









## APPENDIX 3

## 2022 STAFF GAELIC SKILLS SURVEY





## Gaelic Knowledge

1. Do you know anyone who speaks Scottish Gaelic?				
Answer Choices			Response Percent	Response Total
1	Yes		60.39%	186
2	No		39.61%	122

## Knowledge of Gaelic Speakers



2. Are the Gaelic speakers you know: (Please select all that apply)				
Answer Choices			Response Percent	Response Total
1	Immediate family		32.80%	61
2	Other relatives		27.96%	52
3	Friends		65.59%	122
4	Work colleagues		39.25%	73
5	Acquaintances		37.10%	69
6	Other (please specify):		5.91%	11

## Gaelic Ability

3. Can you personally, understand, speak, read, write or are learning Gaelic? (Please select all that apply)				
Answer Choices			Response Percent	Response Total
1	Understand spoken Gaelic		18.51%	57
2	Speak Gaelic		15.26%	47
3	Read Gaelic		17.21%	53
4	Write Gaelic		13.96%	43

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Cuspair 2.2 PT1**3. Can you personally, understand, speak, read, write or are learning Gaelic? (Please select all that apply)**

5	Learning Gaelic		22.73%	70
6	None of the above		64.94%	200

**Fluency****4. How would you describe your Gaelic language skills in each of the following areas?**

Answer Choices	Beginner	Basic Level	Intermediate	Advanced	Response Total
Understand spoken Gaelic	34.69% 34	21.43% 21	21.43% 21	22.45% 22	98
Speaking Gaelic	35.42% 34	26.04% 25	21.88% 21	16.67% 16	96
Reading Gaelic	34.74% 33	26.32% 25	23.16% 22	15.79% 15	95
Writing Gaelic	41.94% 39	25.81% 24	18.28% 17	13.98% 13	93

**5. How would you describe your confidence in using Gaelic, when speaking to?**











Answer Choices	Very confident	Fairly confident	Not confident	Not applicable	Response Total
Immediate family	26.80% 26	17.53% 17	29.90% 29	25.77% 25	97
Other relatives	23.16% 22	18.95% 18	31.58% 30	26.32% 25	95
Friends	19.79% 19	30.21% 29	42.71% 41	7.29% 7	96
Work colleagues	16.84% 16	20.00% 19	51.58% 49	11.58% 11	95
Acquaintances	19.15% 18	20.21% 19	48.94% 46	11.70% 11	94
Someone you have never met before	13.98% 13	22.58% 21	55.91% 52	7.53% 7	93

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## 6. Where would you normally use Gaelic? (Please select all that apply)





Answer Choices			Response Percent	Response Total
1	Home		50.51%	50
2	Work		38.38%	38
3	Social gatherings		40.40%	40
4	Gaelic media – on the radio or TV		45.45%	45
5	In the pub		21.21%	21
6	In a Gaelic class		50.51%	50
7	Cultural events		26.26%	26
8	Website, social media, apps		41.41%	41
9	Church/place of worship		8.08%	8
10	Other (please specify):		20.20%	20

## Attitudes and Awareness

## 7. Are you aware of Glasgow City Council's commitment to Gaelic language set out in the current 2018 – 2022 Gaelic Language Plan?

Answer Choices			Response Percent	Response Total
1	Yes		54.26%	153
2	No		37.59%	106
3	Don't know/cannot remember		8.16%	23

## 8. Does your job role contribute to the development or promotion of Gaelic language in Glasgow?

Answer Choices			Response Percent	Response Total
1	Yes – directly (my remit is solely related to Gaelic language)		6.41%	18
2	Yes – indirectly (Some of my remit includes Gaelic activity)		8.90%	25
3	No contribution		67.26%	189
4	No contribution but interested in including		16.01%	45

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## 8. Does your job role contribute to the development or promotion of Gaelic language in Glasgow?

	Gaelic within remit or projects			
5	Other (please specify):		1.42%	4

## 9. During your working week, how often do you communicate using Gaelic?

Answer Choices	Daily	Every other day	Once a week	Less Often	Never	Response Total
Spoken	10.36% 29	2.86% 8	2.86% 8	6.79% 19	77.14% 216	280
Written - letters, documents etc.	8.27% 23	0.72% 2	2.52% 7	4.68% 13	83.81% 233	278
Email	7.27% 20	1.09% 3	1.82% 5	7.64% 21	82.18% 226	275
Social media	2.88% 8	2.52% 7	3.24% 9	7.91% 22	83.45% 232	278

## 10. Would you be supportive of increased Gaelic visibility within Glasgow City Council?

Answer Choices	Response Percent	Response Total
1 Yes 	68.57%	192
2 No 	21.43%	60
3 Don't know 	10.00%	28

## 11. To encourage more visibility and promotion of Gaelic in our services, to what extent should we use Gaelic in the following situations?

