in this Plan.

Individual Staff members:

We will advise staff of the content of the plan and the implications of this to their daily activity through our intranet. Staff awareness sessions and training will also be held to communicate this plan and ensure that staff are aware of their responsibilities and how to access support in delivering this plan.

Services delivered by third parties:

CMAL has guidance notes on its obligations under the Gaelic Language Plan for all those delivering services on our behalf. We will inform its partners, customers and suppliers through our terms and conditions and through our website of the plan and then we will encourage them to operate in the spirit of the activities outlined.

Resourcing the plan

CMAL is grateful for the support that we have received from Bòrd na Gàidhlig in delivering many of the objectives identified within this plan. Going forward CMAL will allocate a budget to ensure that outstanding actions are delivered in accordance with this plan.

Monitoring the implementation of the plan

An update will be provided to the Executive Board on a six monthly basis to provide information on how CMAL is implementing the commitments in the plan. A yearly monitoring report will be submitted to Bòrd na Gàidhlig.

CONTACT DETAILS

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

Kevin Hobbs

Chief Executive

Caledonian Maritime Assets Limited

Municipal Buildings

Fore Street

Port Glasgow

PA14 5EQ

01475 749 933

kevin.hobbs@cmassets.co.uk

Queries about the day-to-day operation of the plan should be addressed to:

Chris Kane

Executive Assistant

Caledonian Maritime Assets Limited

Municipal Buildings

Fore Street

Port Glasgow

Seisean Fosgailte
Cuspair 4.2 PT3

PA14 5EQ

01475 440 057

chris.kane@cmassets.co.uk

Geàrr-iomradh air Adhartas le Eagran 1 de Phlana Gàidhlig Ùghdarras Poilis na h-Alba

- Tha Ùghdarras Poilis na h-Alba air adhartas a dhèanamh le bhith a' foillseachadh dhreachan Gàidhlig no dà-chànanach de phlanaichean, mar eisimpleir, *Co-ro-innleachd airson Obair Phoilis* a chaidh fhoillseachadh ann an 2020. Tha e cudromach gu bheil iad a' cumail a' dol le seo agus ga leasachadh san ath eagran airson deagh ìomhaigh a chur air adhart airson na Gàidhlig.
- Thathar air adhartas fhaicinn le bhith a' toirt cothrom dhan a' phoball seirbheisean eadar-mhìneachaidh agus eadar-theangachaidh a chleachdadh. Tha a' bhuidheann a' dèanamh cinnteach gun tèid seo a dhèanamh a rèir Gnàthachas Litreachaidh na Gàidhlig.
- Tha Ùghdarras Poilis na h-Alba air ionnsachadh agus cleachdadh na Gàidhlig a bhrosnachadh le bhith a' cur cheanglaichean airson ionnsachadh na Gàidhlig air an eadra-lìon aca agus a' toirt taghadh don luchd-obrach ainm-sgrìobhte dà-chànanach a bhith aca aig deireadh nam post-d. Tha e cudromach gun cùm a' bhuidheann a' leasachadh seo gus am bi a' Ghàidhlig air a h-àbhaisteachadh san àite-obrach.
- Thathar air adhartas fhaicinn le bhith a' cur deagh ìomhaigh air adhart airson na Gàidhlig anns an àite-obrach oir fhuair a' bhuidheann a-mach gu bheil àrdachadh air a bhith ann san àireamh luchd-obrach le sgilean Gàidhlig bho 2018 gu 2021, ge-tà airson a' mhòr-chuid den luchd-obrach 's e sgilean aig bun-ìre a th' aca.
- Tha cothroman ann airson Ùghdarras Poilis na h-Alba a bhith a' leasachadh susbaint Ghàidhlig air an làrach-lìn aca agus a' cleachdadh an t-suaicheantais dhà-chànanaich ac' air na foillseachaidhean corporra aca, gu h-àraid an fheadhainn sa Ghàidhlig.
- Cuideachd, tha cothroman aig Ùghdarras Poilis na h-Alba ionnsachadh na Gàidhlig a leudachadh aig ìre chorporra leis an ath eagran den phlana aca, gu sònraichte le bhith a' toirt cothrom don luchd-obrach trèanadh sgilean Gàidhlig agus trèanadh mothachadh Gàidhlig fhaighinn.

Geàrr-iomradh air Adhartas le Eagran 2 de Phlana Gàidhlig Stòras Mara Cailleannach Earranta

- Tha Stòras Mara Cailleannach Eta air adhartas a dhèanamh le bhith a' cur deagh ìomhaigh air adhart airson na Gàidhlig agus le fàs a thoirt air ionnsachadh a' chànan. Bidh a' bhuidheann a' cur air dòigh latha Gàidhlig bliadhna far am bi an luchd-obrach ag ionnsachadh sgilean Gàidhlig.
- Thathar air adhartas fhaicinn le bhith a' brosnachadh cleachdadh na Gàidhlig oir tha a' buidheann air leudachadh an susbaint Ghàidhlig air an làrach-lìn aca. Ge-tà, tha fhathast cothroman ann far am faodadh barrachd susbaint Ghàidhlig a bhith air an làrach-lìn aca.
- Tha Stòras Mara Cailleannach Eta air adhartas a dhèanamh le bhith a' neartachadh faicsinneachd na Gàidhlig oir tha gach soidhne ùr no ath-ùraichte dà-chànanach. Tha e cudromach gun cùm a' bhuidheann ag ùrachadh nan soidhnichean gu dà-chànanach oir tha e a' toirt spèis cho-ionnan don Ghàidhlig agus don Bheurla.
- Tha cothroman ann airson Stòras Mara Cailleannach Eta a bhith a' foillseachadh barrachd fhoillsichidhean corporra gu dà-chànanach. Bha e na amas sa Phlana aca gum biodh iad a' dèanamh eadar-theangachadh air a' Phlana trì-bliadhna aca gu Gàidhlig agus gum biodh iad ga bhrosnachadh air an làrach-lìn aca ach chan eil e follaiseach gu bheil iad air seo a dhèanamh. Tha e cudromach gu bheil iad a' cumail ris na h-amasan a th' anns a' Phlana aca, gu h-àraidh nuair a tha e a' toirt spèis cho-ionnan don Ghàidhlig agus don Bheurla.
- Cuideachd, tha cothroman ann airson Stòras Mara Cailleannach Eta a bhith a' comharrachadh barrachd dhòighean air Gàidhlig adhartachadh tro ghnìomhachd corporra làitheil/ cunbhalach PR agus meadhanan. Tha seo cudromach airson faicsinneachd agus àbhaisteachadh na Gàidhlig.



