

High-level Aim	The Ar Stòras Gàidhlig research will be refreshed at the optimum time.
Desired Outcome	Ensuring policy development and local place-based solutions are underpinned with a robust evidence base, which helps maximise opportunities for Gaelic language, culture and heritage within the broader framework of sustainable and inclusive economic development.
Current Practice	<p>Where appropriate, capturing or influencing the capture of Gaelic language capabilities in survey research (both own-hand and collaborative) to broaden analytic potential and ensure the views and experiences of Gaelic speakers can be drawn out. Examples of this include Young People in the Highlands and Islands: Maximising Opportunity (2018) and the National Islands Plan Survey (2021).</p> <p>Using research findings to inform clients as to ways in which Gaelic can contribute positively to their business operations and marketing, to support creation of new opportunities and benefits.</p> <p>Support for innovative use of Gaelic as an asset mainstreamed within HIE's discretionary investments.</p>
Actions Required	<p>Undertake research to explore role of language, culture and heritage in supporting place-based development.</p> <p>Contribute to a National Gaelic Research Agenda to inform and influence policy and action to support place-based social and economic development.</p>
Target Date	By March 2024
Responsibility	Senior Research Manager

CORPORATE SERVICE AIMS

STATUS

Desired Outcome	Logo and brand - HIE's corporate logo and branding demonstrates equal prominence for both Gaelic and English.
Current Practice	<p>HIE is known as, Highlands and Islands Enterprise / Iomairt na Gàidhealtachd's nan Eilean. There is only one HIE logo, and it is bilingual with equal prominence given to Gaelic and English</p> <p>We keep under review incorporation of Gaelic prominently, as appropriate, in all of HIE's marketing, stationery, events, exhibitions and public meetings (over and above the use of the bilingual logo).</p> <p>HIE's Customer Service leaflet will always be available in Gaelic or bilingually.</p>
Actions Required	Continue to promote and use the bilingual HIE logo and brand in all external communications and internal communications as opportunities allow.
Target Date	We will continue to explore new opportunities for Gaelic and bi-

	lingual content across our communication platforms.
Responsibility	Head of Marketing and Communications
Desired Outcome	Signage - Prominent signage will include Gaelic and English as part of any renewal process.
Current Practice	<p>Equal respect for English and Gaelic is shown as signage is renewed or updated.</p> <p>Increase the profile of Gaelic at HIE sites and across HIE, demonstrating equal respect for Gaelic and English on a new or replacement basis.</p> <p>Ensuring that equal respect is shown for Gaelic by being proactive in influencing adoption of equal respect for Gaelic in the public realm at regionally significant investment sites. E.g., Làrach Inbhir Nis, An Lòchran. *</p>
Actions Required	Continue to promote and use the bilingual HIE logo and brand in all signage for locations and sites.
Target Date	To be reviewed annually
Responsibility	Director of Business Infrastructure /*Managers of significant HIE investments

COMMUNICATING WITH THE PUBLIC

Desired Outcome	Promotion - Positive message that communication from the public in Gaelic is always welcome.
Current Practice	<p>HIE's Communications Plan highlights our use of Gaelic in all our communications and Gaelic is normalised within the HIE Brand Guidelines with equitable status.</p> <p>We publicise the fact that we welcome applications, enquiries, communications correspondence, complaints and forms in Gaelic and have procedures to support this, ensuring that the response time for Gaelic enquiries is the same as that for English.</p> <p>Maintain a list of staff willing and able to process enquiries in Gaelic in the first instance. This list will be made available to all staff.</p> <p>All staff will be encouraged to have Gaelic (double sided) business cards and e-mail signatures to promote visible use of the language by all staff. Staff title translations and user-friendly ordering will facilitate this.</p> <p>We encourage and facilitate use of Gaelic by staff, including: Gaelic ability in staff profiles; Bilingual strap-line stating we welcome all correspondence in English or in Gaelic, in all publications and staff emails: through a list of translated common terms which is shared with stakeholders; Staff with Gaelic skills are encouraged to add 'G' to their email signature; Language resources, in physical and electronic</p>

	<p>form, and access to services such as translation and proofing.</p> <p>Gaelic is now prominently incorporated in lifts, receptions, welcome screens, intranet pages and electronic signatures.</p> <p>Periodically publicise achievements of key milestones, events and activities pertinent to this Plan. Consult with HIE's cohort of Gaelic users on their experiences using HIE services/resources and enable their feedback to shape our Gaelic offer.</p>
Actions Required	As part of our annual implementation plan, internal and external communications activities will be included to encourage the use of Gaelic across all communication platforms relating to appropriate subject matters.
Target Date	By March 2024
Responsibility	Buidheann a' Phlana Gàidhlig

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.
Current Practice	<p>When commissioning external Gaelic translation work, HIE use translators with a proven track record and a high level of expertise.</p> <p>HIE's standard IT build includes a Gaelic spell checker and the ability to apply accents to letters.</p>
Actions Required	Highlight this offer more proactively and regularly through web and social media channels.
Target Date	Review on an annual basis.
Responsibility	Head of Marketing and Communications

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.
Current Practice	Where practical and relevant, train an increasing number of staff to answer phones bilingually and deal appropriately with callers wishing to speak in Gaelic.
Actions Required	<p>Develop resources through Webinars or equivalent digital support to improve skills and greetings.</p> <p>Many of HIE's offices are shared facilities with public sector partners and colleagues who may or may not have their own Gaelic Plans in place. Work with those partners to realise Gaelic speaking reception staff where appropriate and possible.</p>
Target Date	June 2024
Responsibility	Buidheann a' Phlana Gàidhlig

Desired Outcome	Events - Opportunities to hold public events bilingually or in Gaelic are
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	regularly explored and promoted.
Current Practice	We will include the use of Gaelic at meetings in the Outer Hebrides and other communities where there are a high percentage of Gaelic speakers. We offer digital events through XpoNorth incorporating simultaneous translation. We both work with partners and through our own activities to both provide and enable the availability of simultaneous translation in events and equipment for meetings as opportunities arise, making the equipment available both externally and internally.
Actions Required	Continue to explore opportunities for Gaelic, bilingual and multi-lingual communications throughout our platform especially with new media and communications.
Target Date	Reviewed on an annual basis
Responsibility	Area Manager IG (other Area Managers as appropriate)

INFORMATION

Desired Outcome	News releases – High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.							
Current Practice	We produce all HIE press releases relating to Gaelic bilingually, as well as those determined by the Marketing and Communications Team to be of the highest profile.							
Actions Required	We will continue to increase our news release content.							
		2019/ 20	Change	2020/ 21	Change	2021/ 22	Change	2022/ 23
	News Releas es	5	0%	5	160%	13	23%	16
	Ensure that at least 10% of HIE's news releases are bilingual over the first two years of this edition of our Plan.							
Target Date	Annual review and Monitoring Report							
Responsibility	Head of Marketing and Communications							

Desired Outcome	Social Media - Gaelic content distributed regularly through social media, guided by the level of actual and potential users.							
Current Practice	We produce and post social media content relating to Gaelic bilingually, as well as those determined by the Marketing and Communications Teams to be of the highest profile. We also regularly re-post Gaelic social media content generated by other stakeholders.							
Actions Required	We will continue to increase our Gaelic Social Media content.:							
		2019/ 20	Chang e	2020/ 21	Chang e	2021/ 22	Chang e	2022/ 23
	Social Media	9	33.3%	12	417%	62	65%	102*
	Continue to increase the volume social media posts which are either							

	<p>bilingual or Gaelic only to at least 80 per year, increasing to at least 100 by the end of the plan (2028).</p> <p>*This figure is higher than normal due to two Seachdain na Gàidhlig activities falling into the timescale assessed.</p>
Target Date	Annual review and Monitoring Report.
Responsibility	Head of Marketing and Communications

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.
Current Practice	We progressively develop our website, making annual assessments of progress, to enhance the experience for Gaelic readers and ensure Gaelic is prominently displayed and integrated into our content.
Actions Required	<p>We will ensure that Gaelic is integrated throughout our website increasing prominence of its use as a social and economic asset.</p> <p>We will incorporate a digital monitoring system that will inform an evidence-based approach to the development of Gaelic content by HIE. This will include the website and social media platforms and consider different formats to focus our approach.</p> <p>We will also actively consider Gàidhlig opportunities in all commissioned content.</p>
Target Date	Annual Review and Monitoring Report
Responsibility	Head of Marketing and Communications

Desired Outcome	Corporate Publications - Produced in Gaelic and English, with priority given to those with the highest potential reach.
Current Practice	<p>HIE corporate publications are produced bilingually incorporating both languages within a single publication, whenever this presents an opportunity to add real value to the Gaelic reader's experience or is particularly impactful in terms of raising awareness of HIE's commitment to Gaelic. We note that the trend is increasingly towards digital publications.</p> <p>Where Gaelic and English appear in the same publication, equal respect is accorded.</p>
Actions Required	Continue to review potential Gaelic content for each publication, monitoring usage and engagement for Gaelic versions of materials.
Target Date	Review annually.
Responsibility	Head of Marketing and Communications

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.
Current Practice	We keep under review the evidence base for the use of Gaelic in corporate publications which maximises impact and responds to the needs of our service users.

	We endeavour to remain aware of Gaelic corpus developments. As we develop policies, proactively consider the impact and opportunities relevant to Gaelic. Priority will be given to high Gaelic opportunity and externally facing policies in the first instance. *
Actions Required	Continue to utilise key official resources and engage specialist support to deliver our Gaelic activities.
Target Date	Review annually.
Responsibility	Head of Marketing and Communications *Director of Process Improvement and Internal Audit

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.
Current Practice	We keep under review incorporation of Gaelic prominently, as appropriate, in exhibitions (over and above the use of the bilingual logo).
Actions Required	Continue to use Gaelic within both our external exhibition activities and our internal displays as appropriate.
Target Date	Review annually.
Responsibility	Head of Marketing and Communications

STAFF

Desired Outcome	Internal audit - Conduct an internal audit of Gaelic skills and training needs through the life of each plan.
Current Practice	We maintain a continuous record of Gaelic skills and training needs and aspirations through our HR computerised staff profiles which highlight Gaelic language skills.
Actions Required	Continue to monitor Gaelic Skills and activities through our HR System and annual review process, promoting opportunities for language skills development.
Target Date	Review annually.
Responsibility	Director of Human Resources

Desired Outcome	Induction - Knowledge of the public authority's Gaelic language plan included in new staff inductions
Current Practice	HIE staff and board members through their induction, are provided with an introduction to Gaelic pack, where part of this session is specific to HIE's Gaelic Plan and the actions arising from it.
Actions Required	Review our Gaelic Induction process on an annual basis and ensure it is provided at key stages in the HIE, ensuring accountability and responsibility is clear along with the benefits of Gaelic and bilingualism.
Target Date	Review annually.
Responsibility	Director of Human Resources

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.
Current Practice	We provide advice, flexibility, and up to 100% financial support to all members of staff wishing to raise their Gaelic skills, subject to agreement through Personal Development Plans and in line with HIE's Further Education Policy. HIE seeks to collaborate with other public sector bodies to generate sustainable cohorts of learners. HIE staff willing and able, or potentially able, to conduct business in Gaelic, are given extended training to enable them to do so. We will particularly encourage those with opportunities to interface with HIE's clients, and those with corporate communications or marketing roles.
Actions Required	Maintain current practice regarding staff training extending to Board members. Promote allowance of normal working hours that can be dedicated to Gaelic learning that is detailed and agreed in staff PDPs.
Target Date	Review annually.
Responsibility	Director of Human Resources

Desired Outcome	Awareness training -Gaelic awareness training offered to staff, with priority given to directors, board members, and staff dealing directly with the public.
Current Practice	HIE staff and board members through their induction, are provided an opportunity to attend a Gaelic awareness session.
Actions Required	More proactively encourage attendance at Gaelic Awareness session either in person, or via a virtual module. Support the delivery of virtual Gaelic Awareness module opportunities as requested by staff.
Target Date	Engage in a new cycle of Awareness training for December 2023
Responsibility	Director of Human Resources

Desired Outcome	Recruitment - Recognising and respecting Gaelic skills within the recruitment process throughout the public authority
Current Practice	We enter Gaelic as desirable element in all recruitment processes.
Actions Required	Through the Workforce Planning cycle continue to consider Gaelic skills requirements for each post.
Target Date	Review annually.
Responsibility	Director of Human Resources

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.
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Current Practice	<p>The Gaelic requirements of each role is considered at two levels by the team and line manager drafting the job description and the Workforce Planning Forum. All roles in HIE are considered by the Workforce Planning Forum who consider the needs and requirements of each role.</p> <p>In order to ensure that we have an appropriate level of Gaelic skills amongst our staff, to deliver the commitments of our Plan, particularly in communications and our client facing staff in high % Gaelic speaking areas, our HR team/senior managers will carry out a review of every new post to establish if it should be designated as a Gaelic essential.</p> <p>Work in partnership with our co-occupants, UHI and SAC to realise a Gaelic essential reception post at our Làrach Inbhir Nis, largest office, An Lòchran, in the course of natural staff turnover. Contract staff in this post will be offered and encouraged to take up the same Gaelic training as HIE staff.</p> <p>We have recently grown our Gaelic essential roles to 3 who are delivering against this plan in addition to those with capabilities though the HR Performance Management system and those who are delivering on our agenda who as part of their function.</p>
Actions Required	Maintain current practice and extend to other shared offices where practical and appropriate.
Target Date	Review annually.
Responsibility	Director of Human Resources

Desired Outcome	Recruitment - Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
Current Practice	<p>Use of bilingual job adverts for all posts where Gaelic is an essential skill.</p> <p>We also use Gaelic social media promotion to support our recruitment which has been successful.</p>
Actions Required	Continue to promote the opportunities with Gaelic and utilise Gaelic as part of the recruitment process.
Target Date	Review annually.
Responsibility	Director of Human Resources

GAELIC LANGUAGE CORPUS

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.
Current Practice	We are guided by the Gaelic Orthographic Conventions in spelling and style.
Actions Required	We will continue to use the Gaelic Orthographic Conventions in

	spelling and style.
Target Date	Continue to both promote and use the Gaelic Orthographic Conventions in spelling and style.
Responsibility	Head of Marketing and Communications

Desired Outcome	Place-names - Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.
Current Practice	In external Gaelic publications, we use Ainmean-Àite na h-Alba in determining and understanding placenames, spelling and style.
Actions Required	We will continue to use Ainmean-Àite na h-Alba in determining and understanding placenames, spelling and style.
Target Date	Continue to promote and use Ainmean-Àite na h-Alba in determining and understanding placenames, spelling and style.
Responsibility	Head of Marketing and Communications

4. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

HIE recognises that Gaelic permeates all aspects of our National life and therefore it contributes to our people, our place, our prosperity and our wellbeing. HIE’s work is focused on inclusion, growth and sustainability. We will track progress and change as a direct result of our interventions and also in our client portfolio overall through a set of primary and support measures which contribute to the short, medium, and long-term outcomes in the Enterprise and Skills Strategic Board performance framework and the National Performance Framework of Scotland (NPF). The NPF sets out the purpose: 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.