Answer Choices	Always	Occasionally	Never	Only in relation to Gaelic activity	Response Total
Logo and brand	50.18% 137	15.02% 41	14.65% 40	20.15% 55	273
Signage	47.41% 128	18.89% 51	14.81% 40	18.89% 51	270
Mail and email	39.26% 106	20.74% 56	14.81% 40	25.19% 68	270
Publications	38.83% 106	24.18% 66	11.36% 31	25.64% 70	273

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## 11. To encourage more visibility and promotion of Gaelic in our services, to what extent should we use Gaelic in the following situations?



Websites	44.32% 121	20.88% 57	11.72% 32	23.08% 63	273
Social media	40.44% 110	23.90% 65	12.87% 35	22.79% 62	272
News releases	39.41% 106	22.30% 60	15.24% 41	23.05% 62	269
Staff announcements	38.24% 104	20.22% 55	16.54% 45	25.00% 68	272
Promotional materials	43.70% 118	20.37% 55	13.33% 36	22.59% 61	270
Recruitment	43.28% 116	16.42% 44	13.81% 37	26.49% 71	268
Advertising	39.85% 108	20.66% 56	13.65% 37	25.83% 70	271
Exhibitions	46.27% 124	19.03% 51	11.57% 31	23.13% 62	268

## Gaelic Learning &amp; Awareness

## 12. Have you previously attended any of the following Glasgow City Council@SQ@s Gaelic learning or awareness opportunities?

Answer Choices			Response Percent	Response Total
1	Taster sessions		12.04%	33
2	Language classes		18.25%	50
3	Awareness sessions		3.28%	9
4	None of the above		72.99%	200
5	Other (please specify):		3.65%	10

## 13. Would you be interested in any of the following Gaelic learning or awareness opportunities? (Please select all that apply)





Answer Choices			Response Percent	Response Total
1	Weekly Gaelic Learning Course (10 week block, one lesson per week)		42.28%	115
2	Gaelic taster session (Hour taster)		26.10%	71

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## 13. Would you be interested in any of the following Gaelic learning or awareness opportunities? (Please select all that apply)

3	Conversation class to improve my Gaelic		25.37%	69
4	Gaelic Awareness Course to find out more about the language		29.78%	81
5	None of the above		39.34%	107
6	Other (please specify):		4.41%	12

## 14. For what reasons would you be interested in learning Gaelic? (e.g. job, children in GaelicMedium Education, social etc.)









Answer Choices		Response Percent	Response Total
1	Open-Ended Question	100.00%	167

The main interests for learning Gaelic were: personal development (22%), cultural, historical and heritage (21%), work-related (16%), GME-related (12%), social use (12%), general interest (12%) and family connections (5%).

## 15. We will be delivering Gaelic classes soon. If you are interested in those classes or other Gaelic learning opportunities, please provide your contact details below:

Answer Choices		Response Percent	Response Total
1		99.26%	135

## 16. Please tell us what service or ALEO you work for?

Answer Choices		Response Percent	Response Total	
1	Chief Executive's		26.39%	71
2	Education		24.54%	66
3	Financial Services		4.46%	12
4	Neighbourhoods, Regeneration & Sustainability		24.91%	67
5	Health and Social Care Partnership		11.15%	30
6	Elected Member		0.37%	1
7	Glasgow Life		6.32%	17
8	City Building		1.12%	3

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## 16. Please tell us what service or ALEO you work for?




9	Other ALEO (please specify):		0.74%	2
Other ALEO (please specify): Jobs & Business Glasgow				

## Demographics


## 17. Age:

Answer Choices			Response Percent	Response Total
1	16 – 24		1.50%	4
2	25 – 34		17.67%	47
3	35 – 44		28.57%	76
4	45 – 54		28.57%	76
5	55 – 64		22.18%	59
6	65+		1.50%	4

## 18. Which of the following describes how you think of yourself?

Answer Choices			Response Percent	Response Total
1	Male		40.53%	107
2	Female		56.82%	150
3	In another way		2.65%	7

## 19. Do you have any long-term illness, health problem or disability which limits your daily activity or the work you can do?