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	24/01/2023
Àite:	Air MS Teams
Nì a' Chlàir-ghnothaich	4.3

Tìotal a' Phàipeir	Adhartais nam Buidhnean Com-pàirteach Lìbhrigidh	
Moladh do Bhuill	Airson Fiosrachaidh	
Neach labhairt:	Ainm is dreuchd	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba Stiùiridh	xx/xx/2023	Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 – Iomradh air gach buidheann	
1.0	Adhbhar	
1.1	Airson fios as ùr a thoirt seachad do bhuill a' Chomataidh air obair nam Buidhnean Com-pàirteach Lìbhrigidh.	
2.0	Cùl-fhiosrachadh	
2.1	Thathar a' cur taic ri 12 buidhnean aig an ìre seo mar Bhuidhnean Com-pàirteach Lìbhrigidh, is iad a' faighinn taic-airgid bhliadhnail bho Bòrd na Gàidhlig.	
2.2	Am-bliadhna 's iad seo na suimeannan airgead a tha na buidhnean a' faighinn:	
	Comunn na Gàidhlig, Comann nam Pàrant & Spòrs Gàidhlig	£603,400
	Stòrlann Nàiseanta na Gàidhlig	£315,000
	Comhairle nan Leabhraichean	£188,500
	Fèisean nan Gàidheal	£182,000
	An Comunn Gàidhealach	£125,000
	Ionad Chalum Chille Ìle	£105,000
	Sabhal Mòr Ostaig – Ainmean-Àite na h-Alba	£81,600
	Sabhal Mòr Ostaig – Faclair na Gàidhlig	£80,000
	Acair	£60,000
	Ceòlas Uibhist	£57,700
	Theatre Gu Leòr	£55,870
	Sabhal Mòr Ostaig – Tobar an Dualchais	£40,000
2.3	Tha am fiosrachadh sa phàipear seo stèidhichte air na h-aithisgean adhartais a fhuaras bho na buidhnean (is a' mhòr-chuid dhiubh sin bho Dàmhair 2022).	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	Tha obair nam Buidhnean Com-pàirteach Lìbhrigeadh a' dol mar bu chòir san fharsaingeachd aig an ìre seo, is sinn trì-chairteal a-steach dhan bhliadhna-ionmhais.	
3.2	Gheibhear iomradh gu h-ìosal air an àireamh targaidean san aonta taic-airgid a tha na buidhnean air a choileanadh, no an dùil a choileanadh, ro dheireadh a' bhliadhna-ionmhais 2022/23 (is seo am beachd am buidheann fhèin le dearbhadh bho oifigearan a' Bhùird):	

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3.3		Air a choileanadh / Làn dùil gun tèid a choileanadh	Ag obair air / Coltach gun tèid a choileanadh	Cha tèid / Chan eil e coltach gun tèid a choileanadh
	Comunn na Gàidhlig, Comann nam Pàrant & Spòrs Gàidhlig	13	6	0
	Stòrlann Nàiseanta na Gàidhlig	3	5	0
	Comhairle nan Leabhraichean	4	3	0
	Fèisean nan Gàidheal	10	5	2
	An Comunn Gàidhealach	6	2	1
	Ionad Chaluim Chille Ìle	9	2	2
	Sabhal Mòr Ostaig – Ainmean-Àite na h- Alba	5	1	0
	Sabhal Mòr Ostaig – Faclair na Gàidhlig	3	1	0
	Acair	6	3	0
	Ceòlas Uibhist	4	0	0
	Theatre Gu Leòr	7	1	0
	Sabhal Mòr Ostaig – Tobar an Dualchais	2	3	1
3.4	Leis gu bheil leth den bhliadhna fhathast ann airson na gnìomhan a choileanadh tha e comasach gum bi cuid math de na gnìomhan nach eil ann an uaine a bhith air an coileanadh fhathast.			
3.5	Airson na gnìomhan ann an dearg, san fharsaingeachd 's e buaidh leantainneach bho Covid a tha cur bacadh air na buidhnean a bhith gan choileanadh (gu sònraichte ann a bhith ag obair le sgoiltean air no tarraing daoine chòmhla), is beagan duilgheadasan cuideachd ann a thaobh ùine luchd-obrach airson na gnìomhan a choileanadh.			
3.6	Tha tuilleadh fiosrachaidh sa phàipear-taic a thaobh obair na buidhnean fa-leth.			
4.0	Moladh			
4.1	Thathar a' sireadh air Buill a' toirt fa-near am fiosrachadh sa phàipear.			
5.0	Prìomh Bhuidhean Ro-innleachdach			
5.1	Buidhean air Ionmhas			
	Chan eil gin ann.			
5.2	Buidhean air Luchd-obrach			
5.3	Buidhean air Trèanadh			
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra			
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	

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AR LUACHAN BUILEAN NÀISEANTA				
	Còraichean daonna	<input type="checkbox"/>	Clann	<input type="checkbox"/>
	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-Nàiseanta	<input type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>
5.6	Buaidhean air Cliù			
	Tha na Buidhnean Com-pàirteach Libhrigidh a’ libhrigeadh cuid mhath den obair leasachaidh a tha an sàs ann am Plana Chorporra Bhòrd na Gàidhlig, mar sin tha buaidh air càileachd na h-obrach aca is comasan nam buidhnean air cliù a’ Bhùird.			
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			
	Chan eil gin ann.			
5.10	Buaidhean air an àrainneachd			
	Chan eil gin ann.			

1. Comunn na Gàidhlig, Comann nam Pàrant & Spòrs Gàidhlig

- 1.1 Tha obair na h-Iomairtean aig Comunn na Gàidhlig a' leantainn, is a' mhòr chuid de na dreuchdan aca air a' lìonadh is taic air a chumail ri deugairean Gàidhlig sna sgìrean 'ud.
- 1.2 Tha obair a' dol am-bliadhna gus buidhnean-comhairle a' stèidheachadh mu choinneamh gach Iomairt gus a bheil cothrom aig daoine san sgìre ionadail taic a chumail ris an oifigear ann a bhith stiùireadh na h-obrach.
- 1.3 Tha na h-oifigearan tràth-bhliadhnaichean aig Comann nam Pàrant a' leantainn leis a' phileat de sheirbheis nàiseanta chùram-cloinne, is taic air an toirt seachad gu sònraichte gu bhuidhnean aig taobh deas na dùthcha fhosgladh ann an sgìrean ùra no ath-thòiseachadh as dèidh Covid, agus sreath de seiseanan Thig a Chluich a' ruith ann an Leòdhas is na Hearadh gus foghlam tro mheadhan na Gàidhlig aig ìre na tràth-ìrean a chur air adhart.
- 1.4 Tha obair air leantainn cuideachd ann a bhith cur taic ri diofar iomairtean air feadh na dùthcha airson leudachadh air FtMG, is amasan sònraichte air Siorrachd Rinn Friù, Lannraig a Tuath, an Òbain is Inbhir Nis.
- 1.5 Tha obair Spòrs Gàidhlig a' leantainn is an sgioba aig ìre 3.8 FTE an-dràsta is 4 luchd-obrach, is seo ciallachadh gu bheil iad air a bhith libhrigeadh nan targaidean aca a thaobh làithean-obrach air a libhrigeadh.
- 1.6 Tha ceist fhathast ann ged tà air seasmhachd a' phròiseict san àm ri teachd a thaobh luchd-obrach, is obair rannsachaidh a' dol le mhaoineachadh bho HIE air structar na buidhne.

2. Stòrlann Nàiseanta na Gàidhlig

- 2.1 Tha Stòrlann air a bhith soirbheachail leis am prògram-fhoillsichidh aca is na goireasan ùr aca air an slighe gu bhith air an coileanadh mar a tha air iarraidh sa chùmnant.
- 2.2 Tha seo a' gabhail a-steach goireasan airson diofar ìrean agus goireasan leithid pàipearan airson deuchainnean prelims.
- 2.3 Tha dàil air a bhith ann ged tà airson a bhith libhrigeadh na seiseanan CLPL aca a b' àbhaist a bhith fo bhratach "An t-Alltan", is iad aig ìre planaidh fhathast is beagan mìosan ri dhol sa bhliadhna, is cunnart nach tèid seo a choileanadh.
- 2.4 Thathar an dùil fhathast gus lèirmheas a dhèanamh air goireas An Seòtal cuideachd, is seo aig ìre phlanaidh.

3. Comhairle nan Leabhraichean

- 3.1 Tha deagh obair a' dol aig Comhairle nan Leabhraichean ann a bhith cur taic ri foillseachadh de leabhraichean Gàidhlig ùra, is iad air an slighe le bhith maoineachadh diofar leabhraichean ùra is cur taic ri sanasachd dhiubh.
- 3.2 Chaidh na Duaisean Litreachais a chumail am-bliadhna is iad air a bhith soirbheachail agus tha na cothroman leasachaidh do sgrìobhadairean air a bhith air an tabhann mar a bha an dùil.