Scotland’s National Performance Framework Our Purpose, Values and National Outcomes



5. LINKS TO LOCAL AND REGIONAL FRAMEWORKS

HIE recognises the importance of collaborative effort to achieve further progress and increase the rate of growth of Gaelic and the need to align plans to deliver shared objectives for Gaelic. Through our Area Teams, we will actively engage with Community Planning Partnerships to support delivery of local frameworks such as Single Outcome Agreements. There are opportunities to further deliver Gaelic benefits through current and nascent growth deal projects across the region and through local and regional sectoral plans.

HIE is currently developing a new five-year strategy which will refresh our vision for the region and our contribution to delivering the ambitions set out in the National Strategy for Economic Transformation. Regionally, HIE will be active in supporting the commitment from the Convention of the Highlands and Islands (COHI) to ensure Gaelic is considered and integrated into economic and community development support across the region and collaborate to promote Gaelic where possible. It is recognised that many of the places which are experiencing demographic challenges have a strong tradition in Gaelic, and the establishment of a working group to develop action plans to target these areas and pilot new initiatives to stem decline and increase population will be a key focus. The Highlands and Islands Skills Investment Plan clearly indicates opportunities especially in the creative industries sector for Gaelic as a driver for economic development. HIE will maintain our commitment to working with partners to support the delivery of this Plan and the creative industries sector.

6. PUBLICATION

PUBLISHING AND PUBLICISING THE PLAN

INTERNAL

All HIE colleagues are being surveyed and consulted on the development of this edition of our Gaelic Plan. As the Plan develops and passes key stages it will be shared with all staff and they will be able to contribute. The finalised plan will be shared with all staff and teams will be encouraged to review how they can add value to the delivery of the Plan.

All iterations of the plan and associated papers to the HIE Leadership Team and Board will be available to all staff. This is publicised via our Intranet and also our Yammer staff discussion platform.

EXTERNAL

Highlands and Islands Enterprise'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 e-copies of the plan to key stakeholders in the public, private and third sectors
- distribute copies to arm's length organisations and other third-party organisations, explaining their role in the delivery of the plan
- distribute copies of the plan to relevant Gaelic organisations and other interested bodies
- make hard copies available on request

7. RESOURCING THE PLAN

This plan provides a framework for the development and delivery of our ambitions and opportunities for the next five years. Many aspects of our strategic and corporate activity associated with the plan are normalised within our activities. There are aspects we look forward to taking a proactive approach to and working with our partners to address and deliver.

Though we will continue to normalise new activities and opportunities into our work, as part of our annual planning for the delivery of our plan, we will include an assessment of resource requirements and ensure these are in place.

Our Buidheann a' Phlana Gàidhlig and its immediate internal networks will form the core of the HIE resources required to deliver our Plan commitments. We also expect to identify other resources through the evolution of HIE's young workforce. The review of monitoring reports by HIE's Leadership Team, will be used to either confirm we have adequate resource, or to bring further resources to the work, to ensure we deliver on the Plan's commitments.

8. MONITORING THE PLAN

HIE's plan is owned by the whole organisation and represented by our Buidheann a' Phlana Gàidhlig, who will nurture and monitor Plan progress, and lead internal and external communications relating to delivering the Plan. We will produce reports for our Leadership Team, which will be shared with the whole organisation twice yearly. We will provide an annual progress report to our Board and BnG to coincide with celebrating the anniversary of our Plan.

9. THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY

OVERALL RESPONSIBILITY FOR THE PLAN

HIE's Chief Executive has overall responsibility for preparation, delivery and monitoring of Highlands and Islands Enterprise's Gaelic Language Plan.

Stuart Black
 Àrd-Oifigear/ Chief Executive
 Highlands and Islands Enterprise
 An Lòchran, 10 Inverness Campus, Inverness, IV2 5NA
 01463 383085
stuart.black@hient.co.uk

DAY-TO-DAY RESPONSIBILITY FOR THE PLAN

The Area Manager for Innse Gall has operational responsibility for the delivery and monitoring of Highlands and Islands Enterprise's Gaelic Language Plan. Queries regarding the plan should be addressed to:

Joanna Peteranna
 Manaidsear Sgìre | Area Manager – Innse Gall
 Highlands and Islands Enterprise
 An Lòchran, 10 Inverness Campus, Inverness, IV2 5NA
 DD: +44 (0)1463 383178
Joanna.peteranna@hient.co.uk

Other useful contacts within Buidheann a' Phlana Gàidhlig include its Chair:

Douglas Cowan
 Stiùiriche, Coimhearsnachdan is Àite/ Director of Communities and Place
 Communities and Place Directorate
 Highlands and Islands Enterprise
 An Lòchran, 10 Inverness Campus, Inverness, IV2 5NA
 01463 383090
douglas.cowan@hient.co.uk

And Gaelic speaking contacts:

Mairi Buchanan
 Ard-Mhanaidsear Leasachaidh / Senior Development Manager (Innse Gall
 based) 01463 383243
mairi.buchanan@hient.co.uk

Mairi Gillies
 Manaidsear Conaltraidh / Communications Manager
 01463 383242
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Gaelic Language Plan Implementation and Monitoring Group

Our Buidheann a' Phlana Gàidhlig (Gaelic Language Plan Group) will nurture and monitor Plan progress and lead internal and external communications relating to delivering the Plan.

Buidheann a' Phlana Gàidhlig members will represent appropriate internal functions and levels of seniority across the organisation.

Buidheann a' Phlana Gàidhlig will be Chaired by a Director and meet six monthly as well as operating proactively between those meetings.

Engaging with Staff

The whole of HIE's staff complement is being surveyed and consulted on the development of this edition of our Gaelic Plan. As the plan develops staff will have an ability to contribute. As the Plan passes key stages it will be shared with all staff. The finalised plan will be shared with all staff and teams will be encouraged to review how they can add value to the delivery of the Plan.

Arm's Length Organisations and Third Parties

We will share and highlight our Gaelic Plan with arm's length organisations and other third parties who deliver services on our behalf, ensuring they are aware of our Plan's ambitions for Gaelic. They will be encouraged to act supportively to HIE's delivery of its Gaelic plan commitments.

APPENDIX 1 – INTERNAL GAELIC CAPACITY AUDIT

As previously mentioned, our internal Gaelic capacity monitoring has been integrated into HIE's HR staff review and profile platform. This both maintains a record of Staff Gaelic skills and also people's aspirations and interest in developing their skills. As part of the work leading up to this edition of our Plan, we asked all staff to update their profiles. From those who have indicated their Gaelic abilities and ambitions, we know that we currently have 50 colleagues with some level of Gaelic language skills, of those 29 are beginners, 12 intermediate, 3 advanced and 6 fluent.

For the level of interest in Gaelic development there are 63 fairly interested, 40 very interested, 11 interested but have no capacity at the moment, 66 not very interested and 46 that are not interested. Our Plan is also built on a recent survey of all staff and their expressions of support, highlighting five key areas: leadership, skills and learning, internal and external communication and tools, targeted approaches and wider overall development context.

It should be noted that while these figures reflect the current capabilities, Gaelic Plan delivery rests with the whole organisation as part of delivering our economic and social remit.

We intend to review the information held and the results from this intelligence to understand and consider additional granular information which will support delivery of our plan and which we monitor by matter of course such as employees supported in Gaelic learning.

APPENDIX 2 – PUBLIC CONSULTATION

Our public consultation received 9 written responses.

	Name/ Organisation	Date received	Note
1	Individual	30/12/2021	General, focus on Gaelic heartlands, desire for bite-sized learning, highlighting Scots dialects, everyday use of Doric, desire for actions on Scots dialects
2	Fèisean nan Gàidheal	7/2/2022	A positive response, highlighting the impact of our investment via Fèisean nan Gàidheal to many of our target areas and priorities. Highlights strengths in our plans and opportunities to progress further.
3	Scottish Funding Council	9/2/2022	Positive response highlighting areas of collaboration with their recently approved new plan.
4	Comhairle nan Eilean Siar	11/2/2022	Positive response highlighting areas of strength and opportunity to develop.
5	UHI	11/2/2022	Positive response highlighting the synergy in our strategies and geographies and advocates a new approach to development in communities based on LSI proposals for community engagement which they endorse.
6	UHI Language Sciences Institute and UHI-based Soillse Researchers	8/2/2022	A positive response, welcoming the proposals and identifying areas of importance and collaboration with the LSI.
7	Skills Development Scotland	11/2/2022	A positive response highlighting the areas of synergy and partnership approaches to shared agendas, building on our established relationship and joint agenda.
8	The Scottish Government	11/2/2022	A positive response identifying particular areas of strength such as the recognition of Gaelic's importance, our economic growth activity and our research.
9	Scottish Enterprise	11/2/2022	Supportive response looking to work with us on common areas and opportunities.



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	25/07/2023
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	2.3

Tìotal a' Phàipeir	PGR049 Eagrain 4 Plana Gàidhlig Oilthigh na Gàidhealtachd is nan Eilean	
Moladh do Bhuill	Ri Aontachadh	
Neach-labhairt:	Christie NicIleathain, Manaidsear Planaidh	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha an Aonta	Seòrsachadh co-dhùnadh
Stiùiriche Leasachaidh	12/07/2023	Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 – PGR049 E04 Oilthigh na Gàidhealtachd is nan Eilean	
1.0	Adhbhar	
1.1	A' sireadh aonta air plana reachdail fo Achd na Gàidhlig (Alba) 2005	
2.0	Cùl-fhiosrachadh	
2.1	PGR049 - Geàrr iomradh air adhartas le E03	
2.2	Tha Oilthigh na Gàidhealtachd agus nan Eilean air adhartas a dhèanamh le bhith a' bhrosnachadh ionnsachadh agus cleachdadh na Gàidhlig don luchd-obrach. Thòisich a' bhuidheann bùithtean-obrach ùra 'Rannsachadh Gàidhlig' is tha iad air a bhith mòr-chòrdte. Ri linn seo tha meudachadh air a bhith ann air ùidh ann an cearcall còmhraidh luchd-obrach. Tha e cudromach gun cùm an t-Oilthigh orra a' bhrosnachadh thachartasan mar seo don luchd-obrach gus fàs a thoirt air ionnsachadh na Gàidhlig san àite-obrach.	
2.3	Thathar air adhartas a dhèanamh le bhith a' sgaoileadh fiosrachadh dà-chànanach air na meadhanan sòisealta aca agus le brathan-naidheachd. Tha e cudromach gun cùm an t-Oilthigh orra le seo gus am bi a' Ghàidhlig nas fhaicsinniche ann an eadar-aghaidh an Oilthigh ris a' mhòr-sluagh agus luchd-ùidhe.	
2.4	Tha Oilthigh na Gàidhealtachd agus nan Eilean air adhartas a dhèanamh a thaobh a bhith a' cruthachadh agus a' sgaoileadh stuthan an Oilthigh do dh'alumni gu dà-chànanach. Tha e cudromach gun lean an t-Oilthigh orra a' cruthachadh agus a' sgaoileadh subsaint dhà-chànanach do na h-alumni gus aithneachadh cho cudromach 's a tha e a bhith a' cur ri follaiseachd is inbhe na Gàidhlig.	
2.5	Tha an t-Oilthigh air adhartas a dhèanamh le bhith a' toirt chothroman don phoball conaltradh a dhèanamh leis an Oilthigh sa Gàidhlig. Thathar air an t-adhartas seo a dhèanamh le foirmean a dh'fhaodar lìonadh sa Ghàidhlig air an làraich-lìn aca, mar eisimpleir, an duilleag-lìn ceistean coitcheann agus goireas a' phutan dheirg. Tha seo cudromach airson fàs a thoirt air cleachdadh na Gàidhlig agus gus am bi barrachd Gàidhlig ri faicinn ann an conaltradh làitheil.	

<p>2.6</p> <p>2.7</p> <p>2.8</p>	<p>Thathar air adhartas fhaicinn le bhith a’ dèanamh cinnteach gu bheil a’ mhòr-chuid de stuthan fastaidh a’ comharrachadh ‘Eòlas air a’ Ghàidhlig agus a cultar no ùidh annta’ mar shlat-tomhais taghaidh ion-mhiannaichte. Ge-tà, tha fathast cothroman ann far a dh’fhaodadh a’ Ghàidhlig a bhith nas fhaicsinniche ann an sanasan-obrach.</p> <p>Tha cothroman ann do dh’Oilthigh na Gàidhealtachd agus nan Eilean meudachadh a thoirt air an fhiosrachadh taic oileanaich a tha ri fhaighinn sa Ghàidhlig air an làraich-lìn aca. Mar eisimpleir, bha e na thargaid san treas eagraan aca gum biodh fiosrachadh is goireasan comhairle a thaobh dhreuchdan is so-fhastachd rim faighinn sa Ghàidhlig. Chan eil e follaiseach a bheil an t-Oilthigh air seo a choileanadh. Tha cothroman mar seo cudromach gus spèis cho-ionnan a thoirt don Ghàidhlig agus don Bheurla agus gus cleachdadh na Gàidhlig a bhrosnachadh.</p> <p>Tha cothroman ann do dh’Oilthigh na Gàidhealtachd agus nan Eilean adhartas a dhèanamh a thaobh meudachadh air àireamh nan inbheach a tha ag ionnsachadh na Gàidhlig agus air sgilean cànan nas fheàrr am measg luchd-labhairt. Mar eisimpleir, faodaidh an t-Oilthigh lèirmheas a dhèanamh air na cothroman a bhith a’ tabhann na Gàidhlig ann an cuspairean eile. Bheireadh seo an t-ullachadh fa-near do bharrachd bhuidhnean de dh’oileanaich.</p>
<p>3.0</p>	<p>Prìomh Aithris/Fiosrachadh</p>
<p>3.1</p> <p>3.2</p> <p>3.3</p>	<p>Chaidh measadh a dhèanamh air an dreachd phlana seo le pannal nam planaichean. Thug am pannal sùil mhionaideach air a’ phlana agus mhol iad atharrachaidhean.</p> <p>Ghabh Oilthigh na Gàidhealtachd is nan Eilean ris na molaidhean aig a’ phannal. Thug oifigearan a’ Bhùird taic seachad far an robh soilleireachadh a bharrachd a dhìth air cuid de na molaidhean agus chaidh rèiteachadh a dhèanamh orra.</p> <p>Thathas a’ moladh gun tèid aontachadh ris a’ phlana seo.</p>
<p>4.0</p>	<p>Moladh</p>
<p>4.1</p> <p>4.2</p>	<p>Aire a thoirt don fhiosrachadh ann am PT1.</p> <p>Aonta a chur ris an dreachd phlana ann am PT1.</p>
<p>5.0</p>	<p>Prìomh Bhuidhean Ro-innleachdach</p>
<p>5.1</p>	<p>Buidhean air Ionmhas Chan eil buaidh ann.</p>
<p>5.2</p>	<p>Buidhean air Luchd-obrach Chan eil buaidh ann.</p>
<p>5.3</p>	<p>Buidhean air Trèanadh Chan eil buaidh ann.</p>
<p>5.4</p>	<p>Ceanglaichean ri Amasan Ro-innleachadh agus Corpóra Tha dlùth cheangal ann eadar am plana reachdail seo agus a’ cur air adhart cleachdadh, ionnsachadh agus ìomhaigh na Gàidhlig gu nàiseanta.</p> <p>Bidh am plana seo a’ cur air adhart na trì amasan anns a’ Phlana Chorpóra aig Bòrd na Gàidhlig.</p>
<p>5.5</p>	<p>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</p>

Seisean Fosgailte

Cuspair 2.3

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

Cover Page

University of the Highlands and Islands (UHI): Gaelic Language Plan 2023-2026

This plan has been prepared under Section 3 of the Gaelic Language
(Scotland) Act 2005

Using Gaelic more often, by more people and in a wider range of situations.

