



**Plana Pàrantan Corporra
Corporate Parenting Plan**

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1. Ro-ràdh agus Cùl-fhiosrachadh

Chaidh Achd na Cloinne agus na h-Òigridh (Alba) 2014 (an t-Achd) aontachadh anns a' Mhàrt 2014 agus 's e pìos reachdais mhòr a th' ann a thug a-staigh atharrachaidhean cudromach air planadh, obrachadh agus libhrigeadh seirbheisean chloinne ann an Alba. Chuir an Achd ri no dh'atharraich e gu mòr reachdan a bh' ann roimhe a tha air an fhream-obrach laghail airson seirbheisean chloinne a mhìneachadh.

Mar phàirt den Achd (Pàirt 9), tha Bòrd na Gàidhlig air ainmeachadh fon lagh mar Pàrant Corporra. Tha an t-uallach airson nan dleastanasan seo a choileanadh air feadh na buidhne, ged a tha uallach deireannach air a' Bhòrd agus ar sgioba-stiùiridh.

Mar Phàrant Corporra, tha uallach air Bòrd na Gàidhlig mìneachadh a thoirt air mar a bheir sinn ar dleastanasan agus obraichean Pàrantachd Chorporra gu buil. Bidh am Plana Pàrantachd Chorporra seo a' toirt cunntas air na dleastanasan seo, cho math ri sealtainn mar a bhios sinn a' cumail sùil air ar coileanadh, a' sgrìobhadh 's a' foillseachadh aithisg air coileanadh gach trì bliadhna, a chuirear gu Ministearan na h-Alba, agus a thèid a chleachdadh gus aithisg a dhèanamh a chuirear fa chomhair na Pàrlamaid. Thàinig Pàirt 9 den Achd gu bith anns a' Ghiblean 2015, agus bho 2016, tha Bòrd na Gàidhlig air plana Pàrantachd Chorporra a dhèanamh.

2. Mìneachadh air Neach le Eòlas air Cùram

Tha an teirm 'eòlas air cùram' a' toirt tarraing air duine sam bith a bha no a tha an-dràsta ann an cùram no bho chùl-eòlas de chùram fhaighinn aig ìre sam bith nam beatha, ge bith dè cho goirid, a' gabhail a-steach clann uchd-mhacach a bha roimhe a' faighinn cùram. 'S dòcha gun deach an cùram seo a thoirt seachad ann an aon de dh'iomadh diofar shuidheachaidhean leithid cùram còmhnaidheach, cùram-daltachd, no tro chùram fhaighinn aig an taigh le riatanas a

1. 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.

2. 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)

bhith fo stiùireadh. (Riaghaltas na h-Alba, 2021)

3.Mìneachadh air Pàrant Corporra

Ged a tha mìneachadh farsaing air ‘Pàrant Corporra’ air a thoirt seachad ann an earrann 56 de dh’Achd na Cloinne agus na h-Òigridh (Alba) 2014, air adhbharan a’ phlana seo thèid am mìneachadh a leanas a chleachdadh, ’s e air a thoirt bhon stiùireadh reachdail airson pàirt 9 den Achd. ’S e Pàrantachd Chorporra:

“Coileanadh le buidheann de ghniomhan a tha riatanach gus còraichean agus sunnd pàiste ann an cùram no neach-fàgail cùraim a chumail suas agus a dhìon, agus tron tèid leasachadh fiosaigeach, faireachail, spioradail, sòisealta, agus foghlaim a chur air adhart.” (Riaghaltas na h-Alba, 2015)

4.Dè na dleastanasan a th’ air Pàrant Corporra?

Feumar dleastanasan Pàrant Corporra a choileanadh dhan h-uile duine le Eòlas air Cùram. Tha an Achd a’ mìneachadh sia prìomh dleastanasan a dh’fheumas Pàrantan Corporra an choileanadh. Is iad:

- Bi **mothachail** air cùisean a bheir buaidh, no a dh’fhaodadh buaidh a thoirt, air sunnd chloinne ann an cùram is luchd-fàgail cùraim.
- **Adhartaich** ùidhean na cloinne agus na h-òigridh sin.
- Thoir ceumannan gus taic a thoirt do chlann ann an cùram agus luchd-fàgail

3.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)

4.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 child and young people for services : support.