- 3.3 Tha beagan dàil air a bhith ann a thaobh reic an taca ris an targaid aca, ach leabhraichean eile gu bhith air foillseachadh san dàrna leth den bhliadhna a thathar an dùil a bhios a' lionadh am beàrn a th' aca aig an ìre seo.

4. Fèisean nan Gàidheal

- 4.1 Tha obair Fèisean nan Gàidheal air a bhith a' ruith ann an dòigh nas coltaiche ris na bha e ro Chovid, le diofar tachartasan còmhnaidh is fèisean ionadail air a bhith comasach dhaibh am-bliadhna às dèidh 2 bliadhna duilich.
- 4.2 Chaidh tòrr seisean ullachaidh a' libhrigeadh a dh' ionnsaigh a' Mhòd Nàiseanta Rìoghail is tha neach air fhasdadh dhan dreuchd Oifigear Leasachaidh nan Eilean Siar mar fòrladh màthaireil airson leudachadh a dhèanamh air cothroman dha na Fèisean sna h-Eileanan an Iar.
- 4.3 Chaidh Fèis Bhlas a chumail san t-Sultain is àireamh tachartasan is luchd-frithealaidh na tachartasan air a dol am meud bho 2021, is cothrom air a bhith ann do luchd-ciùil le Ghàidhlig a bhith an sàs.
- 4.4 Bha e comasach barrachd seiseanan dràma a' libhrigeadh am-bliadhna is turas dealbh-cluich a chur air dòigh a-rithist, ach cha deach fear fa-leth a chur air bhonn airson luchd-ionnsachaidh am-bliadhna.

5. An Comunn Gàidhealach

- 5.1 Chaidh am Mòd Nàiseanta Rìoghail a' libhrigeadh gu soirbheachail ann am Peairt am-bliadhna, is seo a' chiad bhliadhna o 2019 a bha e comasach Mòd Nàiseanta a chumail gun mòran bacadh le Covid.
- 5.2 Chaidh tòrr obair a dhèanamh a thaobh ullachadh airson a' Mhòd Nàiseanta, is an Comunn an sàs ann a bhith cuideachadh seiseanan ullachaidh a chur air dòigh airson clann, is còrr is 140 seisean air a libhrigeadh.
- 5.3 Tha obair air a dhol aig a' bhuidheann cuideachd gus na planaichean gnìomhachas aca ullachadh as ùr, is còmhraidhean a' leantainn a thaobh cothroman maoineachaidh bho tùsan eile san àm ri teachd.
- 5.4 Tha duilgheadasan a' nochdadh ged tà leis na Mòdan ionadail, is nach robh e comasach ach 11 a-mach à 18 a chumail am-bliadhna le dìth-taic ann bho chomataidh ionadail aig meuran a' Chomuinn.

6. Ionad Chalum Chille Ìle

- 6.1 Tha an àireamh luchd-tadhail aig ICCI air a bhith a dhol am meud am-bliadhna seach an uiridh le buaidh Covid air a' lagachadh.
- 6.2 Tha na clasaichean Gàidhlig aig a' bhuidheann air tòiseachadh as ùr is ìre fallainn de luchd-frithealaidh aca. Tha obair a' dol leis an SQA gus an ghabh teisteanasan a' libhrigeadh aig an Ionad fhèin.
- 6.3 Tha co-obrachadh a' dol le diofar bhuidhnean is sgoiltean air an eilean air pròiseactan, agus ICCI air a bhith an sàs ann an obair air feadh Earra-Ghàidheal mar bhùth-obrach chothroman Gàidhlig.

- 6.4 Tha obair fhathast ri dhèanamh ged tà aig a' bhuidheann ann a bhith ùrachadh am plana gnìomhachais aca a thaobh an togalach fhèin.

7. Sabhal Mòr Ostaig – Ainmean-Àite na h-Alba

- 7.1 Tha an obair a' leantainn aig Ainmean-Àite le bhith rannsachadh ainmean-àite ùra bho dhiofar thùsan, agus a' bhith clàradh na h-ainmean seo le faidhlichean-fuaim san stòr-dàta air-loidhne aca. Thathar an dùil gum bi iad a' coileanadh na targaidean aca san fharsaingeachd ged a tha slighe ri dhol fhathast.
- 7.2 Tha an làrach-lìn air a bhith an ùrachadh le goireasan ùra gus a bheil e nas fheàrr airson fiosrachadh tron stòr-dàta fhaighinn, agus tha deagh obair air

8. Sabhal Mòr Ostaig – Faclair na Gàidhlig

- 8.1 Tha Faclair na Gàidhlig a' leantainn leis an obair aca ann a bhith a' cruthachadh inntearan airson am Faclair, is an sgioba slàn de 4 faclairichean ag obair tro trèanadh is obair aca, is 2 oifigear air fhastadh le DASG (Dachaigh airson Stòras Gàidhlig) aig Oilthigh Ghlaschu.
- 8.2 Tha planaichean ann gus stèidh ùr a thoirt air Faclair na Gàidhlig gus a bheil an com-pàirteachas nas freagarraiche ri cheum ùr den phròiseict, is obair a' dol air plana gnìomhachais airson an ath 5 bhliadhna.
- 8.3 Tha fhathast obair a' dol air leasachadh is cruthachadh siostaman airson am Faclair, is iad seo a dh'fheum leis nach eil a leithid ri fhaighinn sa Ghàidhlig a-cheana, is seo a' toirt beagan dàil air cùisean.
- 8.4 Tha amas aig am Faclair tuilleadh sanasachd a dhèanamh a thaobh na tha iad a dhèanamh, agus a bhith ag obair le com-pàirtichean leithid sgoiltean gus aire a thogail dha na goireasan a bhios ri fhaighinn.

9. Acair

- 9.1 Tha obair aig Acair a' dol ann a bhith foillseachadh leabhraichean Gàidhlig, ach beagan dàil ann le bhith cur beagan leabhraichean air dòigh air sgath duilgheadasan leis na sgrìobhadairean fa-leth.
- 9.2 Tha figearan reic na buidhne air son a' bhliadhna a' dol gu math – is dùil gu bheil an làrach-lìn ùr aca (a chaidh a mhaoineachadh le BnG) a' dèanamh feum dhan a sin.
- 9.3 Tha Acair air a bhith soirbheachail ann a bhith lorg sgrìobhadairean is eadar-theangairean ùra airson taic a chumail riutha, agus cuideachd ann a bhith sanasachd nan leabhraichean aca tro tachartasan.

10. Ceòlas Uibhist

- 10.1 Tha bliadhna soirbheachail air a bhith aig Ceòlas gu ruige seo, is deagh fèill air na clasaichean is sgoil samhraidh aca, is seo a' chiad sgoil samhraidh às dèidh Covid.
- 10.2 Tha ceannard ùr a-nis aig Ceòlas Uibhist, le John Joe MacNèill air an dreuchd a ghabhail as dèidh dhà Mhàiri Schmoller fhàgail na bu thràithe ann an 2022.
- 10.3 Tha Ceòlas cuideachd air feum a dhèanamh den togalach ùr Cnoc Soilleir is seo a' toirt cothroman ùr dhan bhuidheann.

- 10.4 Tha an oifigear foghlaim aig Ceòlas san 2na bhliadhna den dreuchd is an sreath clasaichean aghaidh-ri-aghaidh is air-loidhne air an leudachadh air sgath seo.