Answer Choices			Response Percent	Response Total
1	Yes		8.53%	22

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## 19. Do you have any long-term illness, health problem or disability which limits your daily activity or the work you can do?

2	No		87.21%	225
3	Don't know/No opinion		4.26%	11

## 20. Which of the following best describes your ethnicity?

Answer Choices			Response Percent	Response Total
1	Scottish		77.95%	205
2	British		17.11%	45
3	Irish		5.32%	14
4	Other white background		3.04%	8
5	Mixed background		2.28%	6
6	Indian		0.38%	1
7	Pakistani		0.38%	1
8	Bangladeshi		0.00%	0
9	Other Asian background		0.38%	1
10	Caribbean		0.00%	0
11	African		0.00%	0
12	Other black background		0.38%	1
13	Chinese		0.00%	0

## 21. Which of the following best describes your current religion, denomination, body or faith?

Answer Choices			Response Percent	Response Total
1	No religion		50.79%	128
2	Church of Scotland		17.46%	44
3	Roman Catholic		23.02%	58
4	Other Christian		5.56%	14
5	Buddhist		0.00%	0
6	Hindu		0.40%	1
7	Jewish		1.19%	3
8	Muslim		1.19%	3
9	Pagan		0.40%	1
10	Sikh		0.00%	0

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**APPENDIX 4****Main Findings from the Public Consultation on Glasgow City Council's Gaelic Language Plan 2023 to 2028****Introduction**

This report provides a summary of the main findings from the consultation carried out on the draft Gaelic Language Plan 2023 to 2028. The consultation consisted of:

- Promotion via the council website and social media channels
- An online survey of key questions arising from the Plan
- An online meeting and a public meeting at Sgoil Ghàidhlig Ghlaschu (Glasgow Gaelic School)

The consultation period ran from 6 May 2022 to 22 July 2022.

**Online and public meetings**

At the online consultation meeting, officers from Education Services, Glasgow Life Learning and Arts, and Corporate Services outlined how the actions within their area of responsibility will help to meet the aims of the Gaelic Plan. A small group of participants asked questions about Gaelic Medium Education and learning and generally were very satisfied with the content of the Plan.

The second event, in the Glasgow Gaelic School, was not well attended. It was intended as an evening event primarily for parents but its timing close to the end of the school year may have impacted on parent availability. A third event, at the City Chambers, had to be cancelled at short notice due to staff illness (COVID).

**Online Survey – Summary of Main Findings**

An online survey requiring responses to the Plan's content was open to the public for a period of 12 weeks. In total, 774 people responded to the survey, a large increase from the 162 who replied to the consultation on the previous Plan in 2018. This may have been the result of a social media campaign to promote the Plan via Glasgow City Council's Twitter and Facebook pages.

However, from the analysis of the responses received, it is evident that a significant number of respondents used this consultation as an opportunity to provide their views and opinions on Gaelic more generally as well as the council's role in supporting it. In general also, comments from a high number of respondents were more negative than any previous Gaelic consultations, and possibly reflected the wider political landscape in Scotland.

Some of the specific views expressed included:

- Money should be spent in other areas
- It is not a priority for the council
- This is a political issue driven nationally
- This only affects a small number of people in Glasgow
- There's no interest in it. No one speaks it. It is a dead language.

It was noted that 70% of the respondents were male – a very high percentage for a consultation on a language plan – with only 25% female and 5% identifying in another way.

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The revised Plan reflects views expressed in the public consultation along with our statutory obligation for Gaelic. We have retained much of the original draft Plan but also made a number of changes.

- Edits/deletions/additions to some sections are intended to make the Plan flow better. Sections 4 and 5 have been combined but the overall Plan structure remains largely unchanged. This is to keep it in line with Bòrd na Gàidhlig’s guidance on the development of Gaelic Language Plans, a document issued to all public authorities with Gaelic Language Plans.
- The revised Plan recognises that pressures on public funding will impact on all aspects of the council’s work. Accordingly, some actions in the original High Level Aims and Corporate sections of the Plan have been amended.
- The Plan recognises the council’s obligations and commitment to the promotion of Gaelic. The ambition is that Gaelic be more accessible, more widely spoken, more visible and more celebrated in Glasgow than in any other city in the world. Gaelic for you, Gaelic for all.
- A new national Gaelic Plan is expected to be approved and published in 2023. Reference to the aims of the new Plan has been added.
- A section on the 2021 Social Attitudes to Gaelic report has been added as has information on the 2022 Gaelic staff skills survey.
- Updated information on the political governance of Glasgow City Council since the local government elections in May has been added.