Foreword

In this edition of our plan, we confirm our commitment to proactively and positively embracing Gaelic language and culture as an important and valuable part of the UHI partnership, both regarding our core academic business centred on teaching and research, and our identity as a bilingual organisation embedded in our communities. Our refreshed approach to Gaelic planning will support the integration of Gaelic policy throughout the organisation and will clearly articulate our strong ambition for Gaelic and Language and culture to continue to be of great importance to UHI.

The priorities, commitments and measurements set out in this, our fourth edition of our Gaelic language plan, build on the commitments we made in our third Gaelic language plan, 2019-2022. Feedback has been considered from staff, the UHI partnership, internal and external stakeholders, partner organisations, Bòrd na Gàidhlig and the public.

Taken as a whole, the commitments in this plan recognise our public responsibility as a major regional organisation to continuously champion Gaelic language and culture as a living and dynamic entity within the region and beyond.

Principal and Vice-Chancellor's welcome

As UHI principal and vice-chancellor, I am delighted to introduce the fourth edition of our Gaelic Language Plan. As the only tertiary institution with extensive reach across the Highlands and Islands, Moray and Perthshire, we are proud of our public responsibility to enhance the status of Gaelic and embrace this responsibility proactively.

The previous editions of our Gaelic Language Plan contained ambitions for student support, curriculum development and research, and this plan articulates a renewed determination to build on everything that we have achieved in order to strengthen the position of Gaelic across our partnership. The plan also aligns with our new strategic plan. UHI's aspirations extend beyond the place-based education we have in our regions and communities and embrace a 'daring to be different' ethos. This ethos will harness our energy and set new ambitions in our areas of strength, namely: tertiary education, research impact, enterprise, and engagement.

During the lifetime of this plan we are determined to:

- *Increase the status, visibility and use of Gaelic throughout UHI,*
- *Provide a comprehensive range of opportunities for staff and students to become aware of Gaelic and to learn Gaelic,*
- *Engage with our Gaelic-speaking and our Gaelic-learning communities in a proactive manner and,*
- *Evaluate the Gaelic language outcomes associated with the implementation of this plan.*

This edition reiterates a clear commitment to the aspirations and objectives included in the National Gaelic Language Plan and the Gaelic Language (Scotland) Act 2005. Recognising our core academic purpose, we are, in short, wholeheartedly committed to making an ongoing and significant contribution to the place of Gaelic within Scotland as a dynamic, living and vibrant language.

I commend the fourth UHI Gaelic Language Plan to you.

Vicki Nairn

Interim UHI Principal and Vice-Chancellor

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- Ensuring that the student experience affirms the principle of equal respect for Gaelic and English
- Promoting the bilingual identity of UHI in our corporate communications and brand
- Encouraging and supporting all staff, regardless of their role, and wherever they are employed within the UHI partnership, to appreciate, acquire and develop Gaelic language skills

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Introduction

About UHI

UHI is an innovative, dynamic, and highly distinctive institution encompassing further and higher education, research, and knowledge exchange. Established in close partnership with the regional development agency, Highlands and Islands Enterprise, and national and international in outlook, UHI's core objective is to have a transformational impact on the economy of our operating area and the communities we serve. Our region is unique in the United Kingdom, in terms of its size, demographic profile, cultures, languages and heritage, and UHI was established to reflect this. Given our location at the heart of the Gàidhealtachd, for many years we have recognised that we have a public responsibility to embrace the Gaelic language and culture in our day-to-day life and work and this is something we do with pride and commitment.

Structurally, UHI is a partnership; a network of colleges and specialist research institutions anchored within, but spread across the Highlands and Islands Moray and Perthshire: from Shetland to Argyll and from the Western Isles to Moray; some in urban centres, but most in rural areas and island communities. UHI has introduced an Islands Strategy to articulate how UHI will work with partners to extend and strengthen its activities across Orkney, Shetland and the Western Isles.

Our UHI partnership agreement sets out arrangements for how we work together across a wide range of academic activity. As a partner of UHI, Sabhal Mòr Ostaig has a separate and specific role as the National Centre for Gaelic Language and Culture, supported by the Scottish Government. Sabhal Mòr Ostaig UHI Outer Hebrides, and UHI West Highland each have their own Gaelic language plans which articulate their institutional commitment to Gaelic. Sabhal Mòr Ostaig has a role in supporting the Gaelic activities of UHI, whilst also having its own national remit for the development of Gaelic language and culture.

A member of UHI's senior executive team has executive responsibility for oversight of UHI's Gaelic language plan and this postholder works in close partnership with the principal of Sabhal Mòr Ostaig who both chairs our Gaelic committee and has a key role in championing the implementation of the plan.

The UHI Gaelic officer is a core staff member and is responsible for assisting with the development and implementation of the Gaelic language plan.

Our success with Gaelic

Gaelic is an integral part of Scotland's heritage, national identity and cultural life and we are determined to make an incisive contribution to this. We have been committed to the objectives set out in successive national Gaelic language plans for many years and we have put the necessary structures and initiatives in place to contribute to ensuring that Gaelic has a sustainable and prosperous future in Scotland and recognising, in particular, the role of our international diaspora.

UHI recognises that the position of Gaelic is extremely fragile and we are committed to being part of a concerted effort by the Scottish Government, the public and private sectors, community organisations and individuals to ensure that Gaelic is used more often by more people in a wider range of situations. In particular, we will proactively engage with traditional Gaelic communities in matters related to our core functions of research and teaching. A good example of this would be the caman project launched to secure the future production of camans – the wooden sticks used to play shinty which is part of a wider collaboration between UHI and the Camanachd Association. The two organisations have signed a memorandum of understanding to work together to explore opportunities around volunteering, work experience, education and training, coaching and community awareness.

UHI first adopted a Gaelic policy in 1999. Our first Gaelic language plan was approved by Bòrd na Gàidhlig on 24 August 2010 and covered the period 2010-2014. Since 2010, there have been three further Gaelic language plans and we have made significant advances in terms of the visibility and audibility of Gaelic in its services to students, staff and the public, as well across our core business involving our curriculum and research activities. In this way, we have progressed the principle of equal respect being afforded to Gaelic and English. In a wide range of areas of our life and work, notably our identity, marketing and communication and the student experience, it is indeed the case that many of the commitments set out across our three previous Gaelic language plans have become part of our day-to-day work.

As with all areas of society, we have had to respond flexibly to the COVID-19 pandemic and a clear priority during the previous edition of our Gaelic plan has been to ensure that all existing students and staff are well supported, with reasonable adjustments being made to course provision. This has been reported to Bòrd na Gàidhlig, and there is an agreement that some elements of the previous Gaelic language plan should be carried over to this current plan.

Our priorities in Gaelic

This edition of our Gaelic language plan sets out our plan for how we will use Gaelic in the operation of our functions and services, and how we will use Gaelic when communicating with the public and key partners. Particular emphasis is placed on Gaelic within our core business of teaching and research, and within this our support for traditional Gaelic communities. The plan also articulates how we will normalise, promote

and develop Gaelic building on successful engagement and developments to date. Our 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'.

In this regard, our plan:

1. Affirms our core responsibility to support the use of Gaelic in informal and community settings, especially but not exclusively in traditional Gaelic communities,
2. Will strengthen the use of Gaelic across our academic partnership,
3. Reflects the high public and political profile of Gaelic in Scotland, and our clear public responsibility to enthusiastically respond to this
4. Encompasses the academic partnership, whilst recognising Sabhal Mòr Ostaig's distinct role as the National Centre for Gaelic Language and Culture, and,
5. Enhances elements of Gaelic further and higher education and research and knowledge exchange activities.

We commit to four priority commitments in this edition and these commitments reflect the objectives set out in the national plan for Gaelic, including the national Gaelic education strategy. Taken together, they underscore our commitment to playing an important part in ensuring that Gaelic has a sustainable future as a living language in Scotland:

1. Teaching, learning, research and knowledge exchange: enhancing the place, visibility and usage of Gaelic within UHI's core business of teaching, learning, research and knowledge exchange, including a commitment to proactively engaging with the traditional Gaelic speaking communities. The overall main priorities for the delivery of our Gaelic language plan in the next three years relate to recruiting more students, both to the existing Gaelic programmes at Sabhal Mòr Ostaig and UHI Outer Hebrides, and in relation to supporting enhanced opportunities for staff and students to learn Gaelic, especially at beginner level. Our research activities will be expanded to make a strong and purposeful contribution to the national knowledge base about Gaelic and its place in Scottish society. As part this work and reflecting the work of Sabhal Mòr Ostaig, UHI Outer Hebrides and the UHI Language Sciences Institute, we wish to continue to engage with traditional Gaelic-speaking communities.
2. The student experience: ensuring that the student experience affirms the principle of equal respect for Gaelic and English. In this section we will build on what has been achieved already to ensure that Gaelic is visible to all UHI students, and that for those who wish to have the opportunity to communicate in Gaelic as part of their experience. We will also ensure that this principle applies to UHI alumni. We will continue to support the Highlands and Islands Student Association in the implementation of its own Gaelic language plan whilst acknowledging and respecting Sabhal Mòr Ostaig's separate student association, Comann nan Oileanach.
3. Corporate communications: promoting the bilingual identity of UHI through our student recruitment and communications. An increased visual presence of Gaelic in the UHI brand will greatly increase the status of Gaelic and general awareness of the language not only amongst members of local communities, but also the general public and stakeholders. It is also acknowledged that this increased visual

presence of Gaelic in this activity will greatly increase the status of Gaelic and general awareness of the language throughout the UHI partnership.

4. Staffing: encouraging and supporting all staff, regardless of their role, and wherever they are employed within the UHI partnership, to acquire and develop Gaelic language skills. In order to deliver services through the medium of Gaelic, even at a basic level, it is necessary to develop the requisite job skills and language skills of staff. The provision of language learning and language awareness 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.

These four commitments recognise that there is linguistic diversity in the Highlands and Islands and in no way diminishes the importance of other languages and dialects.

UHI receives funding for further and higher education and for research and knowledge exchange activity from the Scottish Funding Council (SFC). In return for public funds, an annual outcome agreement between us and the SFC is progressed each year. This outcome agreement is always explicit in terms of our commitment to delivering this Gaelic language plan.

Setting out our core commitments in detail

1. Teaching, learning, research and knowledge exchange

Enhancing the place, visibility and usage of Gaelic within UHI's core business of teaching, learning, research and knowledge exchange, including a commitment to proactively engaging with the traditional Gaelic-speaking communities.

Area for development: **teaching, learning and curriculum development**

Overall Outcome: An increase in the number of Gaelic learners at all levels within UHI

Key targets:

- A year-on-year increase in the number of Gaelic learners at all levels.
- A year-on-year increase in the number of students studying for qualifications in Gaelic medium initial teacher education.
- A year-on-year increase in the number of students studying for CPD qualifications in Gaelic medium education.

Links to the high level aims as approved by Bòrd na Gàidhlig:

- Assist with increasing the use of Gaelic within UHI and across our partnership in both formal and informal situations.
- Encourage increased uptake in the UHI operating area of Gaelic courses that are available across the UHI partnership.
- Increase the uptake, range and availability of modules and courses offered through the medium of Gaelic, aiming to increase the number of Gaelic learners at all levels in the academic partnership.
- Inform and encourage existing students studying a wide range of non-Gaelic courses to enrol for these and existing modules/courses.
- Increase opportunities across the UHI partnership for community-based evening face to face teaching at beginners level in support of Gaelic skills and growing usage in different communities.
- Monitor levels of promotion and uptake of Gaelic modules and courses across the university partnership. Resolve any obstacles that may arise.
- Continue to work with partners to promote the benefits of studying Gaelic across the UHI operating area

Seisean Fosgailte
Cuspair 2.3 PT1

Commitment number	Commitment	2023	2024	2025	2026	Lead
1	We will enhance opportunities for Gaelic learners from across our region to progress from school to further education and thence to higher education, through using a range of teaching methods, including online and face-to-face approaches.	x	x	x	x	Sabhal Mòr Ostaig; UHI Outer Hebrides; dean of arts, humanities and business
2	We will proactively support the use of Gaelic in informal community settings, especially in island and rural communities, through the provision of a range of community learning opportunities and initiatives. In the Western Isles, and the west Highlands, we will work to facilitate a Gaelic mentoring scheme and informal community online conversational classes. We will also ensure progression opportunities from these courses to our existing portfolio of more substantive online and in person courses.	x	x	x	x	UHI Outer Hebrides; Sabhal Mòr Ostaig; UHI West Highland
3	We will offer short online and face to face Gaelic language courses to parents of children in Gaelic medium education across our region ranging from beginner to advanced learner and including Gaelic literacy skills for fluent speakers. We will also work to ensure progression opportunities from these courses to our portfolio of more substantive online and in person courses run through Sabhal Mòr Ostaig and UHI Outer Hebrides. In particular, working in partnership with Comhairle nan Eilean Siar, we will support the local authority Gaelic first programme.	x	x	x	x	UHI Outer Hebrides; Sabhal Mòr Ostaig; UHI West Highland UHI Inverness
4	We will establish a programme of community-based Gaelic learning opportunities in Inverness and surrounding areas. We will also ensure progression opportunities to our existing portfolio of more substantive online and in person courses run by Sabhal Mòr Ostaig and UHI Outer Hebrides	x	x	x	x	UHI Inverness
5	We will work with UHI Inverness in developing a Gaelic Cultural Plan with a view to UHI Inverness being as a venue for Gaelic cultural	x	x	x	x	UHI Inverness