11. Theatre Gu Leòr

- 11.1 Tha obair Theatre Gu Leòr a' leantainn, is iad a bhith ag obair air diofar pìosan-obrach dràma a chur air dòigh, leithid prògraman rèidio air a' BhBC agus obair air dealbh-cluich ioma-chànanach Taigh/Ty/Teach.
- 11.2 Tha am prògram leasachaidh aca fhathast a' dol cuideachd, le bhith tabhann stiùir is comhairle do luchd-ealain agus taic a chumail ri chleasaichean òg le bhùthan-obrach is seiseanan leasachaidh.

12. Sabhal Mòr Ostaig – Tobar an Dualchais

- 12.1 Tha obair aig Tobar an Dualchais a' dol ach le maill air na targaidean aca a thaobh clàraidhean ùr a chur a-steach air an làrach-lìn aca air sgath diofar adhbharan.
- 12.2 Tha an làrach-lìn ùr aca ag obair nas fheàrr airson luchd-cleachdaidh, is tha deagh obair a' dol a thaobh sanasachd obair Tobar an Dualchais tro altan agus bùithtean-obrach air a chumail.
- 12.3 Bidh obair a' leantainn air ro-innleachd ùr airson na buidhne san àm ri teachd, is aonta ùr ri lorg eadar chom-pàirteachasan sa phròiseict mus an urrainn an obair sin a' leantainn.



A' freagairt ri	Comataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	24.01.2023
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	5.1

Tìotal a’ Phàipeir		Ùrachadh: Leasachadh Curraicealaim taobh a-staigh Foghlam FtG aig ìre na h-Àrd-sgoile.	
Moladh do Bhuill		Mar fhiosrachadh*	
Neach-labhairt:		Jennifer McHarrie, Stiùiriche Foghlaim	
Cùrsa Riaghlachais airson na h-Aithris		Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba-stiùiridh		11.01.2023	Ri Aontachadh
Pàipear-taice air a cheangal ris		PT1 Taisbeanadh airson Co-labhairt Foghlaim Bhliadhnail Holyrood Magazine	
1.0	Adhbhar		
1.1	Gus am fios as ùire a thoirt do Bhuil na Comataidh air Leasachadh Churraicealaim ann an Roinn FtG na h-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.		
3.0	Prìomh Aithris/Fiosrachadh		
3.1	<p>Freagairtean Co-chomhairle bhon t-Sultain 2022 air adhart:</p> <p>Tha na freagairtean co-chomhairle a leanas, a tha co-cheangailte ri na a tha a’ toirt buaidh air FtG aig ìre na h-àrd-sgoile, rim faighinn ann an earrann nan co-chomhairlean air làrach-lìn Bhòrd na Gàidhlig.</p> <p>Co-chomhairle air an Lèirmheas Neo-eisimeileach air Lìbhrigeadh Sgilean (an Dùbhlachd 2022)</p> <p>Lèirmheas Neo-eisimeileach air Teisteanasan agus Measadh (am Faoilleach 2023)</p> <p>Còmhradh Nàiseanta (An t-Samhain 2022)</p> <p>Co-chomhairle air Gàidhlig agus Albais: Bile nan Cànanan Albannach</p>		
3.2	<p>Measadh Roghainnean air a bhith a’ Cruthachadh Seirbheis FtG ùr aig ìre na h-Àrd-sgoile</p> <p>Mar a chaidh a thoirt fa-near aig coinneamh na Comataidh san t-Samhain 2022, 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. Aig an àm seo, bidh an t-Ùghdarras Ionadail a’ toirt seachad FtG sna Tràth-bhliadhnachan agus sa Bhun-sgoil, agus mar a chaidh aontachadh leis an Ùghdarrasan Ionadail, faodaidh Ùghdarrasan eile am measadh a chleachdadh agus iad a’ dèanamh rannsachadh air mar a chruthaicheas iad seirbheisean Àrd-sgoile FtG ùra. Thathar an dùil gun tèid am Measadh Roghainnean a chur chun na Comataidh iomchaidh taobh a-staigh Comhairle Inbhir Chluaidh san Fhaoilleach 2023 airson beachdachadh.</p>		
3.3	<p>Sgeama Tabhartasan Foghlaim</p> <p>Uile gu lèir, tha Sgeama Tabhartasan Foghlaim air na leanas a thoirt seachad ann an 2022-23: Tabhartasan Foghlaim do dh’oileanaich air Cùrsaichean Foghlaim: 46 Oileanaich Iomlan: £60,302</p> <p>Tha seo math an coimeas ri figearan 2021-22: Tabhartasan Foghlaim do dh’oileanaich air Cùrsaichean Foghlaim: 47 Oileanaich Iomlan: £52,621</p> <p>Tha Tabhartasan Foghlaim fosgailte do thagraidhean bho oileanaich air Cùrsaichean Bun-sgoile / Àrd-sgoile / Tràth-bhliadhnachan agus tidsearan air pileat an ATQ.</p>		
3.4	<p>FtG sa chlàr-ama aig ìre na h-Àrd-sgoile</p> <p>Thòisich Bòrd na Gàidhlig agus Foghlam Alba ag obair air co-iomairt gus taic a thoirt do chlàr-ama FtG</p>		

Seisean Fosgailte

Cuspair 5.1

	<p>aig ìre na h-Àrd-sgoile. Bidh dà phrìomh amas aig seo – taic a thoirt do dh'Àrd-luchd-obrach le uallach airson clàran-ama agus structaran chòlbhan agus a bhith a' sgaoileadh eisimpleirean de dh'obair shoirbheachail thar ùghdarrasan ionadail. Thòisich planadh tùsail san Dùbhlachd 2022 agus bidh barrachd obrach a' tachairt ann an Teirm 3 (Faoilleach-Màrt 2023) agus thèid ùrachadh a thoirt seachad aig an ath choinneamh comataidh.</p>	
3.5	<p>Cothroman SMO agus CLPL</p> <p>Tha Bòrd na Gàidhlig a' toirt comhairle agus taic phroifeiseanta do sgioba SMO air raon de leasachaidhean a dh'fhaodadh tachairt ann an 2023, a' gabhail a-steach na leanas:</p> <ul style="list-style-type: none"> i) Seiseanan CLPL do thidsearan àrd-sgoile a tha fileanta sa Ghàidhlig gus an ullachadh gus an cuspair aca a libhrigeadh tron Ghàidhlig ii) Seiseanan CLPL airson Oifigearan Ùghdarrasan Ionadail le raon-ùghdarras a' gabhail a-steach FtG / FLI. iii) Seiseanan CLPL airson buill SLT le uallach airson FtG ann an sgoiltean a tha a' libhrigidh tron dà chànan <p>Thèid fiosrachadh mu adhartas le cothroman CLPL a thoirt don Chomataidh aig coinneamhan ri teachd.</p>	
3.6	<p>Co-labhairt Holyrood</p> <p>Thug Sgioba Foghlaim Bhòrd na Gàidhlig agus Comann nam Pàrant Nàiseanta seisean seachad air Obair Com-pàirteachais aig Co-labhairt Foghlaim bhliadhnail Holyrood Magazine san t-Samhain 2022. Chaidh a' Cho-labhairt fhosgladh le Ministear na Cloinne agus nan Daoine Òga, Clare Haughey BPA agus bha farsaingeachd de luchd-frithealaidh bho raon farsaing de roinnean taobh a-staigh Foghlaim na h-Alba. Tha an taisbeanadh an cois seo mar cheangal (PT2).</p>	
3.7	<p>Oilthigh Shrath Chluaidh</p> <p>Tha sgioba Foghlaim a' Bhùird air tòiseachadh a bhith ag obair còmhla ri Oilthigh Shrath Chluaidh gus an solar ITE aca a bhrosnachadh nas fharsainge, oir bha lùghdachadh ann an àireamhan ann an seisean 2022-23. A bharrachd air sin, cumaidh sgioba Foghlaim a' Bhùird orra a' toirt seachad comhairle phroifeiseanta agus taic dhan phileat air ATQ a bhios a chrìochnachadh aig deireadh 2023.</p>	
4.0	Moladh	
4.1	Gun toir a' Chomataidh am pàipear seo fa-near agus gun aontaich i barrachd ùrachaidhean fhaighinn aig gach coinneamh Comataidh ri teachd.	
5.0	Prìomh Bhuidhean Ro-innleachdach	
5.1	<p>Buidhean air Ionmhas</p> <p>Tha na cosgaisean uile taobh a-staigh a' bhuidseit.</p>	
5.2	<p>Buidh air Luchd-obrach</p> <p>Cha bhi buaidh ann</p>	
5.3	<p>Buidh air Trèanadh</p> <p>Cha bhi buaidh ann</p>	
5.4	<p>Ceanglaichean ri Amasan Ro-innleachdail agus Corporra</p> <p>Tha an obair seo a' cur ri amas chorporra 2 Gum bi barrachd cothroman ann do dhaoine aig aois sam bith na sgilean Gàidhlig aca a thoirt air adhart agus gum bi e nas fhasa dhaibh na cothroman sin a ghabhail.</p>	
5.5	Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta	
	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