Promote the interests of those children and young people.



Seek to provide looked after child 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.

- Be **alert** to matters which, or which might, adversely affect the wellbeing of looked after children and care leavers.
- **Promote** the interests of those children and young people.
- Take action to help looked after children and care leavers **access** opportunities and make use

cùraim **cothrom fhaighinn** air cothroman, na seirbheisean a chleachdadh agus cothrom fhaighinn air an taic a bheir iad.

- **Measaich** feumalachdan na cloinne agus na h-òigridh sin airson seirbheisean agus taic.
- Feuch gun toirear **cothroman** do chlann ann an cùram agus luchd-fàgail cùraim gus pàirt a ghabhail ann an gnìomhachdan air an dealbhadh gus an sunnd adhartachadh.
- Thoir ceumannan sam bith eile a tha sibh a' meas iomchaidh ann a bhith a' **leasachadh** na dòigh a chuireas sibh ur n-obraichean gu feum a thaobh clann is luchd-fàgail cùraim.

5. Cunradh nan Dùthchanann Aonaichte air Còraichean a' Phàiste (UNCRC)

'S e an Cunradh UN air Còraichean a' Phàiste (UNCRC) bunait na h-obrach a nì UNICEF gu lèir. 'S e an aithris as iomlaine air còraichean chloinne a chaidh a dhèanamh riamh agus 's e an cùmhnant còraichean daonna eadar-nàiseanta as fharsainghe daingneachadh ann an eachdraidh.

Tha Bòrd na Gàidhlig mothachail, tro ar n-obair mar Phàrantan Corporra, gum faod sinn cur ris an UNCRC, gu h-àraid a thaobh nan artaigilean a leanas:

Artaigil 12 - (meas do bheachdan a' phàiste) Tha an còir aig a h-uile pàiste am beachdan, faireachaidhean is miannan a chur an cèill anns gach cùis a bheir buaidh orra, agus gus fa-near a thoirt dham beachdan agus an tuigsinn. Tha an còir seo a' buntainn an-còmhnaidh, mar eisimpleir rè cùisean imich, co-dhùnaidhean air taigheadas, no beatha làitheil a' phàiste aig an taigh.

Artaigil 28 - (còir air foghlam) Tha còir aig a h-uile pàiste air foghlam. Feumaidh foghlam bun-sgoile a bhith saor an-asgaidh agus feumaidh seòrsaichean diofraichte de dh'fhoghlam àrd-sgoile a bhith ri fhaotainn dhan h-uile pàiste. Feumaidh smachd ann an

of the services and access support they provide.

- **Assess** the needs of those children and young people for services and support.
- Seek to provide looked after children and care leavers with **opportunities** to participate in activities designed to promote their wellbeing.
- 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.

5. 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

sgoiltean a bhith a' toirt meas do dh'urram agus còraichean chloinne. Feumaidh dùthchannan nas beartaiche taic a thoirt do dhùthchannan nas bochda gus seo a choileanadh.

Artaigil 30 - (clann bho bhuidhnean mion-shluagh no tùsanach) Tha an còir aig a h-uile pàiste an cànan, cleachdaidhean agus creideamh an teaghlach ionnsachadh agus a chleachdadh, co-dhiù an e no nach e seo an aon rud dhan mhòr-chuid de mhuinntir na dùthcha sa bheil iad a' fuireach.

Artaigil 31 - (cur-seachadan, cluich is cultar) Tha an còir aig a h-uile pàiste air fois, cluich agus pàirt a ghabhail ann an raon farsaing de ghnìomhachdan cultarach agus ealanta.