Seisean Fosgailte
Cuspair 2.3 PT1

	events in the Inverness area in order to stimulate engagement in the language and its related cultural aspects. This will align with existing community-based Gaelic learning opportunities in the Inverness area, and will lead to progression to opportunities to our existing portfolio of more substantive online and in person courses run by Sabhal Mòr Ostaig and UHI Outer Hebrides					
6	Sabhal Mòr Ostaig and UHI Outer Hebrides will continue to review and develop new digital courses in Gaelic, for example an online version of Ùlpan, and work connected with the 'Speak Gaelic' initiative.	x	x	x	x	Sabhal Mòr Ostaig UHI Outer Hebrides
7	In the Western Isles, we will strengthen our partnership with Ceòlas	x	x	x	x	UHI Outer Hebrides
8	We will redesign the undergraduate degrees within the Gaelic and related studies scheme with a view to increasing student numbers at Sabhal Mòr Ostaig and UHI Outer Hebrides.	x				Chair, Gaelic and related studies scheme; Gaelic subject network leader
9	In order to increase the number of Gaelic medium teachers teaching in Gaelic medium education, we will update and refocus the marketing for our professional graduate diploma in education (Gaelic medium) programme, utilising social media such as Facebook and Twitter, with contact made with Bòrd na Gàidhlig and Education Scotland to share and retweet information. The programme will also be advertised through GLAN (Gaelic Local Authority Network) to reach possible applicants working in other roles in education.	x	x	x	x	Sabhal Mòr Ostaig head of teacher education; head of teacher education; Gaelic subject network leader
10	We will work in partnership with Bòrd na Gàidhlig, Highland Council, Comhairle nan Eilean Siar, and Argyll and Bute Council to develop and implement a joint initiative leading to an increase in applications to our Gaelic Medium Teacher Education provision. We will create a plan to strengthen the existing opportunities for Gaelic Medium ITE provision (PGDE) beyond UHI Outer Hebrides		x	x	x	Sabhal Mòr Ostaig head of teacher education; head of teacher education; Gaelic subject network leader

	and Sabhal Mòr Ostaig, including UHI Argyll, UHI Inverness, UHI Perth, UHI West Highland.					
11	We will increase the emphasis on role of Gaelic in national language policy in the English-medium PGDE primary programme from 2021-22, offering additional input to Gaelic learners.	x	x	x	x	Sabhal Mòr Ostaig head of teacher education; head of teacher education; Gaelic subject network leader
12	We will work towards a new part-time Gaelic-medium PGDE, which will widen access to candidates who wish to teach in Gaelic-medium education.	x	x			Sabhal Mòr Ostaig head of teacher education; head of teacher education; Gaelic subject network leader
13	We will introduce a new four-year undergraduate route for primary and secondary teaching in 2023 in order to provide a direct route into Gaelic medium education for school leavers and career changers	x				Sabhal Mòr Ostaig head of teacher education; head of teacher education; Gaelic subject network leader
14	We will introduce a new MEd in Gaelic Education in 2023. This programme will be taught and assessed in Gaelic offering all Gaelic medium teachers a national structure to participate in career long professional learning.	x				Sabhal Mòr Ostaig head of teacher education; head of teacher education; Gaelic subject network leader
15	We will work with Sabhal Mòr Ostaig, UHI Outer Hebrides and UHI West Highland in expanding the range of Gaelic accredited programmes designed for a wide range of workplace environments, with a particular emphasis on island and rural communities, including developing a range of Foundation Apprenticeships and Modern Apprenticeships within Gaelic. This will be achieved with support from Skills Development Scotland.	x	x	x	x	UHI Outer Hebrides Sabhal Mòr Ostaig UHI West Highland

16	<p>We will support Sabhal Mòr Ostaig to enhance its Gaelic medium provision for health, early years and childcare professionals, including SVQ provision and other accredited early years/childcare qualifications.</p> <p>We will develop a programme of short courses for care workers/health workers/early years workers, with a particular focus on provision in the Western Isles.</p>	x				<p>Sabhal Mòr Ostaig director of education; subject network leaders</p> <p>UHI Outer Hebrides</p>
17	<p>We will enhance our degree level provision to strengthen Gaelic across the higher education curriculum by:</p> <p>i) Expanding the range of programmes offering 'Gaelic for Learners' as an option where there is evidence of student demand, as assessed through the number of previous student registrations for specific programmes</p> <p>ii) Embedding awareness of Gaelic in a wider range of programmes, especially within our creative industries higher education provision.</p>		x			<p>Programme leaders; subject network leaders; dean of arts, humanities and business</p>
18	<p>Within our tertiary education provision in tourism and heritage, and building on a successful pilot, we will run short courses in Gaelic and tourism and heritage which will add to our curriculum profile and strengthen the visibility of Gaelic.</p>		x			<p>Programme leaders subject network leaders dean of arts; humanities and business</p>
19	<p>Within Gaelic degree-level programmes, we will ensure the use of Gaelic in programme and module self-evaluation documents and within the exam board process for Gaelic.</p>	x	x	x	x	<p>Gaelic and related studies scheme leader academic registrar</p>
20	<p>A summary of evaluative data related to further and higher education student numbers and student performance on Gaelic courses will be reported to relevant committees on an annual basis for review and action</p>	x	x	x	x	<p>Gaelic and related studies scheme leader and relevant programme leaders with the subject network</p>

1. Teaching, learning, research and knowledge exchange (continued)

Enhancing the place, visibility and usage of Gaelic within UHI's core business teaching, learning, research and knowledge exchange, including a commitment to proactively engaging with the traditional Gaelic speaking communities.

Area for development: **research and knowledge exchange**

Outcome: Full contribution to the body of knowledge pertaining to all elements of Gaelic language and culture.

Key target: Over the period of the plan an increase in the number of research students studying for research degrees in Gaelic.

Links to the high level aims as approved by Bòrd na Gàidhlig:

- Promote the Gaelic research outcomes emanating from Sabhal Mòr Ostaig and the Language Sciences Institute.

Commitment number	Commitment	2023	2024	2025	2026	Lead
21	Working with key partners and stakeholders, we will produce a wide range of impactful research and knowledge exchange outputs in many aspects of Gaelic language and culture, including sociolinguistic, socioeconomic, cultural and historical dimensions.	x	x	x	x	Sabhal Mòr Ostaig, director of research; director of language sciences institute
22	Working with key stakeholders, we will undertake a range of research which relates to Gaelic usage within traditional Gaelic speaking areas, for example exploring how the use of Gaelic can be strengthened in the transition between family, education, community and the workforce.	x	x	x	x	Sabhal Mòr Ostaig, director of research; director of language sciences institute
23	We will increase the number of Gaelic research degree students at Sabhal Mòr Ostaig, UHI Outer Hebrides and in the language sciences institute over the duration of this plan.	x	x	x	x	Sabhal Mòr Ostaig director of research; director of language sciences institute; dean of research

Seisean Fosgailte
Cuspair 2.3 PT1

						head of graduate school
24	We will complete initial preparations to underpin a high-quality Gaelic submission to the next national research assessment exercise, currently scheduled for 2027. These will include staff development opportunities, the roll out of a sabbatical scheme in order for staff to prepare world-leading research outputs and support for grant capture.	x	x	x	x	Vice-principal (research and impact) Sabhal Mòr Ostaig; director of language sciences institute
25	We will lead and support the language sciences institute and ensure that agreed targets for research output are delivered in partnership with the Scottish Funding Council.	x	x	x	x	Director of language sciences institute/director of Soillse

2. Teaching, learning, research and knowledge exchange (continued) - The student experience

Ensuring that the student experience affirms the principle of equal respect for Gaelic and English

Area for development: student experience

Overall Outcome: All UHI students and alumni have awareness of UHI as a bilingual institution.

Key Target: Over the period of the plan an increase in the number of students studying for work based and work relevant qualifications using Gaelic, including in foundation and modern apprenticeships.

Links to the high level aims as approved by Bòrd na Gàidhlig:

- Equal Respect: Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.
- Corporate Parenting: That UHI is aware of the duties of a Corporate Parent to ensure that looked after children and young people and care leavers with Gaelic receive the same opportunities as those with other languages.
- Assist with increasing the use of Gaelic within UHI and across the UHI partnership in both formal and informal situations.

Commitment number	Commitment	2023	2024	2025	2026	Lead
26	Building on previous commitments, we will expand the range of student support web pages and materials available in Gaelic.	x	x	x	x	Dean of students
27	Careers and employability information and advice resources will continue to be available in Gaelic.	x	x	x	x	Dean of students
28	We will proactively engage with the Highlands and Islands Students' Association (HISA) as it develops and implements its own Gaelic language plan and policies.	x	x	x	x	HISA chief executive HISA president Dean of students

29	We will ensure that all students are aware that the 'Red Button' feedback mechanism can be used through the medium of Gaelic.	X	X	X	X	Dean of students
30	We will proactively ensure that students are aware that the complaints and academic appeals procedures can be used through the medium of Gaelic.	X	X	X	X	Dean of students
31	We will continue to provide a downloadable Gaelic version of the student application form and accept direct applications to the UHI written in Gaelic for all courses, including our Gaelic language courses.	X	X	X	X	Dean of students; director of student recruitment and admissions
32	We will seek donor support for Gaelic students and seek to open new prizes and awards to Gaelic submissions.	X	X	X	X	Director of development and alumni engagement
33	As a corporate parent, UHI will ensure that all looked after children and young people, and care leavers with Gaelic have opportunities to use Gaelic in their interactions with UHI.	X	X	X	X	Dean of Students

3. Corporate communications

Promoting the bilingual identity of UHI

Area for development: **corporate communications**

Outcome: the corporate communications arrangements will convey a strong sense of its Gaelic identity

Links to the high level aims as approved by Bòrd na Gàidhlig:

- Equal respect: Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.
- Active offer: practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic
- Third parties: Ensure that arm's length executive organisations and other contractors help with the delivery of the Gaelic language plan.
- Normalisation: Gaelic plan commitments are normalised within UHI structures over time, with opportunities to grow Gaelic within existing budgets constantly assessed.
- Logo: Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.
- Signage: prominent signage will include Gaelic and English as part of any renewal process.
- Promotion: positive message that communication from the public in Gaelic is always welcome.
- 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.
- Reception and phone: where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.
- Public meetings: Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.
- News releases: high profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
- Social media: Gaelic content distributed regularly through social media, guided by the level of actual and potential users.
- Website: Gaelic content should be available on the UHI website, with emphasis given to the pages with the highest potential reach.

- Corporate publications: produced in Gaelic and English, with priority given to those with the highest potential reach.
- 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.
- The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by university.
- Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.
- Assist with increasing the use of Gaelic within UHI and across the UHI partnership in both formal and informal situations.

Commitment number	Commitment	2023	2024	2025	2026	Lead
34	We will ensure that our bilingual logo is used on our main website and that there is increased use of Gaelic in our corporate communications	x	x	x	x	Director of Corporate communications
35	Our corporate stationery, including letterheads, compliment slips and business cards, will continue to be fully bilingual.	x	x	x	x	Director of corporate communications
36	UHI logos are available in Gaelic-only, bilingual and English-only formats where appropriate. Many in the UHI partnership have adopted the bilingual format, particularly on signage, and we will continue to support and encourage them to do so.	x	x	x	x	Director of corporate communications; academic partner principals
37	On first installation or on renewal of signage, including digital signage and displays and temporary signage, we will install fully bilingual signage at UHI-owned or leased premises. Some academic partners have adopted a bilingual signage policy, and UHI will continue to support and encourage this practice. We will ensure that bilingual signage is installed at all academic partner campuses in the traditional Gaelic-speaking communities.	x	x	x	x	Vice-principal operations; academic partner principals

	<i>*with the exception of the Northern Isles</i>					
38	We will ensure the place and importance of Gaelic remains a key focus in planned developments around branding and positioning associated with both the UHI identity, including individual partner identities*	X	X			Director of corporate communications
39	All front of house staff have received Gaelic language training and greet visitors in Gaelic, and there is a bilingual message on the UHI main switchboard for out-of-hours callers. Visitors who wish to continue to communicate in Gaelic will continue to be directed to an appropriate staff member.	X	X	X	X	Vice-principal operations
40	We will continue to ensure that mail and emails received in Gaelic receive a response in Gaelic.	X	X	X	X	Director of corporate communications
41	UHI partnership-wide communications with staff, students and alumni will continue to be bilingual.	X	X	X	X	Director of corporate communications; dean of students Director of development and alumni engagement
42	Our events programme will feature at least on event through the medium of Gaelic each academic year	X	X	X	X	Director of corporate communications

43	We will continue to ensure that all our display materials are bilingual and this practice will be encouraged throughout the academic partnership.	X	X	X	X	Director of corporate communications Director of development and alumni engagement
44	All high profile and Gaelic-related media releases will be produced bilingually.	X	X	X	X	Director of corporate communications
45	We will provide support to staff to ensure we can put forward a Gaelic spokesperson for media interviews and will promote these staff through our media experts' service.	X	X	X	X	Director of corporate communications
46	Our corporate publications will be produced bilingually.	X	X	X	X	Director of corporate communications
47	UHI alumni and development office materials will be produced bilingually, including webpages, e-newsletters and any printed material.	X	X	X	X	Director of development and alumni engagement
48	We will continue to ensure that promotional materials for Gaelic-medium courses, including within the UHI prospectus, are produced in Gaelic only or bilingual format.	X	X	X	X	Director of student recruitment and admissions
49	We will expand our use of social media to increase the visibility of Gaelic and Gaelic related activities taking place across UHI. This will include student-generated content, posts, blogs and videos.	X	X			Director of corporate communications
50	We will use web analytics to identify priority pages for translation on our website, with priority given to information on Gaelic learning, Gaelic-medium provision and Gaelic-related matters.	X	X	X	X	Director of corporate communications

51	We will prioritise high profile and relevant content for bilingual presentation on the UHI website.	x	x	x	x	Director of corporate communications

4. Staffing

Encouraging and supporting all staff, regardless of their role, and wherever they are employed within the university partnership, to acquire and develop Gaelic language skills

Area for development: **staff development and staff recruitment**

Overall Outcome: There will be an increase in the number of staff learning and using Gaelic

Key target: A year-on-year increase in the number of staff across our academic partnership who are studying Gaelic, including engaging with our Gaelic awareness provision.

Links to the high level aims as approved by Bòrd na Gàidhlig:

- Internal Audit: Conduct an internal audit of Gaelic skills and training needs through the life of each plan.
- Induction: Knowledge of the Gaelic language plan included in new staff inductions.
- Language Training: Gaelic language skills training and development offered to staff, particularly in relation to implementing the Gaelic language plan.
- Awareness Training: Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and student facing staff.

- Recruitment: Recognising and respecting Gaelic skills within the recruitment process. Gaelic named as an essential and/or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice. Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
- Assist with increasing the use of Gaelic within UHI and across the UHI partnership in both formal and informal situations.