Seisean Fosgailte
Cuspair 5.1

	AR LUACHAN BUILEAN NÀISEANTA			
	Còraichean Daonna	<input type="checkbox"/>	Clann is Daoine Òga	<input checked="" 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.*

CLPL - Ionnsachadh proifeiseanta fad-dreuchd (*Career-long Professional Learning*)

FtG / FLi – Foghlam tro Mheadhan na Gàidhlig / Foghlam Luchd-ionnsachaidh

ATQ – Teisteanas Teagaisg a Bharrachd gus an urrainn do tidsearan Nuadh-chànanan ann an àrd-sgoiltean tro mheadhan na Beurla a bhith a' cur Gàidhlig ris a' chlàradh aca.

SLT - Àrd-sgioba stiùiridh

Bòrd na Gàidhlig

Comann nam Pàrant Nàiseanta

Holyrood Education Conference 2022

**Adhartas tro Chompàirteachas: A' Ghàidhlig ann am Foghlam
Albannach**

Progress through Partnership: Gaelic in Scottish Education



Clàr-ghnothaich /Agenda

- ◆ Jim Whannel (Stiùiriche Foghlaim / Director of Gaelic Education, Bòrd na Gàidhlig) on Partnership delivering for Gaelic.
- ◆ Magaidh Wentworth (Oifigear Nàiseanta /National Officer, Comann nam Pàrant Nàiseanta – the parental perspective in delivering for Gaelic.
- ◆ Ceistean is Iomraidhean Questions/ Comments



Bòrd na Gàidhlig: Ag obair ann am compàirteachas / Working in partnership....

Some factors relating to why partnership is particularly important to Bòrd na Gàidhlig:

- ✓ The Bòrd prepares the Plana Nàiseanta na Gàidhlig /National Plan for Gaelic for Scottish Ministers and provides a wide range of strategic advice and professional support but does not deliver services.
- ✓ Education is delivered by Local Authorities a key partnership.



Bòrd na Gàidhlig: Ag obair ann am compàirteachas / Working in partnership....

- ✓ Professional support for Education and Inspection is delivered by Education Scotland – a key partnership.
- ✓ A range of Gaelic related funding streams are delivered by the Scottish Government with around 19% of Gaelic Funding residing with the Bòrd – a key partnership.
- ✓ A variety of national agencies – SQA, GTCS, SFC all deliver input for Gaelic – a key partnership.



Bòrd na Gàidhlig: Ag obair ann am compàirteachas / Working in partnership....

- ✓ Bòrd na Gàidhlig works closely with public bodies with individual Gaelic Language Plans – around 60 currently – again a key partnership.
- ✓ Agencies which work specifically in Gaelic-speaking communities and which often receive funding from Bòrd na Gàidhlig- Fèisean nan Gaidheal, Comann na Gàidhlig etc – a key partnership



Bòrd na Gàidhlig: Ag obair ann am compàirteachas / Working in partnership....

- ✓ Parental support is an essential element driving forward the Gaelic-medium Education agenda – so Comann nam Pàrant Nàiseanta is a key partnership

For the Plana Nàiseanta na Gàidhlig / National Plan for Gaelic to succeed Scotland needs effective strategic partnerships to deliver across the board.



Bòrd na Gàidhlig: Ag obair ann am compàirteachas / Working in partnership....

Why is it important that partnerships are effective?

- ❑ They deliver the aspirations of the ever-increasing number of people in Scotland – in the Scottish Social Attitudes Survey of 2021 55% backed there being a rise in the number of Gaelic-speakers in Scotland. Again 55% reported support for all children (5-15 year olds) being taught some Gaelic – up from 38% in the same survey in 2012.



Bòrd na Gàidhlig: Ag obair ann am compàirteachas / Working in partnership....

Why is it important that partnerships are effective?

- ☐ More and more people are learning the language – Duolingo Gaelic has 1.1 million signed up and the new Speak Gaelic initiative had 400k interacting with resources as of April 2022.
- ☐ More and more parents want their children in Gaelic-medium Education – a majority of Scottish Local Authorities now deliver or are in the processing of delivering Gaelic-medium Primary Education.

Scotland wants Gaelic to thrive !



Bòrd na Gàidhlig: Ag obair ann am compàirteachas / Working in partnership....

There are a range of national developments which impact on the language too -

National Islands Plan

Land Reform Bill

Remote, Rural and Islands Housing Action Plan

All these developments impact on Gaelic. They involve partnership working to deliver key targets. Bòrd na Gàidhlig continues to provide detailed professional input in our consultation responses – available at www.gaidhlig.scot

These types of developments will always be a feature of our national discourse and Bòrd na Gàidhlig will continue to focus on providing professional advice and formal responses that place Gaelic firmly on the agenda.



Bòrd na Gàidhlig: Ag obair ann am compàirteachas / Working in partnership....

A specific example of partnership working could be around a National Gaelic Education Strategy.

This has been a particular feature of the Scottish Government's Consultation on Gaelic and Scots which closes on the 8th December 2022.

Some key messages around partnership working in this context are the following.



Bòrd na Gàidhlig: Ag obair ann am compàirteachas / Working in partnership....

National Gaelic Education Strategy and Partnership Working- A Bòrd perspective...

- ✓ Led at Ministerial level – Scotland's national strategy for Gaelic Education
- ✓ National Agencies all have clearly defined roles in supporting the strategy
- ✓ Local Authorities are all engaged and supported regarding the strategic aims of a National Gaelic Education Strategy
- ✓ Bòrd na Gàidhlig provides strategic leadership advice and professional support for the strategy.
- ✓ Parents have clear understanding of strategic aims and have confidence in its delivery.
- ✓ Schools and teachers and early years practitioners have confidence in the strategy and fully understand their roles.
- ✓ All contributors to the strategy are clear about resourcing, training and any development needs



Comann nam Pàrant Nàiseanta – the parental perspective on partnership working....

Dùbhlán – Challenges

- ✓ Attitudes towards views of parents
- ✓ Being a minority – attitudes towards Gaelic and Gaelic medium education
- ✓ Inclusion of Gaelic in national policy making





Comann nam Pàrant Nàiseanta – the parental perspective on partnership working....