6. Bòrd na Gàidhlig agus Pàrantachd Chorporra

Tha Bòrd na Gàidhlig ag aithneachadh gu bheil dleastanasan Pàrantachd Chorporra a' co-thaobhachadh le cuid de ar n-amasan agus prìomhachasan. Tha an ceangal as soilleire ris ar n-amas sa Plana Nàiseanta Gàidhlig gu bheil "Gàidhlig a' buntainn do dh'Alba air fad."

Cleachdaidh sinn ar dreuchd tagrachd gus aire a thogail air daoine le Eòlas air Cùram, an dà chuid a-staigh agus a-muigh air feadh ar gnìomhachdan leasachadh Gàidhlig.

7. Eòlas a th' ann an-dràsta taobh a-staigh Bòrd na Gàidhlig

'S e seo an treas Plana Pàrantachd Chorporra aig Bòrd na Gàidhlig. Bhon chiad phlana againn tha sinn air ionnsachadh gur ann tron obair a nì ar prìomh buidhnean maoinichte, sgeamannan maoineachadh coimhearsnachd, ar n-obair ann am foghlam, tagrachd agus stiùireadh a bheir sinn as motha de bhuidh. Tha ar luchd-obrach uile air co-dhiù aon seisean trèanaidh Pàrantachd Chorporra a fhrithealadh.

8. PLANA GNÌOMH

'S e adhbhar a' phlana gnìomh mìneachadh a thoirt air na gnìomhan a ghabhas Bòrd na Gàidhlig os làimh gus ar dleastanasan mar Phàrant Chorporra a choileanadh. Tha amasan a' phlana a' toirt fa-near do dhleastanas co-ionannachd na roinne poblaich agus 's iad:

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.

6. 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.

7. 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.

8. 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:

- gus dèanamh cinnteach gun coilean Bòrd na Gàidhlig na dleastanasan aca ann an dòigh a tha co-chòrdail ris na h-obrachaidhean gus an àireamh de dhaoine a tha a' bruidhinn, a' cleachdadh agus ag ionnsachadh na Gàidhlig ann an Alba agus an àireamh de shuidheachaidhean sa i air a cleachdadh a chur am meud
- gus dèanamh cinnteach gu bheil luchd-obrach agus buill-bhùird Bhòrd na Gàidhlig mothachail gur e Pàrant Corporra a th' anns a' bhuidhinn agus air na dleastanasan a dh'fheumas e a choileanadh
- gus comas a thoirt do dhaoine le Eòlas air Cùram cothrom fhaighinn air cothroman a bhith a' bruidhinn, a' cleachdadh agus ag ionnsachadh na Gàidhlig ann an Alba.
- 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.

9. Gnìomhan a' Phlana Phàrantachd

Chorporra

a.) Bi mothachail air cùisean a dh'fhaodadh buaidh a thoirt air sunnd dhaoine le Eòlas air Cùram

b.) Bidh trèanadh Pàrantachd Chorporra air a thoirt seachad dhan luchd-obrach air fad is buill-bhùird a tha a' tighinn dhan bhuidhinn gus comas a thoirt dhaibh tuigsinn nas fheàrr na feumalachdan agus bacaidhean mu choinneamh dhaoine le Eòlas air Cùram ann a bhith a' faighinn cothroman a bhith a' bruidhinn, a' cleachdadh, agus ag ionnsachadh na Gàidhlig ann an Alba.

c.) Nì Bòrd na Gàidhlig cinnteach gu bheil luchd-obrach uile mothachail air na h-uallachan sònraichte aca ann a bhith a' toirt dleastanasan Pàrantachd Chorporra gu buil.

d.) Measaich feumalachdan dhaoine le Eòlas air Cùram airson seirbheisean agus taic a tha Bòrd na Gàidhlig a' toirt seachad.

e.) Bidh Bòrd na Gàidhlig a' dèanamh measadh air a' bhuidhinn air daoine le Eòlas air Cùram nuair a thathar a' dèanamh no ag ath-sgrùdadh nam poileasaidhean, planaichean agus modhan-obrach aca.