Commitment number	Commitment	2023	2024	2025	2026	Lead
52	We will expand Gaelic learning and Gaelic awareness opportunities for employees, the university court and board members and Highlands and Islands Student Association staff. We will support this by developing an appropriate funding model for staff.	x	x	x	x	Chair, Comataidh Ghàidhlig
53	We will encourage our staff to consider the development of their Gaelic language skills as part of their yearly development reviews as appropriate.	x	x	x	x	Human resources practitioners group; director of strategic organisational and human resources
54	We will continue to provide and update an online interactive Gaelic resource (Gàidhlig dhutsa) which will be available to all staff and students. Staff are directed to the Speak Gaelic website for further learning opportunities.	x	x	x	x	Director of corporate communications
55	We will provide assistance to staff and students across the partnership to use Gaelic wherever possible, for example email signatures and out of office messages.	x	x	x	x	Director of corporate communications; academic partner principals
56	We will undertake a staff skills audit to gauge the Gaelic language proficiency and usage amongst staff and inform future Gaelic language skills development.			x		Head of human resources ; human resources practitioners' group

57	<p>We will ensure that recruitment material for new UHI posts specifies Gaelic language proficiency as a desirable skill.</p> <p>We will ensure that at least one new post with Gaelic as an essential skill is designated or created within the lifetime of this edition of the plan.</p>	X	X	X	X	Human resources practitioners group; director of strategic organisational and human resources
58	<p>We will ensure that roles for which a proficiency in Gaelic is identified as essential are advertised bilingually and interviewed through the medium of Gaelic</p>	X	X	X	X	Human resources practitioners group; director of strategic organisational and human resources

Implementation and monitoring

Timetable

This Gaelic language plan will formally remain in force for a period of four years from the date it was approved by Bòrd na Gàidhlig. By no later than the end of this period we will review the plan, make such amendments as necessary and submit it to Bòrd na Gàidhlig for approval. UHI has set out individual target dates for each numbered commitment in the plan.

Publicising the plan

Our Gaelic language plan will be published bilingually in a prominent place on our website. In addition, we will devise a public relations strategy and plan to support its publication. This will include:

- A media release announcing the approval and publication of the plan
- Social media posts on a number of platforms
- Media interviews to be offered in Gaelic and English, as appropriate
- Information for staff, students and stakeholders about the new plan and how to access it

In line with good practice, we will not distribute hard copies of the plan, but will encourage stakeholders to view it online. However, we will respond positively to specific requests for a hard copy of the plan to be provided.

Approval of the plan

This plan is the policy of UHI and has been endorsed by Comataidh Ghàidhlig, partnership council, academic council, and the UHI court.

Overall responsibility

The principal and vice-chancellor will have overall responsibility for ensuring UHI fulfils the commitments set out in this plan. Strategic oversight of the implementation of the plan has been devolved to the deputy principal (academic and research) in close collaboration with the principal of Sabhal Mòr Ostaig.

Our academic partners, notably Sabhal Mòr Ostaig and UHI Outer Hebrides have responsibility for progressing a number of the actions in the plan, especially in regard to higher education teaching, learning and research. Given that these actions are largely enabled by Scottish Funding Council funds, channelled through UHI and for which UHI is accountable, arrangements are in place for annual monitoring of the use of these funds throughout our academic partnership.

Staff members

UHI consists of a number of separate employers and therefore the exact arrangements for implementation will vary across the UHI partnership. Staff will be informed of their responsibilities through a range of internal communication protocols. Line managers have a specific responsibility to ensure that they liaise with their staff to support the implementation of the commitments in the plan.

Services delivered by third parties

When we work with external organisations, we will make them aware of the Gaelic language plan and will seek to ensure that they engage with the principles of the plan, as appropriate.

Resourcing the plan

We will ensure that adequate funding is in place each year to meet our commitments under the plan. Where there is a need for additional funding, as a result of implementation of the plan, wherever this is affordable, we will identify the requisite costs in the budget process for each year, and ensure actions are budgeted for appropriately. External funding may be sought for individual projects.

Monitoring the implementation of the plan

The progress of the plan will be a standing item on the agenda of the UHI Comataidh Ghaidhlig, which will have overall responsibility for monitoring and advising on the plan. It will also receive a detailed annual report on progress, which will then be submitted to Bòrd na Gàidhlig. Comataidh Ghàidhlig will also be responsible for aligning this plan, with those of UHI Outer Hebrides, Sabhal Mòr Ostaig (recognising that Sabhal Mòr Ostaig has its own distinct role for the Scottish Government as the National Centre for Gaelic Language and Culture), UHI West Highland and partners who develop aligned Gaelic language plans during the period of currency of this plan.

In addition, there will be an annual report on progress made against the commitments which will be considered by the UHI senior executive team and partnership council. The section of the annual report focusing on curriculum and research will be reviewed by academic council. Following internal consideration, the annual report will be sent to Bòrd na Gàidhlig.

The commitments within the plan are the overall targets for the plan and the reporting arrangements will comment on the extent to which each of these commitments has been delivered.

Additional performance targets, are embedded in the specific sections of the plan (1, 2 and 4):

Contact details

The senior officer with operational responsibility for overseeing the preparation, delivery and monitoring of our Gaelic language plan is:

Professor Neil Simco,

Deputy Principal (Academic and Research)

UHI North Highland

Burghfield House

Cnoc-an-Lobht,

Dornoch

IV25 3HW

neil.simco@uhi.ac.uk

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

DJ MacIntyre

Gaelic Officer

UHI

12B Ness Walk

Inverness

IV3 5SQ

dj.macintyre@uhi.ac.uk



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	25/07/2023
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	2.4

Tìotal a' Phàipeir	PGR035 Eagrain 02 Plana Gàidhlig Comhairle Siorrachd Obar Dheathain	
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	12/07/2023	Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 – PGR035 E02 Comhairle Siorrachd Obar Dheathain	
1.0	Adhbhar	
1.1	A' sireadh aonta air plana reachdail fo Achd na Gàidhlig (Alba) 2005	
2.0	Cùl-fhiosrachadh	
2.1	PGR035 - Gearr iomradh air adhartas le E01	
2.2	Tha Comhairle Siorrachd Obar Dheathain air adhartas a dhèanamh le bhith a' faighinn goireasan Gàidhlig do chloinn sna tràth-bhliadhnaichean. Tha mathan Gàidhlig agus bagaichean Bookbug Gàidhlig ri fhaighinn tron t-seirbheis leabharlainn. Tha na cothroman seo cudromach airson fàs a thoirt air ionnsachadh agus cleachdadh na Gàidhlig.	
2.3	Thathar air adhartas a dhèanamh le bhith a' tabhann agus a' cruthachadh seiseanan agus goireasan trèanaidh Gàidhlig. Tha modal trèanaidh Gàidhlig ri fhaighinn air an eadra-lion aca agus tha iad a' brosnachadh trèanaidh Gàidhlig tro <i>an Northern Alliance Regional Improvement Collaborative</i> gu luchd-obrach anns na bun-sgoiltean. Ge-tà, tha fhathast cothroman ann far a dh' fhaodadh a' Chomhairle a' meudachadh goireasan trèanaidh, gu h-àraidh airson luchd-fàilteachaidh.	
2.4	Tha Comhairle Siorrachd Obar Dheathain air adhartas a dhèanamh le bhith a' toirt taic don luchd-obrach gus Gàidhlig a chleachdadh air an siostam trèanaidh aca. Mar eisimpleir, tha stiùireadh ann do luchd-obrach aig a bheil Gàidhlig agus a tha toilichte conaltradh a dhèanamh ris a' phoball sa Ghàidhlig. Tha e cudromach gun cùm a' Chomhairle a' leasachadh na goireasan seo gus taic a thoirt don luchd-obrach nuair a thathar a' conaltradh sa Ghàidhlig agus gus fàs a thoirt air cleachdadh na Gàidhlig.	
2.5	Thathar air adhartas fhaicinn le bhith a' cruthachadh susbaint dà-chànanach air làrach-lìn na aca. Ge-tà, tha fhathast cothroman ann far a dh' fhaodadh a' Chomhairle a' meudachadh an fhiosrachadh dà-chànanach gus faicsinneachd na Gàidhlig a' meudachadh agus gus spèis cho-ionnan a thoirt don Ghàidhlig agus don Bheurla.	
2.6	Tha cothroman ann airson Comhairle Siorrachd Obar Dheathain adhartas a dhèanamh a thaobh suaicheantas corporra. Tha e cudromach gu bheil a' Chomhairle a' cruthachadh agus a' cleachdadh suaicheantas corporra anns a' Ghàidhlig no gu dà-	

	chànanach gus spèis cho-ionnan a thoirt don Ghàidhlig agus don Bheurla agus gus faicsinneachd na Gàidhlig ag àrdachadh san sgìre.
2.7	Tha cothroman ann airson Comhairle Siorrachd Obar Dheathain adhartas le bhith a' tabhann agus a' brosnachadh Gàidhlig mar L2 no L3 sna bun-sgoiltean. Tha seo cudromach gus fàs a thoirt air ionnsachadh na Gàidhlig.
2.8	Tha cothroman ann airson Comhairle Siorrachd Obar Dheathain a bhith a' leasachadh susbaint Ghàidhlig air na meadhanan sòisealta aca. Tha seo cudromach gus fàs a thoirt air faicsinneachd na Gàidhlig agus brosnachadh an cànan san sgìre.
3.0	Prìomh Aithris/Fiosrachadh
3.1	Chaidh measadh a dhèanamh air an dreachd phlana seo le pannal nam planaichean. Thug am pannal sùil mhionaideach air a' phlana agus mhol iad atharrachaidhean.
3.2	Ghabh Comhairle Siorrachd Obar Dheathain ris a' mhòr cuid de na molaidhean aig a' phannal agus far nach do ghabh, tha oifigearan a' Bhùird riarachta leis a' bhriathrachas a chleachd iad.
3.3	Thug oifigearan a' Bhùird taic seachad far an robh soilleireachadh a bharrachd a dhith air cuid de na molaidhean agus chaidh rèiteachadh a dhèanamh orra.
3.4	Thathas a' moladh gun tèid aontachadh ris a' phlana seo.
4.0	Moladh
4.1	Aire a thoirt don fhiosrachadh ann am PT1.
4.2	Aonta a chur ris an dreachd phlana ann am PT1.
5.0	Prìomh Bhuidhean Ro-innleachdach
5.1	Buidhean air Ionmhas Chan eil buaidh ann.
5.2	Buidhean air Luchd-obrach Chan eil buaidh ann.
5.3	Buidhean air Trèanadh Chan eil buaidh ann.
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra Tha dlùth cheangal ann eadar am plana reachdail seo agus a' cur air adhart cleachdadh, ionnsachadh agus ìomhaigh na Gàidhlig gu nàiseanta. Bidh am plana seo a' cur air adhart na trì amasan anns a' Phlana Chorporra aig Bòrd na Gàidhlig.
5.5	Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta

Seisean Fosgailte

Cuspair 2.4

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



Aberdeenshire Council

GAELIC LANGUAGE PLAN

2023-2028

DRAFT

Foreword

Aberdeenshire Council continues to be committed to raising awareness and promoting the use of the Gaelic language in Aberdeenshire. This is in support of the National Gaelic Language Plan and our responsibilities with regards to the Gaelic Language (Scotland) Act 2005.

Our Gaelic Language Plan for 2023-28 details how we intend to promote and support Gaelic learning opportunities, increase the presence of the Gaelic language in art and culture events, and raise awareness across Aberdeenshire of the Gaelic language and its heritage in the area. We will build on the progress made in our first Gaelic Language Plan.

Prior to the pandemic, we gave staff the opportunity to attend a Gaelic learning course held at libraries throughout Aberdeenshire, developed information about Gaelic for staff on the council's intranet, created a Gaelic version of the council logo, created an online course for staff to learn basic greetings and phrases and promoted Gaelic learning opportunities for school pupils.

There is a great language diversity within the population of Aberdeenshire. Our ancient Gaelic history is evidenced in place names throughout Aberdeenshire, some of which are detailed within the plan. Bilingualism and multilingualism are often standard due to the increase in the number of residents for whom English is not their first language.

Aberdeenshire has a rich variety of cultural heritage and resources. Although the number of residents using the Gaelic language has been low for a sustained period, the 2011 census did show that there was an increase in the area over the preceding decade. The 2022 census will give us an up-to-date picture of the use of Gaelic in the area, which can further inform our planned work.

Our plan aims to contribute to the promotion and protection of the Gaelic language in Scotland which is of great importance and value.

Jim Savege
Chief Executive

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1. INTRODUCTION

DESCRIPTION OF ABERDEENSHIRE COUNCIL

Local authorities are responsible for providing a range of public services. This includes education, social care, roads and transport, economic development, housing and planning, environmental protection, waste management, cultural and leisure services

Aberdeenshire Council is one of 32 Council areas of Scotland. The Aberdeenshire Council area is bordered by Moray, Highland, Perth & Kinross and Angus. The council is a large organisation, with 16,000 employees and delivering hundreds of local services for the benefit of our communities. Our council activities are managed through services – Education and Children’s Services, Business Services, Infrastructure Services, and Health & Social Care. The council has six administrative areas – Banff & Buchan, Buchan, Formartine, Garioch, Kincardine & Mearns and Marr - within which local decisions are taken locally by elected Members. Corporate matters are decided at policy committees – Business Services, Education and Children’s Services, Communities, Infrastructure and Full Council. Aberdeenshire's six administrative areas each have an Area Committee, an Area Manager and an Area Management Team. The Area Manager's job, with the help of the Area Management Team, is to enable the Area Committee to make local decisions and to ensure that these decisions are carried out.

Aberdeenshire Council is made up of 70 elected councillors. They represent the 19 wards within the authority area: six wards have three councillors each and 13 wards have four councillors. We have offices in the following locations

- **Aberdeen** – our headquarters is in Aberdeen, outwith the boundary area of the Council
- **Banff & Buchan and Buchan areas:** Banff, Fraserburgh, Macduff, Maud, Peterhead and Strichen
- **Formartine and Garioch areas:** Turriff, Ellon, Oldmeldrum, Westhill and Inverurie
- **Marr and Kincardine & Mearns area:** Aboyne, Alford, Banchory, Huntly, Laurencekirk, Portlethen and Stonehaven.