Support – Taic

- ✓ Legislation –Statutory Guidance on Education
- ✓ National Plan for Gaelic and Local authority Gaelic plans
- ✓ Parental engagement
- ✓ Willingness of partners



Comann nam Pàrant Nàiseanta – the parental perspective on partnership working....

UNCRC - Article 30

In those States in which ethnic, religious or linguistic minorities or persons of indigenous origin exist, a child belonging to such a minority or who is indigenous shall not be denied the right, in community with other members of his or her group, to enjoy his or her own culture, to profess and practise his or her own religion, or to use his or her own language.



Comann nam Pàrant Nàiseanta – the parental perspective on partnership working....

Benefits – Buannachdan

- ✓ Enables representation of GME parental views and sharing of information
- ✓ Raises the profile of Gaelic with national agencies
- ✓ Helps us to respond to parental aspirations for GME



Trì teachdaireachdan chudromach

Three important messages

Bidh compàirteachas deatamach airson adhartais a dhèanamh

Partnership is essential

Deifir bhuidhnean nàiseanta le dleastanasan eadar-dhealaichte -
co-theacsa airson ro-innleachd sam bith leithid Am Plana
Nàiseanta airson na Gàidhlig agus lìbhrigeadh co-leantaileach

Different agencies with different responsibilities – delivery of a coherent strategy

Bidh guthan nam pàrant an còmhnaidh cudromach

Parental voices always important





A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	24.01.2023
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	5.2

Tìotal a' Phàipeir	Adhartas air Trusadh is Glèidheadh Luchd-teagaisg	
Moladh do Bhuill	Airson Fiosrachaidh*	
Neach-labhairt:	Jennifer McHarrie	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba-stiùiridh	11.01.2023	Ri Aontachadh
Pàipear-taice air a cheangal ris	-	
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 agus Sgioba Foghlaim air a bhith ag obair, a' togail air an fhiosrachadh a fhuair a' Chomataidh san t-Samhain 2022.	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	<p>Prògram nan Tadhlan Sgoile</p> <p>Tha prògram nan tadhlan sgoile fhathast ga libhrigeadh gach teirm le 11 Àrd-sgoiltean a' cumail seisean sanasachd le taisbeanadh bhon Oifigear Trusaidh Thidsearan ro dheireadh Teirm 2 (Dùbhlachd 2022). Bithear a' tadhal air gach àrd-sgoil a tha a' tabhann FtG aig a bheil co-dhiù 5 sgoilearan eadar an 3^s agus an 6^{mh} bliadhna gach seisean acadaimigeach mar phàirt de phrògram leantainneach.</p> <p>A bharrachd air a bhith a' toirt seachad tadhlan sgoile, bidh an t-Oifigear Trusaidh Thidsearan ag obair còmhla ri Leasachadh Sgilean na h-Alba agus a' frithealadh Fèilltean Dhreuchdan a' brosnachadh dhreuchdan ann am FtG. Libhrigidh i cuideachd prògram de thadhlan air oilthighean gach seisean agus nì i barrachd obrach le GTCS a' brosnachadh FtG mar roghainn dreuchd.</p>	
3.2	<p>Taic do Luchd-teagaisg ùra</p> <p>Mar phàirt den phrògram taic do thidsearan-probhaidh ann am FtG tha an t-Oifigear Trusaidh Thidsearan a' cur sreath de sheiseanan trànaidh air dòigh thar an t-seisein (tha an seisean foghlaim a' ruith bhon Lùnastal chun an Ògmhios gach bliadhna agus e air a roinn ann an 4 teirmean). Thèid tachartas trànaidh air-loidhne a chumail do thidsearan-probhaidh fo dheuchainn le Co-labhairt Thidsearan-probhaidh FtG san t-Sultain gach bliadhna. Bidh am prògram a' gabhail a-steach seiseanan sònraichte bho phrìomh bhuidhnean com-pàirteachais leithid Foghlam Alba agus Stòrlann Nàiseanta agus thèid a mheasadh gu leantainneach.</p>	
3.3	<p>Oilthigh Obar Dheathain</p> <p>Tha Sgioba Foghlaim Bhòrd na Gàidhlig air taic agus comhairle phroifeiseanta a thoirt do luchd-obrach Oilthigh Obar Dheathain a thaobh cothroman gus ITE a libhrigeadh airson FtG. Bha an t-oilthigh a' toirt seachad cùrsa ITE airson FtG, a sgur ann an 2018. Leanaidh còmhraidhean tràth ann an 2023.</p>	

Seisean Fosgailte

Cuspair 5.2


3.4	Aithisg air Fastadh agus Glèidheadh Luchd-teagaisg Chuir seann Stiùiriche Foghlam na Gàidhlig aithisg fharsaing gu Roinn na Gàidhlig agus Albais air raon de chùisean ro-innleachdail co-cheangailte ri solar ITE san t-Samhain 2022. Bha an aithisg a' gabhail a-steach fòcas air na dùbhlain shònraichte co-cheangailte ri trusadh is glèidheadh thidsearan ann an Comhairle na Gàidhealtachd, Earra-Ghàidheal is Bòd agus Baile Obar Dheathain agus chaidh a cur ri chèile le taic bho oifigearan anns gach fear de na h-ùghdarrasan ionadail sin. Tha an aithisg an uair sin a' beachdachadh air cùisean nas fharsainge agus a' cur air adhart 12 mholadh airson beachdachadh a bharrachd.																																				
3.5	Dèan Diofar Chaidh an iomairt DèanDiofar a bhrosnachadh ann an dà iomairt sanasachd thairis air 2022. Rinneadh measadh tùsail san Dùbhlachd 2022 le toraidhean fàbharach. Bha seo a' gabhail a-steach ruigsinneachd de 30,502 air Facebook agus 7,338 air Instagram (le sanasachd sònraichte ann an 31 pàipearan naidheachd ionadail is nàiseanta). Bithear a' measadh buaidh gu leantainneach thar beagan bhliadhnaichean (a' gabhail a-steach buaidh air àireamhan ann an ITE ann an 2023). Tha na 6 bhidiothan rim faighinn air làrach-lìn Bhòrd na Gàidhlig.																																				
4.0	Moladh																																				
4.1	Tha a' Chomataidh a' toirt fa-near am pàipear seo.																																				
5.0	Prìomh Bhuidhean Ro-innleachdach																																				
5.1	Buidhean air Ionmhas Buaidh air buidseatan airson Foghlaim agus Sanasachd ach uile taobh a-staigh nan buidseatan stèidhichte.																																				
5.2	Buidhean air Luchd-obrach Buaidh air Goireasan Luchd-obrach – an dà chuid ann an Sgiobadh Foghlaim agus airson Sgiobadh Conaltraidh.																																				
5.3	Buidhean air Trèanadh Chan eil buaidh gu sònraichte ann																																				
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra Tha an stiùireadh seo a' cur ris an amas corporra 2 - Gum bi barrachd chothroman ann do dhaoine aig aois sam bith na sgilean Gàidhlig aca a thoirt air adhart agus gum bi e nas fhasa dhaibh na cothroman sin a ghabhail.																																				
5.5	Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta																																				
	<table border="1"> <thead> <tr> <th colspan="2">AR N-ADHBHAR</th> <th colspan="2">AR LUACHAN</th> </tr> </thead> <tbody> <tr> <td colspan="2">Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach</td> <td colspan="2">'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach</td> </tr> <tr> <th colspan="4">AR LUACHAN BUILEAN NÀISEANTA</th> </tr> <tr> <td>Còraichean daonna</td> <td><input type="checkbox"/></td> <td>Clann</td> <td><input checked="" 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 checked="" type="checkbox"/></td> <td>Eaconamaidh</td> <td><input type="checkbox"/></td> </tr> <tr> <td colspan="3">Gnothachasan soirbheachail is ùr-ghnàthach</td> <td><input type="checkbox"/></td> </tr> </tbody> </table>	AR N-ADHBHAR		AR LUACHAN		Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach		AR LUACHAN BUILEAN NÀISEANTA				Còraichean daonna	<input type="checkbox"/>	Clann	<input checked="" 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"/>
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5.6	Buidhean air Cliù Neartaichidh an obair seo cliù a' Bhùird mar bhuidheann a tha a' bualadh 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.																																				