9. Corporate Parenting Plan Actions

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

b.) 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.

c.) Bòrd na Gàidhlig will ensure that all staff are aware of their specific responsibilities in carrying out Corporate Parenting duties.

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

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

f.)Adhartaich ùidhean dhaoine le Eòlas air Cùram

g.)Bidh earrann anns a h-uile sgeama maoineachaidh a bhios a' faighneachd a bheil am pròiseact a' toirt seachad gnìomhachdan no cothroman do dhaoine le Eòlas air Cùram, agus gus fiosrachadh a thoirt seachad air na builean a tha san amharc

h.)Thoir comhairle do na prìomh buidhnean maoinichte againn a thaobh ciamar a dh'fhaodas iad cothroman a thoirt seachad do dhaoine le Eòlas air Cùram gus pàirt a ghabhail ann an gnìomhachdan air an dealbhadh gus an sunnd adhartachadh.

i.)Cumaidh Bòrd na Gàidhlig a' dol a dh'adhartachadh ùidhean dhaoine le Eòlas air Cùram thar nan iomairtean maoineachaidh againn uile, agus brosnachidh sinn ar prìomh bhuidhnean maoinichte gus dèanamh cinnteach gum faigh an luchd-obrach trèanadh Pàrantachd Chorporra.

j.)Cuidich daoine le Eòlas air Cùram gus cothrom fhaighinn air cothroman agus seirbheisean a chur gu feum, agus taic fhaighinn.

k.)Bidh ball ainmichte den luchd-obrach aig Bòrd na Gàidhlig gus cuideachadh leis ar foirmean iarrtais.

l.)Bidh Bòrd na Gàidhlig a' toirt a' chothruim fèin-aithneachadh air foirmean iarrtais airson dreuchdan Bòrd na Gàidhlig air fad agus cothroman meantoraich a thabhann dhan h-uile duine a fhreagras ris na slatan-tomhais air am mìneachadh anns an tuairisgeul-obrach.

m.)Ag obair le Pàrantan Corporra eile

n.)Bidh Bòrd na Gàidhlig a' co-obrachadh le Pàrantan Corporra eile gus feumalachdan dhaoine le Eòlas air Cùram a mheasadh a thaobh an comais air cothrom fhaighinn Gàidhlig a bruidhinn, a cleachdadh agus a h-ionnsachadh ann an Alba.

f.)Promote the interests of Care Experienced people

g.)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

h.)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.

i.)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.

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

k.)Bòrd na Gàidhlig will have a nominated member of staff to assist with our application forms.

l.)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.

m.)Working with other Corporate Parents

n.)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.

o.)Cuiridh Bòrd na Gàidhlig ri pròiseactan is tachartasan le Pàrantan Corporra eile mar a nochdas na cothroman.

10.Buidheann Lìbhrigidh a-staigh

Tha buidheann lìbhrigidh a-staigh aig Bòrd na Gàidhlig aig a bheil luchd-riochdachaidh às gach roinn. Tha gaisgeach Pàrantachd Chorporra againn a nì cinnteach gu bheil am plana Pàrantachd Chorporra againn air adhartachadh, agus 's iad a bhios a' chiad chonaltradh airson Pàrantachd Chorporra taobh a-staigh Bhòrd na Gàidhlig.

11.Foillseachadh a' Phlana, sgrùdadh adhartais agus aithriseadh

Foillsichidh Bòrd na Gàidhlig am Plana Pàrantachd Chorporra againn air ar làrach-lìn. Thèid na gnìomhan sa phlana seo a chur ri leabhraichean-latha obrach an luchd-obrach buntainneach gus dèanamh cinnteach gun cuirear am plana seo an gnìomh. Bheir sinn aithris air adhartas gach trì bliadhna.

o.)Bòrd na Gàidhlig will contribute to projects and events with other Corporate Parents as and when the opportunities arise.

10.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.

11.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.

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V1	ùrachadh	SB	30/01/2023