Aberdeenshire Council’s vision is “Serving Aberdeenshire from mountain to sea –the very best of Scotland”. Sitting under that vision, the key plans for the council are detailed as follows:

- **Council plan** – describes how the council will achieve its vision and sets out the aims and outcomes that drive our work
- **Business plans** – describe the contribution of each council Service to the delivery of our strategic priorities

The Council's Priorities are shown below:

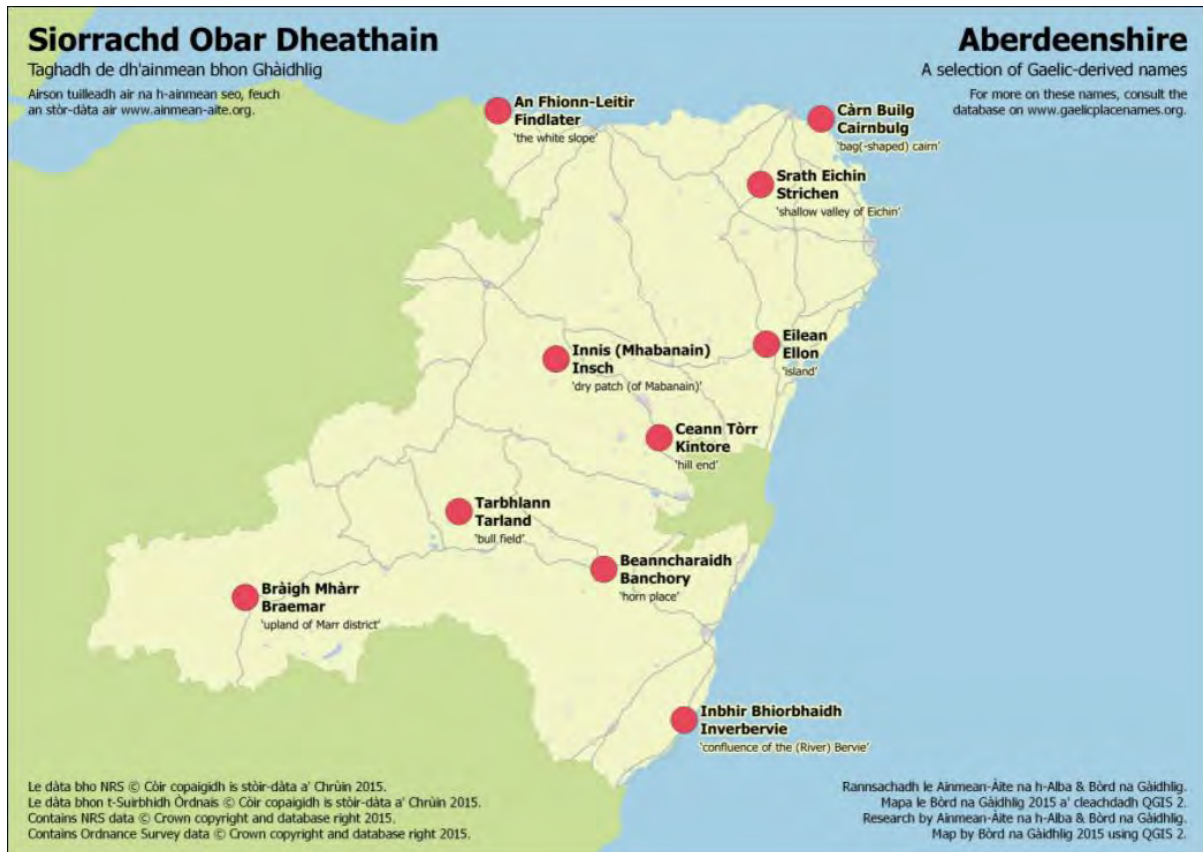
Pillar	Priority
Our People	Learning for Life Health & Wellbeing
Our Environment	Climate Change Resilient Communities
Our Economy	Economic Growth Infrastructure and public assets

GAELIC WITHIN ABERDEENSHIRE COUNCIL

The number of Gaelic speakers in Aberdeenshire increased from 890 in 2001 to 1400 in 2011, the largest growth seen across the country. Aberdeenshire's [Gaelic Language Plan 2016-21](#) provides a breakdown of Gaelic speakers from the 2011 census results into the 2007 electoral ward areas.

The Census in 2022 will update our understanding of the Aberdeenshire population who speak Gaelic.

The map below shows Gaelic-derived place names in Aberdeenshire (source: https://www.ainmean-aite.scot/wp-content/uploads/2016/09/mapa_BnG_Sd_Obar_Dheathain.jpeg)



As an employer, Aberdeenshire Council has focussed its Gaelic language activity over the last few years on identity, communications, staff training and language development. This includes: promotion of, and support to, access Gaelic medium education in the neighbouring local authority; promotion of Gaelic learning opportunities in schools and access to resources; establishment of bilingual signs at major new builds by the council and at main area offices; the development of a Gaelic version of the council logo; a section on the Council website dedicated to [Gaelic language services](#); and the development of an internal training module to promote understanding of procedure when residents wish to communicate in Gaelic.

GAELIC IN SCOTLAND

The 2011 Census showed that around 87,000 people in Scotland (around 1.7% of the population) have some Gaelic language skills. For the first time there was an increase in the number of speakers aged under 25, even though the overall figure decreased slightly. The Census also showed that Gaelic speakers live in most communities across Scotland, with approximately 50% living in the Highlands and Islands, and 50% across the rest of the country. (Source: [National GLP](#))

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 (the principal public body in Scotland responsible for promoting Gaelic development) 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 Aberdeenshire Council's Gaelic Language Plan prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic.

Aberdeenshire Council'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. Our Plan helps to raise the status of Gaelic in Aberdeenshire and shows how we are creating practical opportunities for the use of Gaelic in Aberdeenshire. The central purpose of this Plan is to encourage and enable more people in Aberdeenshire to use Gaelic more often and in a wider range of situations.

THE NATIONAL GAELIC LANGUAGE PLAN

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

We are committed to the achieving this aim by focussing our work on these three headings:-

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

INTERNAL GAELIC CAPACITY AUDIT

A key element of our Gaelic Language Plan is to understand the Gaelic skills which exist within Aberdeenshire Council. We conducted an internal Gaelic capacity audit so that we better understand existing skills and where awareness raising or training may be required.

Aberdeenshire Council employees were invited to complete a staff survey to identify levels of Gaelic skills and interest in a learning opportunity. One hundred and forty-nine (149) members of staff responded to the survey between the period of 31st August to 19th September 2021. The majority of respondents (83%) do not have Gaelic skills. Half of respondents expressed an interest in attending an informal learning opportunity on basic Gaelic phrases. Four respondents indicated that they use Gaelic skills in their work with the council.

Respondents offered suggestions on how Gaelic could be promoted in Aberdeenshire. Respondents offered positive suggestions on how this could be done including learning through schools, including introduction to Gaelic at an early age; free or affordable classes (perhaps online) could be offered to communities and staff; and consideration of Gaelic to be used on street or road signs.

The results have been considered and some actions are already in place in the action plan, and others will be considered and progressed by Spring/Summer 2023 as indicated in the action plan.

A further audit is planned within the timeframe of the Plan to complement the initial results we have received in 2021.

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. Aberdeenshire Council consulted on the draft Plan between 26 August and 7 October 2021, and 139 people responded.

The responses to the consultation are attached as Appendix 2 to this report.

Respondents were keen to see more opportunities for young people to learn Gaelic and a focus on better promotion of Gaelic in arts and culture.

2. KEY PRINCIPLES

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.

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

ACTIVE OFFER

Aberdeenshire Council will make an active offer of our Gaelic services to our employees and the public. Where Gaelic services are made available by us, we will take steps to make sure the community is made aware of their existence, and is actively encouraged to use them.

MAINSTREAMING

Aberdeenshire Council 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”.

CORPORATE PARENTING

Aberdeenshire Council is aware of the duties of a Corporate Parent to ensure that looked after children and young people and care leavers with Gaelic receive the same opportunities as those with other languages. The council will ensure that any Child’s Plan (for care experienced young people) or care leaver’s Pathways Plan gives due consideration to language opportunities.

3. PLAN COMMITMENTS

HIGH-LEVEL AIMS

Aberdeenshire Council has worked with Bòrd na Gaidhlig (the principal public body in Scotland responsible for promoting Gaelic development) to create a number of High Level Aims which reflect our commitment for the Gaelic language at a strategic level and are closely linked to the National Gaelic Language Plan 2018-23.

INCREASING THE USE OF GAELIC

High-level Aim	Establish and maintain a Gaelic language plan implementation group with representation from all Council Services. Senior officers will maintain responsibility for delivery of actions within their service.		
Desired Outcome	Actions are monitored, reviewed and delivered as appropriate during the life cycle of the Gaelic Language Plan.		
Current Practice	Officers from council services implement actions from the previous Gaelic Language Plan. However, there is no defined implementation group that meets on a regular basis.		
Actions Required			
	How this will be measured	Target Date	Lead Officer
Establish a cross-service Gaelic Language Plan implementation group	Formation of group and schedule of meetings	September 2023	Head of Customer and Digital Services
Co-produce a Terms of Reference with the implementation group	Creation of a Terms of Reference	September 2023	Head of Customer and Digital Services
Develop a schedule of meetings to review progress on implementing actions withing the GLP	Creation of schedule of meetings	September 2023	Head of Customer and Digital Services

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Cuspair 2.4 PT1

INCREASING THE LEARNING OF GAELIC

High-level Aim	Collaborate with other councils to increase shared resources for Gaelic development		
Desired Outcome	Resources shared with other local authorities are used for increasing Gaelic awareness and development in Aberdeenshire.		
Current Practice	There has previously been collaboration with neighbouring authorities in sharing resources and the council continues to be open to building relationships with other local authorities to share resources where appropriate.		
Actions Required	How this will be measured	Target Date	Lead Officer
Working with colleagues in other authorities who have offered to share communications resources including books, poems, language courses, online Gaelic resources available and support for parents helping children with homework	Ongoing engagement with other authorities Number of resources shared	Annually for duration of plan	Head of Customer and Digital Services
Working with other local authorities to identify where online Gaelic learning opportunities can be shared (L&D)	Number of opportunities shared, and the number of people who participate in the opportunity.	Annually for duration of plan	Head of Customer and Digital Services

High-level Aim	Fulfil the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic medium and Gaelic learner education to residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education		
Current Practice	<p>There is currently no Gaelic Medium Education and minimal Gaelic Learner Provision within the authority. Parents who wish to educate their children in the medium of Gaelic may send them to Gilcomstoun Primary school or Hazlehead Academy in Aberdeen City and support is available from the authority towards this in the form of paid transport. Information about GME is available on the Council website.</p> <p>The promotion of Gaelic as a viable and relevant L3 as part of 1+2 Language provision continues. Teachers benefit from access to Gaelic language learning and resources through the Regional Improvement Collaborative. New developments are promoted and signposted through the Aberdeenshire Primary Languages Portal which is accessible to all teaching staff. Schools are encouraged to signpost families to the Gaelic Learning opportunities hosted on the Northern Alliance Family Learning site.</p> <p>For reference below, e-Sgoil is a remote teaching facility based in the Western Isles of Scotland.</p>		
Desired Outcomes	<ul style="list-style-type: none"> • Awareness of Gaelic learning opportunities and resources to families is increased • Information relating to Gaelic medium and Gaelic learner education is accessible 		
Actions Required	How this will be measured	Target Date	Lead Officer
Review, improve and update information available on the Aberdeenshire Council website relating to Gaelic Medium Education	Monitor engagement with website? Increase in number of enquires re GME to officers?	Annually in September for the duration of the Plan	Head of Education
Continue to signpost to all Gaelic learning opportunities facilitated by partners in the Regional Improvement Collaborative – for staff and families.	Website visits Increase engagements with social media posts	Termly updates for life of plan (August / October/ January/ April)	Head of Education

Continue to promote Gaelic Learner opportunities for schools through E-sgoil.	Increase uptake for National Qualifications from 1 or 2 young people per session.	Annually for the duration of the Plan	Head of Education
a) Increase use of social media to improve signposting to Gaelic Learning for children and families b) Improve promotion of Gaelic Immersion and other learning opportunities through use of established communication tools such as Weekly School Mail to all staff and corporate social media accounts for family learning in the local area or neighbouring authorities.	Number of tweets and level of engagement with Tweets Increase in enquiries about participation in staff learning opportunities.	Annually for duration of plan	Head of Education
Desired Outcome	<ul style="list-style-type: none"> Increase awareness and engagement with Gaelic Learner opportunities through e-sgoil for Secondary age learners 		
Actions Required	How this will be measured	Target Date	Lead Officer
Continue to promote Gaelic Learner opportunities for schools through E-sgoil.	Increase uptake for National Qualifications from 1 or 2 young people per session.	Annually for the duration of the GLP	Head of Education
Desired Outcome	<ul style="list-style-type: none"> Increase awareness and engagement with Gaelic learner opportunities through the L3 offer in Primary School 		
Actions Required	How this will be measured	Target Date	Lead Officer
Maintain up to date information relating to Gaelic learning opportunities for teaching staff on the Aberdeenshire Primary Languages Portal	Monitor site usage and engagement. Monitor attendance at events related to Gaelic. Annual SG 1+2 Survey returns will show increase in schools providing Gaelic as an L3	Updates each term for life of plan (August / October/ January/ April	Head of Education

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High-level Aim	In consultation with Bòrd na Gàidhlig, provide information and carry out a survey of parents in the Council area to measure interest in the establishment of Gaelic medium and Gaelic learner education.		
Current Practice	<p>There is currently no Gaelic Medium Education within the authority. Parents who wish to educate their children in the medium of Gaelic send them to Gilcomstoun Primary school or Hazlehead Academy in Aberdeen City Council and support is available from the authority towards this in the form of paid transport. Information about GME is available on the Council website.</p> <p>Gaelic learner education is promoted as a viable and relevant L3 as part of 1+2 language provision. The annual Scottish Government 1+2 Survey is used to measure engagement with Gaelic as an L3.</p> <p>Gaelic learner provision is limited to that available to Secondary schools through e-sgoil. We were however facilitating access to this provision before it was made as a national offer.</p>		
Desired Outcome	<ul style="list-style-type: none"> Aberdeenshire Council have a good understanding of where parental demand exists for Primary GME, and for Gaelic learner opportunities to include Secondary pupils, in Aberdeenshire 		
Actions Required	How this will be measured	Target Date	Lead Officer
Liaison with Bòrd na Gàidhlig to establish best practice for the format and wording for proposed surveys.	Production of survey	October 2023	Head of Education
Create surveys for parents and determine most effective means of promotion.	Production of survey	December 2023	Head of Education
Conduct survey for parents	Number of responses to survey	January 2024	Head of Education
Analyse and prepare report of findings with any subsequent actions being incorporated into planning.	Report of findings produced	April 2024 and for duration of GLP	Head of Education

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Desired Outcome	<ul style="list-style-type: none"> To include views of young people in relation to provision of Gaelic Medium and Gaelic Learner provision 		
Actions Required	How this will be measured	Target Date	Lead Officer
Liaison with Bòrd na Gàidhlig to establish best practice for the format and wording for proposed surveys.	Production of survey	October 2023	Head of Education
Create surveys for children and young people and determine most effective means of promotion.	Production of survey	December 2023	Head of Education
Conduct survey for children and young people.	Number of responses to survey	January 2024	Head of Education
Analyse and prepare report of findings with any subsequent actions being incorporated into planning.	Report of findings produced	April 2024 and for duration of GLP	Head of Education