Seisean Fosgailte
Cuspair 5.2

5.9	Buaidhean air Co-ionannas
	Cha bhi buaidh ann.
5.10	Buaidhean air an àrainneachd
	Cha bhi buaidh ann.

* Fosgailte airson deasbad aig a choinneamh

ITE- Initial Teacher Education (Teacher Training Courses)

	A' freagairt ri Presenting to:	Comataidh Poileasaidh is Ghoireasan
	Ceann-latha na Coinneimh Date	24/01/2023
	Àite Where:	MS Teams
	Nì a' Chlàir-ghnothaich Item No:	6.1

Tìotal a’ Phàipeir Title of Paper		Dreachd Plana Pàrantan Corporra 2023-26	
Moladh do Bhuill		Airson aontachadh	
Neach labhairt: Presenter		Louise Nicllleathain, Manaidsear Gnìomhan	
Cùrsa Riaghlachais airson na h-Aithris		Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba Stiùiridh		11/01/2023	Airson aontachadh
Pàipear-taice air a cheangal ris		Tha PT1 – Dreachd Plana Pàrantan Corporra 2023-28 Tha am plana a’ nochdadh sa Bheurla leis gun robhar a’ sireadh beachdan bho dhaoine aig nach robh Gàidhlig.	
1.0	Adhbhar Purpose		
1.1	Tha aig Bòrd na Gàidhlig ri Plana Pàrantan Corporra ullachadh fo sgèith reachdas Children and Young People (Scotland) Act 2014.		
2.0	Cùl-fhiosrachadh Background		
2.1	Tha am plana a th’ againn air tighinn gu crìoch. Seo dreachd a thathar a’ moladh airson 2023-26.		
3.0	Prìomh Aithris/Fiosrachadh – Main Points/Information		
3.1	Choinnich Manaidsear Gnìomhan le muinntir Who Cares Scotland? airson beachd fhaighinn air susbaint agus cruth a’ phlana. Thuirt iad focas a cur air gnìomhan a ghabhadh a choileanadh agus a tha stèidhichte air na prìomh gnìomhan aig Bòrd na Gàidhlig.		
3.2	Chaidh buidheann taobh a-staigh na buidhne a chur air dòigh airson coimhead ris an dreachd plana. ‘S e ballrachd an sgioba sin: Manaidsear Gnìomhan; Rianaire; Oifigear Maoineachadh is Phròiseactan; Manaidsear Foghlaim agus Manaidsear Planaidh.		
3.3	Chaidh an dreachd seo a chur ri chèile air stèidh ga chumail sìmplidh, le fòcas air na prìomh roinnean far am bi am buaidh as fheàrr air obair Bhòrd na Gàidhlig air obair pàrantan corporra		
4.0	Moladh – Recommendation		
4.1	Gun aontaich an Comataidh Poileasaidh is Ghoireasan ris an dreachd plana seo.		
5.0	Prìomh Bhuidhean Ro-innleachdach - Main Impacts		
5.1	Buidhean air Ionmhas – Finance		
	Cha bhi buaidh air ionmhas.		
5.2	Buidhean air Luchd-obrach – Staffing		
	Cha bhi buaidh air luchd-obrach.		
5.3	Buidhean air Trèanadh – Training		
	Thèid na prìomh amasan a chonaltradh ri luchd-obrach gus dèanamh cinnteach gu bheil a h-uile duine mothachail air na h-amasan againn.		
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra – Corporate Aims and Objectives		
	Tha seo a’ cur ris an t-amas corporra gum bi Bòrd na Gàidhlig a’ leasachadh nan dòighean obrach aige an còmhnaidh.		

5.5	Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta – National Framework links			
	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.	
	Focus on creating a more successful country with opportunities for all of Scotland to prosper through contributing to wellbeing, and sustainable and inclusive economic		We are a society that treats our people with kindness, respect and compassion, respects the rule of law, and operates in an open and transparent manner.	
	AR LUACHAN BUILEAN NÀISEANTA National Outcomes			
	Còraichean daonna Wellbeing	<input checked="" type="checkbox"/>	Clann - Children	<input checked="" type="checkbox"/>
	Cultar - Culture	<input type="checkbox"/>	Coimhearsnachdan - Community	<input type="checkbox"/>
	Àrainneachd - Environment	<input type="checkbox"/>	Bochdainn - Poverty	<input type="checkbox"/>
	Slàinte - Health	<input type="checkbox"/>	Eadar-Nàiseanta - International	<input type="checkbox"/>
	Foghlam Education	<input type="checkbox"/>	Eaconamaidh Economy	<input type="checkbox"/>
Gnothachasan soirbheachail is ùr-ghnàthach - business innovation			<input type="checkbox"/>	
5.6	Buaidhean air Cliù - Reputational			
	Cha bhi buaidh air cliù.			
5.7	Buaidhean air Slàinte is Sàbhailteachd – Health and Safety			
	Cha bhi buaidh air slàinte is sàbhailteachd.			
5.8	Buaidhean Laghail – Legal Implications			
	Tha aig Bòrd na Gàidhlig ris am plan seo ullachadh fo reachdas Children and Young People (Scotland) Act 2014.			
5.9	Buaidhean air Co-ionannas – Equalities			
	Bidh am plana seo a’ cur ri co-ionannachd chothroman.			
5.10	Buaidhean air an àrainneachd - Greening			
	Cha bhi beachd air an àrainneachd.			

Introduction and Background

The Children and Young People (Scotland) Act 2014 (the Act) was passed in March 2014 and is a major piece of legislation that introduced significant changes to the planning, operation and delivery of children's services in Scotland. The Act largely added to or amended previous statutes which have set out the legal framework for children's services.

As part of the Act (Part 9), Bòrd na Gàidhlig is legally designated as a Corporate Parent. The responsibility for fulfilling these duties lies across the organisation, although ultimate responsibility lies with the Board and our Senior Management Team.

As a Corporate Parent, Bòrd na Gàidhlig has a responsibility to set out how we will carry out our Corporate Parenting duties and functions. This Corporate Parenting plan will outline these duties, as well as show how we will monitor our performance, write and publish a report on performance every three years, that will be sent to Scottish Ministers, and used to create a report to be laid before Parliament. Part 9 of the Act came into force in April 2015, and from 2016, Bòrd na Gàidhlig has produced a Corporate Parenting plan.

Definition of a Care Experienced Person

The term 'care-experienced' refers to anyone who has been or is currently in care or from a looked-after background at any stage in their life, no matter how short, including adopted children who were previously looked-after. This care may have been provided in one of many different settings such as in residential care, foster care, kinship care, or through being looked-after at home with a supervision requirement. (Scottish Government, 2021)

Definition of a Corporate Parent

Whilst there is a comprehensive definition of a 'Corporate Parent' provided in section 56 of the Children and Young People (Scotland) Act 2014, for the purposes of this plan the following definition, taken from the statutory guidance for part 9 of the Act, will be used. Corporate Parenting is:

"An organisation's performance of actions necessary to uphold the rights and safeguard the wellbeing of a looked after child or care leaver, and through which physical, emotional, spiritual, social and educational development is promoted." (Scottish Government, 2015)

What are the duties of a Corporate Parent?

The duties of a Corporate Parent must be fulfilled for all Care Experienced people. The Act sets out a series of six specific duties that Corporate Parents must fulfil. They are:

Corporate Parenting duties



Be **alert** to matters which, or which might, adversely affect the wellbeing of looked after children and care leavers.



Assess the needs of those children and young people for services and support.



Promote the interests of those children and young people.



Seek to provide looked after children and care leavers with **opportunities** to participate in activities designed to promote their wellbeing.



Take action to help looked after children and care leavers **access** opportunities and make use of the services and access support they provide.



Take any other action you consider appropriate for the purpose of **improving** the way in which you exercise your functions in relation to looked after children and care leavers.

United Nations Convention on the Rights of the Child (UNCRC)

The UN Convention on the Rights of the Child (UNCRC) is the basis of all of UNICEF's work. It is the most complete statement of children's rights ever produced and is the most widely-ratified international human rights treaty in history.

Bòrd na Gàidhlig sees that through our work as Corporate Parents, we can contribute to the UNCRC, particularly in relation to the following articles:

Article 12 - (respect for the views of the child) Every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously. This right applies at all times, for example during immigration proceedings, housing decisions or the child's day-to-day home life.

Article 28 - (right to education) Every child has the right to an education. Primary education must be free and different forms of secondary education must be available to every child. Discipline in schools must respect children's dignity and their rights. Richer countries must help poorer countries achieve this.

Article 30 - (children from minority or indigenous groups) Every child has the right to learn and use the language, customs and religion of their family, whether or not these are shared by the majority of the people in the country where they live.

Article 31- (leisure, play and culture) Every child has the right to relax, play and take part in a wide range of cultural and artistic activities.

Bòrd na Gàidhlig and Corporate Parenting

Bòrd na Gàidhlig acknowledges that Corporate Parenting duties align with a number of our ambitions and priorities. The clearest link is to our National Gaelic Language Plan ambition that "Gaelic belongs to all of Scotland."

We will use our advocacy role to raise awareness of Care Experienced people, both internally and

externally across our Gaelic language development activities.

Current knowledge within Bòrd na Gàidhlig

This is Bòrd na Gàidhlig's third Corporate Parenting Plan. Since our first plan we have learned that the areas that we can have the most impact are through the work of our main funded organisations, community funding schemes, our work in education, and through advocacy and signposting. All of our staff have attended at least one Corporate Parenting training session.

ACTION PLAN

The purpose of the action plan is to set out the actions which Bòrd na Gàidhlig will undertake to fulfil our duties as a Corporate Parent. The aims of the plan take into consideration the public sector equality duty and are:

- to make sure that Bòrd na Gàidhlig fulfils its duties in a way that is consistent with its functions to increase the number of people speaking, using and learning Gaelic in Scotland and the number of situations in which it is used
- to ensure that all Bòrd na Gàidhlig staff and board members are aware that the organisation is a Corporate Parent and the duties it must fulfil
- to enable Care Experienced people to access opportunities in speaking, using and learning Gaelic in Scotland.

Corporate Parenting Plan Actions

a. Be alert to matters that might affect the wellbeing of Care Experienced people

- Corporate Parent training will be provided for all staff and board members joining the organisation to enable them to better understand the needs and barriers that Care Experienced people face in accessing opportunities for speaking, using and learning Gaelic in Scotland
- Bòrd na Gàidhlig will ensure that all staff are aware of their specific responsibilities in carrying out Corporate Parenting duties

b. Assess the needs of Care Experienced people for services and support Bòrd na Gàidhlig provides

- Bòrd na Gàidhlig will assess impact on Care Experienced people when creating or reviewing its policies, plans and procedures

c. Promote the interests of Care Experienced people

- All funding schemes will incorporate a section asking if the project provides activities or opportunities for Care Experienced people, and to provide information on the intended outcomes

d. Provide advice to our main funded organisations as to how they can provide Care Experienced people with opportunities to participate in activities designed to promote their wellbeing

- Bòrd na Gàidhlig will continue to promote the interests of Care Experienced people across all its funding streams, and we will encourage our main funded organisations to ensure that their staff receive Corporate Parenting training

e. Help Care Experienced people access opportunities and make use of services, and access support

- Bòrd na Gàidhlig will have a nominated member of staff to assist with our application forms
- Bòrd na Gàidhlig will provide the opportunity to self-identify on application forms for all Bòrd na Gàidhlig roles and offer mentoring opportunities to all who meet the criteria set out in the job description

f. **Working with other Corporate Parents**

- Bòrd na Gàidhlig will collaborate with other Corporate Parents to assess the needs of Care Experienced people in relation to their ability to access opportunities for speaking, using and learning Gaelic in Scotland.
- Bòrd na Gàidhlig will contribute to projects and events with other Corporate Parents as and when the opportunities arise.

Internal Delivery Group

Bòrd na Gàidhlig has an internal delivery group that has representatives from each department. We have a Corporate Parenting champion who will ensure that our Corporate Parenting plan is promoted, and they will act as the first point of contact for Corporate Parenting within Bòrd na Gàidhlig.

Publication of the Plan, monitoring progress and reporting

Bòrd na Gàidhlig will publish our Corporate Parenting Plan on our website. The actions in this plan will be added to the work planners of the relevant staff to ensure that this plan is implemented. We will report on progress every three years.



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	24/01/2023
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	7.1

Tiotal 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 2022/23 PT2 Plana-obrach 2023/24	
1.0	Adhbhar		
1.1	Gus prògram-obrach na Comataidh aontachadh		
2.0	Cùl-fhiosrachadh		
2.1	Tha prògram-obrach aig an dà Chomataidh agus aig a’ Bhòrd-stiùiridh aig BnG. Tha iad feumail ann am planadh agus ann an dearbhadh gun tèid na cuspairean iomchaidh is cunbhalach air beulaibh choinneamhan.		
3.0	Prìomh Aithris/Fiosrachadh		
3.1	Tha am prògram stèidhichte air gnàth-riaghailtean na Comataidh, agus air na thachair am-bliadhna. A bharrachd air sin, bidh am plana corporra ùr a’ tighinn dhan Chomataidh tràth ann an 2023. Aig a’ choinneimh seo, cha bhi Plana Ionmhas Meadhan-ùine ann leis nach eil fios as ùire ann mu dheidhinn buidseatan ach thig e gu coinneamh ann an 23/24.		
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.		
5.3	Buidhean 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 cum Bòrd na Gàidhlig air a’ leasachadh nan dòighean-obrach aige.		
5.5	Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta		

Seisean Fosgailte : Open Session
Cuspair 7.1

AR N-ADHBHAR		AR LUACHAN	
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	<input type="checkbox"/>	Clann	<input type="checkbox"/>
Cultar	<input type="checkbox"/>	Coimhearsnachdan	<input type="checkbox"/>
Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>
Foghlam	<input type="checkbox"/>	Eaconamaidh	<input type="checkbox"/>
Gnothachasan soirbheachail is ùr-ghnàthach		<input checked="" type="checkbox"/>	
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 7.1 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 7.1 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			✓	

Seisean Fosgailte
Cuspair 7.1 PT2

		Cèitean 09/05/2023	Sultain 05/09/2023	Samhain 07/11/2023	Gearran 06/02/2024
Puingean Stèidhichte	Cùisean Tòiseachaidh/Fàilte	√	√	√	√
	Geàrr-chunntas na coinneamh mu dheireadh	√	√	√	√
	Clàr gnìomhan	√	√	√	√
	Plana-obrach na Comataidh	√	√	√	√
	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 PCC 22/23	√			
	Sgrùdadh Ràitheil den PCC 23/24		√	√	√
	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 7.1 PT2

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			✓	