PROMOTING A POSITIVE IMAGE OF GAELIC

High-level Aim	Raise awareness across the Council area of the Gaelic language and its heritage in Aberdeenshire		
Desired Outcomes	<ul style="list-style-type: none"> • There is increased awareness of Gaelic events taking place in Aberdeenshire or in neighbouring areas. • To support projects which engage young people with Gaelic songs to increase young people's understanding of Gaelic language and its heritage in Aberdeenshire 		
Current Practice	<ul style="list-style-type: none"> • We work in partnership with the Scottish Book Trust to provide Gaelic Bookbug bags which are available in our libraries. • We supported the Book of Deer project with a successful application to National Lottery Heritage Fund plus outreach programme spanning 7 months. 		
Actions Required	How this will be measured	Target Date	Lead Officer
Active promotion of Gaelic events when they happen on public facing comms channels, when alerted.	Visibility of events. Number of views.	Annually	Head of Customer and Digital Services
Explore collaborative opportunities with Aberdeen City Council (subject to their agreement) and other relevant bodies to reintroduce access to the Provincial Mod and Fèis activities for residents in Aberdeenshire.	<p>Discuss opportunities with Aberdeen City Council.</p> <p>Number of opportunities identified</p> <p>Number of Provincial Mod and Fèis activities events accessible for residents in Aberdeenshire</p>	Annually for duration of plan	Head of Communities, Wellbeing and Partnerships
Develop a programme to support young people to participate in Gaelic songs projects	Number of opportunities shared, and the number of young people who	Annually for duration of plan	Head of Communities, Wellbeing and Partnerships

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	participate in the opportunity.		
Encourage targeted/vulnerable young people to participate in Gaelic songs projects	Number of opportunities shared, and the number of targeted young people who participated in the opportunity.	Annually for duration of plan	Head of Communities, Wellbeing and Partnerships

High-level Aim	Increase the presence of the Gaelic language in art and culture events and community resources		
Desired Outcome	To support a range of partners and communities with the development of Gaelic activities		
Current Practice	<ul style="list-style-type: none"> We work in partnership with the Scottish Book Trust to provide Gaelic Bookbug bags which are available in our libraries. We supported the Book of Deer project with a successful application to National Lottery Heritage Fund plus outreach programme spanning 7 months. 		
Actions Required	How this will be measured	Target Date	Lead Officer
To liaise with partners and communities about Gaelic culture activities, such as Book of Deer and Gaelic Bookbug, and to support partners and communities to identify and apply for funding to support Gaelic cultural activities where appropriate	Number of partners supported. Number of activities Number of grant applications	Annually for duration of plan	Head of Communities, Wellbeing and Partnerships

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Encourage targeted families, young people and communities to participate in Gaelic language arts and cultural activities	Number of opportunities shared, and the number of targeted families, young people who participated in the opportunity.	Annually for duration of plan	Head of Communities, Wellbeing and Partnerships
When requested to assist with the provision of community space for Gaelic artists to make or show their work	Number of community spaces made available/used	annually for duration of plan	Head of Communities, Wellbeing and Partnerships
Engage with neighbouring authorities to explore holding two Gaelic/bilingual events per year	Discuss opportunities with neighbouring authorities Number of opportunities identified Number of events held each year during the life of the Plan	Annually for duration of plan	Head of Communities, Wellbeing and Partnerships

CORPORATE SERVICE AIMS

This is Aberdeenshire Council's second Gaelic Language Plan and since 2016 we have taken incremental steps to support Gaelic through our corporate services.

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.		
Current Practice	A Gaelic version of the Aberdeenshire Council logo sits within the logo suite and is promoted through the intranet page and the internal awareness training module.		
Actions Required	How this will be measured	Target Date	Lead Officer
Presence of Gaelic logo within logo suite and in visual identity. When we refresh our corporate logo and branding this will incorporate Gaelic and English within the corporate logo.	Complete	Complete	Head of Customer and Digital Services

Desired Outcome	Signage Prominent signage will include Gaelic and English as part of any renewal process.
Current Practice	<u>Schools</u> : New school builds, and those schools receiving Gaelic as part of the curriculum will have school name signs provided bilingually. <u>Internal Signage</u> : A Gaelic 'Welcome to Aberdeenshire Council' sign will be placed at the reception areas of each area headquarter. <u>Libraries</u> : Library name signs will be provided bilingually for new library buildings or upgraded library buildings. <u>New Buildings</u> : Future building projects will have Gaelic signage included as standard.

	<p><u>Multilingual Signs:</u> Gaelic will be included in future multilingual signs such information plaques at heritage sites. In such instances, design considerations will be taken to ensure Gaelic and Scots are displayed as indigenous Scottish languages.</p> <p><u>Street Names:</u> Our Street Naming and Numbering Policy permits new streets to be given their single bilingual or multilingual name official name including Gaelic.</p>		
Actions Required	How this will be measured	Target Date	Lead Officer
New school builds and schools that have projects to upgrade reception areas will have the school's name sign in reception provided bilingually.	Percentage of applicable projects meeting this requirement from date of implementation of the updated GLP.	Annually for duration of plan.	Head of Property & Facilities Management / Heads of Education
A Gaelic 'Welcome to Aberdeenshire Council' sign will be placed in the reception area of each Council Area Headquarters. This is not retrospective and will be implemented on all new projects affecting the identified Area Headquarters.	Percentage of applicable projects meeting this requirement from date of implementation of the updated GLP.	Annually for duration of plan.	Head of Property & Facilities Management
Any upgrade project to new or existing Library facilities will include a bilingual name sign at the main desk	Percentage of applicable projects meeting this requirement from date of implementation of the updated GLP.	Annually for duration of plan.	Head of Property & Facilities Management
Gaelic will be included in future multilingual signs such information plaques at heritage facilities. In such instances, design considerations will be taken to ensure Gaelic and Scots are displayed as indigenous Scottish languages.	Percentage of upgraded/replaced building signage meeting this requirement from date of implementation of the updated GLP.	Annually for duration of plan.	Head of Property & Facilities Management

This requirement is not retrospective and will be considered for all new signage and any replacement/renewals.			
We will explore adding to current guidance on the use of Gaelic placenames within the current signage policy.	Approval of new policy by relevant policy committee.	Reviewed during lifetime of plan.	Head of Roads and Infrastructure

COMMUNICATING WITH THE PUBLIC

Desired outcome	Promotion Positive message that communication from the public in Gaelic is always welcome.		
Current Practice	There is a web page on the Aberdeenshire Council website that shows that communication in Gaelic is welcome and signposts to relevant Gaelic information.		
Actions Required	How this will be measured	Target Date	Lead Officer
Web page to make clear communication in Gaelic is welcome.	Complete	Complete	Head of Customer and Digital Services
Web page above checked quarterly for accuracy		Quarterly	Head of Customer and Digital Services
'Happy to communicate in Gaelic' email footer produced for use	Produced and published on internal channels	November 2023	Head of Customer and Digital Services

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.
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Current Practice	A communications page on the council intranet was created to make clear the willingness to complete correspondence in Gaelic. The “How to Respond to Customers Who Speak Gaelic” internal training module is a mandatory course requirement for frontline customer services staff.		
Actions Required	How this will be measured	Target Date	Lead Officer
Internal comms page on intranet created to make clear the willingness to complete correspondence in Gaelic	Presence of page	Complete	Head of Customer and Digital Services
Review of above intranet page on a quarterly basis		Reviewed quarterly	Head of Customer and Digital Services

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		
Current Practice	The “How to Respond to Customers Who Speak Gaelic” internal training module highlights basic greetings, how to show if a staff member can converse in Gaelic, and what to do if staff receive correspondence in Gaelic.		
Actions Required	How this will be measured	Target Date	Lead Officer
An email signature will be produced for use by staff who wish to make it clear that they are happy to communicate in Gaelic or English.	Number of downloads from Corporate Image Library	October 2023	Head of Customer and Digital Services

Desired outcome	Public Meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.		
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Current Practice	Aberdeenshire Council does not currently have an agreed policy for the use of Gaelic in public meetings. A Gaelic address for the Provost has been prepared.		
Actions Required	How this will be measured	Target Date	Lead Officer
Where meetings are on Gaelic issues they will be promoted bilingually.	Number of bilingual promotions	Annually for duration of plan	Head of Customer and Digital Services
A Gaelic address for the Provost will be delivered at any appropriate Gaelic public events.	Number of Gaelic addresses delivered at Gaelic events	Annually for duration of plan	Head of Customer and Digital Services
A policy and process will be established regarding when and how Gaelic will be used at meetings	Policy and process developed	March 2025	Head of Customer and Digital Services

INFORMATION

Desired outcome	News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.		
Current Practice	Where a media release is required for a Gaelic event, this will be provided to the media dual lingually. There hasn't been a request for this so far.		
Actions Required	How this will be measured	Target Date	Lead Officer
Where a media release is required for a Gaelic event, this will be provided to the media dual lingually, provided reliable translation is available in the required timescale.	Ongoing	Annually for duration of plan	Head of Customer and Digital Services

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All news releases relating to Gaelic events will be provided bilingually with provision made available for reliable translation.	At least 2 media releases per year for the life of the Plan	Annually for duration of plan	Head of Customer and Digital Services
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Desired outcome	Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users		
Current Practice	Events in Gaelic are shared on social media, rendered in both languages, provided reliable translation is available in the required timescale		
Actions Required	How this will be measured	Target Date	Lead Officer
Events in Gaelic will be shared on social media, rendered in both languages.	Reach	As required	Head of Customer and Digital Services
Education: All Gaelic events will be promoted bilingually	Number of events promoted	Annually for duration of plan	Head of Education

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.		
Current Practice	There is a web page on the Aberdeenshire Council website that shows that communication in Gaelic is welcome and signposts to relevant Gaelic information.		
Actions Required	How this will be measured	Target Date	Lead Officer
The Gaelic page on our website will be checked quarterly for accuracy	Accuracy	Quarterly	Head of Customer and Digital Services

Education: Information relating to how to access Gaelic Medium Education will also be available bilingually	Bilingual information published	December 2023 then annually	Head of Education
We have invested in plug-ins which translate our website to Gaelic. We will share this across our social media platforms to ensure the public are aware of this service.	Implementation if agreed	December 2023	Head of Customer and Digital Services

Desired outcome	Corporate Publications		
	Produced in Gaelic and English, with priority given to those with the highest potential reach.		
Current Practice	Corporate publications are not currently produced in Gaelic as it is not one of the top six languages of which translations are requested in Aberdeenshire, however information in Gaelic can be provided through our translation service.		
Actions Required	How this will be measured	Target Date	Lead Officer
We will publish at least two corporate publications annually in Gaelic.	We will monitor publications to ensure that at least two corporate publications are published in Gaelic each year.	Annually for duration of plan	Head of Customer and Digital Services
Education: We will deliver articles regarding Gaelic education and Gaelic school activities bilingually		Annually for duration of plan	Head of Education

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.		
Current Practice	We have an interpretation and translation contract in place to ensure the quality of translation is high and Gaelic is one of the languages available for translation		
Actions Required	How this will be measured	Target Date	Lead Officer
We will ensure the quality of Gaelic is retained in the procurement of any interpretation and translation provider	Appropriately considered within procurement contract	The current contract expires in 2027 and this will be part of future tendering at that point	Head of Customer and Digital Services

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.		
Current Practice	Aberdeenshire Council does not currently have an agreed policy for the use of Gaelic in exhibitions.		
Actions Required	How this will be measured	Target Date	Lead Officer
Gaelic events and events with links to the Gaelic language will be promoted bilingually	Number of promotions featuring Gaelic version logo	Annually for duration of plan	Head of Customer and Digital Services

STAFF

Desired outcome	Internal Audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.		
Current Practice	An internal audit of staff skills was carried out in August 2021.		
Actions Required	How this will be measured	Target Date	Lead Officer
Review of results of staff audit and development of further action required	Development of action(s) based on results	December 2023	Head of Customer and Digital Services

Desired outcome	Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions		
Current Practice	Internal online course 'How to respond to customers who speak Gaelic' was developed and available to all staff. From Spring 2021, this short course is a mandatory requirement for our customer services staff. It is optional for staff across the organisation to undertake training.		
Actions Required	How this will be measured	Target Date	Lead Officer
Renew and update the awareness training on ALDO (council's online training portal) to ensure it is up to date.	Awareness training will be reviewed every two years	Annually for duration of plan	Head of Customer and Digital Services / Head of Legal and people
Add a paragraph into the Service Induction guidance with link to Gaelic Language Plan.	Review Services Induction Plans to ensure link is included	December2023	Head of Legal & People
Advise new starts of the online course 'How to respond to customers who speak Gaelic'	Reports from the Learning Management System	December2023	Head of Legal & People

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.		
Current Practice	A series of face to face beginner evening classes were held in different areas of Aberdeenshire. These tended to have low numbers of attendees completing the whole course.		
Actions Required	How this will be measured	Target Date	Lead Officer
Further actions may arise from the Internal Capacity Audit.	Any further actions will be included in annual monitoring reports to Bòrd na Gàidhlig	December 2023 and throughout the plan	Head of Legal & People
To arrange lunch time sessions to be delivered virtually to allow larger groups of staff to attend either live or after the event	One lunchtime session to be arranged each month. This will be demand led and dependent on availability of resources	October 2023 and annually	Head of Legal & People
Sessions to be recorded so that they can be made available to all staff at a time suitable to them.	Number of sessions recorded – target 100%	October 2023 and then annually	Head of Legal & People

Desired outcome	Awareness Training Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.		
Current Practice	Prior to COVID Gaelic Awareness classes were being delivered in library venues throughout Aberdeenshire. These were available to all employees and Elected Members. Internal online course 'How to respond to customers who speak Gaelic' was developed and available to all staff.		
Actions Required	How this will be measured	Target Date	Lead Officer
To continue to provide Gaelic Awareness learning sessions for all employees and Elected Members.	At least two sessions to be held each year where resources are available	Annually	Head of Legal & People
Sessions will be recorded and made available to employees and Elected Members	All sessions will be recorded	Annually	Head of Legal & People
Further promote the online learning developed 'How to respond to customers who speak Gaelic'. This course provides basic information about Gaelic greetings, use of Gaelic signatures and information on the use of interpretation and translation services. The course also provides links to LearnGaelic and courses available at Aberdeen University. It also provides an opportunity to advise of any interest in accessing other forms of learning Gaelic.	Number of people accessing the course	Annually	Head of Legal & People

Seisean Fosgailte
Cuspair 2.4 PT1

Desired outcome	Recruitment		
	Recognising and respecting Gaelic skills within the recruitment process throughout the public authority		
Current Practice	Where a job has had Gaelic listed as an essential criteria in the job profile, the job advert has been posted with a Gaelic translation.		
Actions Required			
	How this will be measured	Target Date	Lead Officer
All job profiles with Gaelic named as an essential skill will be promoted and advertised bilingually	Percentage of job profiles with Gaelic as an essential skill advertised bilingually	Annually	Head of Legal and People

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.		
Current Practice	There were previously two temporary posts created for Gaelic Primary Teacher and Gaelic Development Officer, both of which had Gaelic in the Essential or Desirable Criteria.		
Actions Required			
	How this will be measured	Target Date	Lead Officer
Review HR policies and procedures to include guidance on including Gaelic as a desirable skill in the review of job profiles and/or the creation of new posts where applicable	Review HR polices and procedures	Annually	Head of Legal & People
Review job profiles to ascertain any other roles which require this essential / desirable criteria	Review job profiles carried out	Annually	Head of Legal & People

Seisean Fosgailte
Cuspair 2.4 PT1

Desired outcome	Recruitment Bilingual or Gaelic job adverts for all posts where Gaelic is an essential skill.		
Current Practice	Where a job has had Gaelic listed as an essential criteria in the job profile the job advert have been posted with a Gaelic translation.		
Actions Required	How this will be measured	Target Date	Lead Officer
Where a vacancy request is submitted advising that Gaelic is in the Essential or Desirable criteria the advert text is to be sent for translation.	Appropriate vacancies have Gaelic translation advert text.	Annually	Head of Legal & People

GAELIC LANGUAGE CORPUS

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.		
Current Practice	The council's supplier for Interpretation and Translation is used for Gaelic translations		
Actions Required	How this will be measured	Target Date	Lead Officer
To ensure that this provision is retained in future contracts	Incorporation of requirement in new contract	The next time the contract is tendered	Head of Customer and Digital Services

- July 2027

		- July 2027	
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Seisean Fosgailte
Cuspair 2.4 PT1

Desired outcome	Place Names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.		
Current Practice	It is understood that advice can be sought from Ainmean-Àite na h-Alba		
Actions Required	How this will be measured	Target Date	Lead Officer
Advice will be sought from Ainmean-Àite na h-Alba if required in implementing the actions detailed under "Signage"	Number of requests for advice	Annually as appropriate	Head of Property & Facilities Management

4. PUBLICATION

PUBLISHING AND PUBLICISING THE PLAN

INTERNAL

Aberdeenshire Council staff will be made aware of the plan through an article on the council's intranet, through cascading of the plan from senior management to their respective services, and through informal communication routes for staff (e.g Yammer)

Responsibility in terms of delivery of the plan will lie with the cross-service implementation and monitoring group, however all staff will be made aware of the opportunity to contribute to the actions detailed in the plan, where relevant to them. We will also ensure awareness is raised of the Gaelic information on the dedicated intranet page, and of the online training module that we had previously developed. We will be directed by the results of our staff audits with regard to the demand for opportunities to develop Gaelic language skills, and will promote opportunities accordingly through the routes detailed above.

EXTERNAL

Aberdeenshire Council's Gaelic Language Plan will be published in English and Gaelic on our website. In addition, we will:-

- publicise the plan through a variety of social media platforms
- promote awareness of, and provide access to, the plan to key stakeholders in the public, private and third sectors
- distribute copies of the plan to any relevant Gaelic organisations and other interested bodies
- make hard copies available on request

5. RESOURCING THE PLAN

The costs associated with the actions above will be covered within existing budgets for all of the council services involved.

6. MONITORING THE PLAN

An annual monitoring report on the implementation of this Plan will be sent to Bòrd na Gàidhlig and made available to the public. The report will focus on the progress of the identified actions that will help to deliver the High Level Aims and the Corporate Service Aims. This will be monitored through the Aberdeenshire Gaelic Language Plan Implementation and Monitoring Group.

7. THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY

OVERALL RESPONSIBILITY FOR THE PLAN

The Head of Customer and Digital Services has overall responsibility for preparation, delivery and monitoring of Aberdeenshire Council's Gaelic Language Plan. They can be contacted as follows: -

NAME: Kate Bond

POSITION: Head of Customer and Digital Services

DEPARTMENT: Customer and Digital Services

NAME OF ORGANISATION: Aberdeenshire Council

ADDRESS: Woodhill House, Westburn Road, Aberdeen, AB16 5GB

TELEPHONE NUMBER: 01467 536162

E-MAIL ADDRESS: Kate.Bond@aberdeenshire.gov.uk

DAY-TO-DAY RESPONSIBILITY FOR THE PLAN

The Business Strategy Manager has day-to-day responsibility for the delivery and monitoring of Aberdeenshire Council's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

NAME: Fiona McCallum

POSITION: Business Strategy Manager

DEPARTMENT: Customer and Digital Services

NAME OF ORGANISATION: Aberdeenshire Council

ADDRESS: Woodhill House, Westburn Road, Aberdeen, AB16 5GB

TELEPHONE NUMBER: 01467 533031

E-MAIL ADDRESS: Fiona.McCallum@aberdeenshire.gov.uk

GAELIC LANGUAGE PLAN IMPLEMENTATION AND MONITORING GROUP

It is one of our High Level Aims within this Plan to “establish and maintain a Gaelic language plan implementation group with representation from all council services”. It is planned that a Terms of Reference for the group will be established by March 2022, as detailed in the actions above. This will specify which services within the council will be represented and involved in the group. A schedule of meetings will also be developed.

ENGAGING WITH STAFF

A Gaelic Language Awareness page has been developed on the council's intranet.

An internal staff audit of Gaelic language skills was held in August 2021, through our Engage Aberdeenshire community engagement online platform. This was widely promoted to staff. Through this survey we will also understand the interest in and

demand for basic Gaelic language training for those with little or no skills. It is planned that the information from this audit will be further enhanced in the duration of the Plan through engagement of staff through our Employee Engagement Group.

Once published, this Plan for 2023-28 will be widely promoted to staff to raise awareness.

ARM'S LENGTH ORGANISATIONS AND THIRD PARTIES

The monitoring and implementation group will lead on identifying opportunities where those who deliver services/goods (e.g contractors) on the council's behalf are made aware of the commitments in the council's Gaelic Language Plan.

APPENDIX 1 – INTERNAL GAELIC CAPACITY AUDIT

Introduction

An audit of staff skills in the Gaelic language is encouraged as part of the process of developing a Gaelic Language Plan. A short survey was developed and hosted on the Engage Aberdeenshire website and was open from 31st August to 19th September 2021. The survey was promoted on the council's intranet and on the internal Yammer platform, and service managers were asked to cascade to their teams.

What We Found

This section provides a summary of the feedback received as part of a consultation conducted with staff. One hundred and forty-nine (149) members of staff responded to the survey.

Level of Gaelic Language Skills

When asked what level of Gaelic language skills that they felt they had:

- 83% of respondents have no Gaelic language skills
- 14% have beginner level skills
- 2% have intermediate skills
- One respondent identified as having fluent skills

Interest in Learning Gaelic Phrases

Those who had basic, or no Gaelic language skills were asked if they would be interested in attending a "learning over lunch" session to learn some basic phrases.

One hundred and forty-five (145) responses were as split follows:

- 50% expressed interest in attending
- 36% did not have interest in attending
- 14% did not know

Gaelic Language Skills in the Workplace

Respondents were asked if they use Gaelic language skills in the workplace. Four respondents indicated that they did. Examples provided were teaching nursery and P1/2 class songs colours and numbers; giving ad hoc, mini-lessons in basic Gaelic to pupils in classes covered as a supply teacher; and assisting colleagues with pronunciation of Gaelic names e.g. places, bridges.

Awareness of Aberdeenshire Council's Gaelic Language Plan

Respondents were asked about their awareness of the council's own Plan which feeds into the National Gaelic Language Plan. 65% were not aware of the council's Plan, whilst 35% indicated that they were aware.

Promotion of Gaelic in Aberdeenshire

Respondents were asked if they had suggestions how Gaelic could be promoted in Aberdeenshire. The strongest themes coming through were as follows:

- Learning through schools, including introduction to Gaelic at an early age
- Free or affordable classes (perhaps online) could be offered to communities and staff
- Consideration of Gaelic on public signs – street signs, road signs, tourist spots and town centres were the variety of suggestions given

Aberdeenshire Council and the Gaelic Language

Respondents were asked if they agreed or disagreed with a set of statements regarding Gaelic in Aberdeenshire. The statements and main responses were as follows:

Gaelic is not important to the work of Aberdeenshire Council – neither agree nor disagree was the most popular answer, followed by disagree.

It is important that customers can communicate in Gaelic with the organisation, if they feel more comfortable doing so – agree was the most popular answer

Gaelic is not relevant to me in my job role - neither agree nor disagree was the most popular answer, followed by agree.

I endorse Aberdeenshire Council's efforts to develop Gaelic throughout the organisation - agree was the most popular answer, followed by neither agree nor disagree.

I understand the role of my department in the implementation of Aberdeenshire Council's Gaelic Language Plan - neither agree nor disagree was the most popular answer, followed by disagree.

I understand my own role in the implementation of the Aberdeenshire Council's Gaelic Language Plan - neither agree nor disagree was the most popular answer, closely followed by disagree.

Other Comments

Respondents were given the opportunity to provide other comments. Responses were mixed with some respondents indicating that they would be keen to learn basic Gaelic and would like to see more learning opportunities promoted.

Next Steps

Consideration of the audit results identified that awareness needs to be raised with staff on a variety of activities. Promotion of the work that the council's Education service provides around Gaelic is already an action within the Plan, as is the need to host an informal learning opportunity for staff. Awareness raising around the role of each service in delivering the Gaelic Language Plan, of where staff can access further Gaelic learning opportunities outside work, and of the existing online basic learning module for staff will be undertaken at the same time as promotion of the informal learning opportunity.

APPENDIX 2 – PUBLIC CONSULTATION

Introduction

A public consultation is a requirement in the process of developing a Gaelic Language Plan. The purpose of the consultation is to gather information on how to improve the Plan. A survey was developed and hosted on the Engage Aberdeenshire platform. The survey was open from 26 August to 7 October 2021. The survey was promoted via the council's social media channels and circulated to contacts (internally & externally) for cascading.

A number of comments were received around the relevance of the Plan in Aberdeenshire, with respondents expressing concern particularly around resourcing, cost and impact on service delivery. Some respondents supported awareness raising of the Gaelic Language Plan and opportunities but without any implication on resourcing.

What We Found

This section provides a summary of the feedback received. 139 people responded to the survey. The majority were over 35 years of age and were evenly split for those who specified male or female.

Level of Gaelic Language Skills

When asked if they can speak, read or write Scottish Gaelic:

- 124 respondents (89%) answered no/not applicable
- 7 respondents can understand Gaelic
- 5 can speak Gaelic
- 8 can read Gaelic
- 5 can write Gaelic

Aberdeenshire Council Webpage

The majority of respondents (66%) were not aware of the Gaelic information page on the council webpage.

Views on the Draft Gaelic Language Plan

When asked if the Draft Plan is easy to understand, respondents answered as follows:

No - 26%, Don't Know – 34%, Yes – 40%

Those who answered no, were asked to explain why. Responses included the following:

- Formatting of action tables is confusing
- Still not clear on what is being done to address the lack of Gaelic
- Use of Gaelic words without English translation

- When asked what other actions could be taken to deliver the aims in the Plan
- More opportunities for Gaelic in schools
- Highlight benefits of Gaelic (heritage) within the area to those who don't agree
- More opportunities for young people to learn Gaelic

When asked if they had anything further to suggest for the Gaelic Language Plan to fulfil the objectives of the National Language Plan respondents said:

- There should be provision for public learning of the Gaelic language

When asked if they wanted to make any other comments, respondents said

- We should raise awareness that Gaelic was once spoken in Aberdeenshire

Respondents were then asked if they had any suggestions about the ways services and/or communities can work together better to deliver actions identified in the Plan. Again most respondents did not consider that a Plan was required in Aberdeenshire. Other points made were:

- There could be better promotion of Gaelic in arts and culture
- There could be a joint approach to Gaelic / Scots language development

What We Did and Next Steps

The results of the public consultation have been considered and are incorporated within the Gaelic Language Plan as far as they support the purpose of the Plan. Some of the feedback around having a better understanding of what Gaelic opportunities are available are already included under the Education High-Level Aims, for example promotion of opportunities and a planned survey of parents and pupils to gather information about demand. Gaelic terms used within the Plan now have the equivalent English term inserted next to them to improve clarity and avoid confusion. The results of the consultation will be made available to the council's Gaelic Language Plan Implementation Group for further consideration.



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	25/07/2023
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	2.5

Tìotal a' Phàipeir	PGR011 Eagrain 02 Plana Gàidhlig Comhairle Baile Obar Dheathain		
Moladh do Bhuill	Ri Aontachadh		
Neach-labhairt:	Christie NicIleathain, Manaidsear Planaidh		
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha an Aonta	Seòrsachadh co-dhùnadh	
Sgioba Stiùiridh	12/07/2023	Ri Aontachadh	
Pàipear-taice air a cheangal ris	PT1 – PGR011 E02 Comhairle Baile Obar Dheathain		
1.0	Adhbhar		
1.1	A' sireadh aonta air plana reachdail fo Achd na Gàidhlig (Alba) 2005		
2.0	Cùl-fhiosrachadh		
2.1	PGR011 - Gearr iomradh air adhartas le E01		
2.2	Tha Comhairle Baile Obar Dheathain air adhartas a dhèanamh le bhith ag obair ann an com-pàirt le buidhnean Gàidhlig no buidhnean treas roinne a tha ag obair don Chomhairle. Mar eisimpleir, thathar air a bhith ag obair ann an com-pàirt le Club Gàidhlig Obar Dheathain, agus còmhla tha iad air a bhith a' brosnachadh ionnsachadh na Gàidhlig chun an luchd-obrach agus chun a' phobaill, gu sònraichte, pàrantan le clann a tha a' dol tro FtG, gu soirbheachail.		
2.3	Thathar air adhartas fhaicinn a thaobh foghlam. Mar eisimpleir, nuair nach robh tidsear Gàidhlig àrd-sgoile ann, chleachd a' Chomhairle E-sgoil gus dèanamh cinnteach gun leanadh solar FtG agus FLi air adhart. Cuideachd, tha a' Chomhairle a-nis air tidsear Gàidhlig àrd-sgoile fhadastadh agus tha cothrom aig sgoilearan FtG eòlas sòisealta a dhèanamh tro mheadhan na Gàidhlig. Ge-tà, tha e fhathast follaiseach gu bheil barrachd chothroman ann airson adhartas a dhèanamh a thaobh foghlam.		
2.4	Tha Comhairle Baile Obar Dheathain air adhartas a dhèanamh le bhith a' meudachadh an fhiosrachadh agus brosnachadh na Gàidhlig air an làrach-lìn aca. Tha e cudromach gun cum a' Chomhairle a' leasachadh susbaint Ghàidhlig air an làrach-lìn aca, mar foirmichean, gus am bi a' Chomhairle a' toirt barrachd chothroman don phoball Gàidhlig a' chleachdadh.		
2.5	Thathar air adhartas fhaicinn le bhith a' brosnachadh cultar agus ealain na Gàidhlig. Ann an com-pàirteachas le Tasglannan, Gailearaidh is Taighean-tasgaidh Obar Dheathain chuir iad air dòigh tachartas air-loidhne mu òrain Ghàidhlig. Tha e cudromach gun cum a' Chomhairle a' brosnachadh agus a' leudachadh thachartasan mar seo gus am bi iad a' toirt deagh ìomhaigh don Ghàidhlig.		
2.6	Tha cothroman ann airson Comhairle Baile Obar Dheathain a bhith a' leasachadh susbaint Ghàidhlig air na meadhanan sòisealta aca. Ma tha a' Chomhairle a' leudachadh		