In the charts and tables below, where percentages do not add up to 100%, this may be due to computer rounding, the exclusion of “don’t know” categories or multiple answers.

**Language**

Question 1: Do you wish to complete this survey in Gaelic or English?

	Percentage	Number
Gaelic	4%	33
English	96%	741

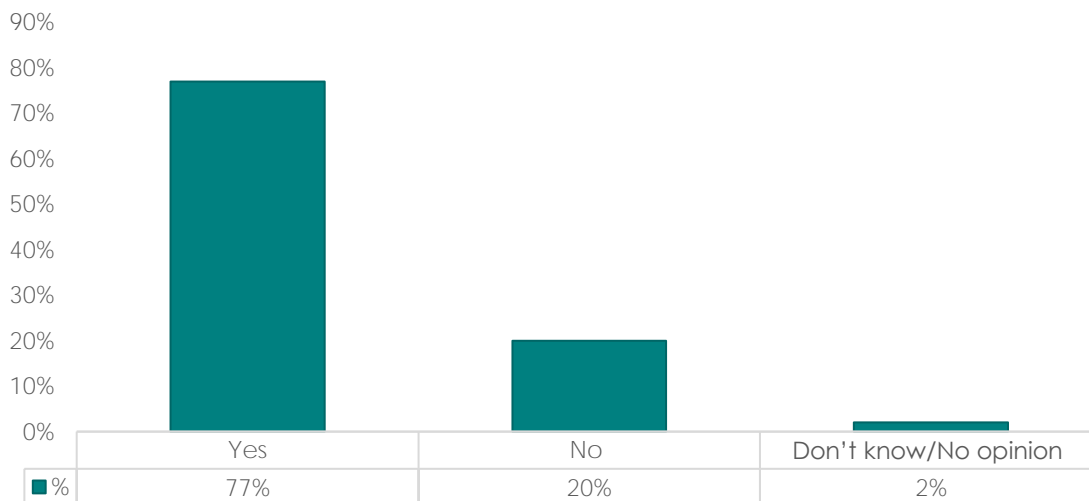
Base: 774

**About the Plan**

Question 2: Before starting this questionnaire did you read the Gaelic Language Plan?

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Base: 761

Question 3: To what extent do you agree or disagree with the following statements about the Gaelic Language Plan?

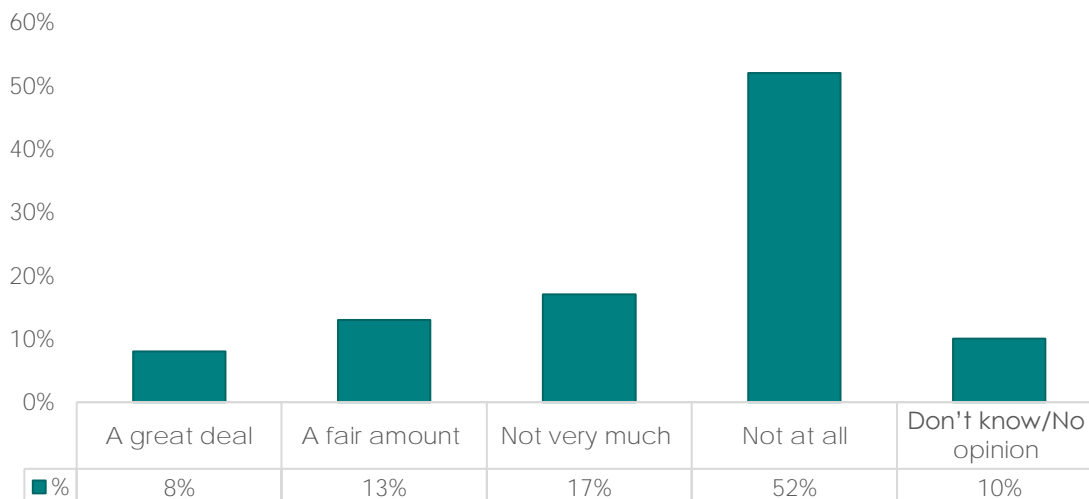
	Agree	Neither nor	Disagree	Don't know/No opinion	Base
Easy to read	28%	17%	42%	12%	751
Easy to follow	31%	20%	37%	12%	746
Was comprehensive	26%	21%	41%	13%	743

**Outcomes and Actions**

Question 4: In general, to what extent do you think the outcomes and actions in Section 5.1 will help us deliver on our high level aims on the use, learning and promotion of Gaelic in Glasgow?

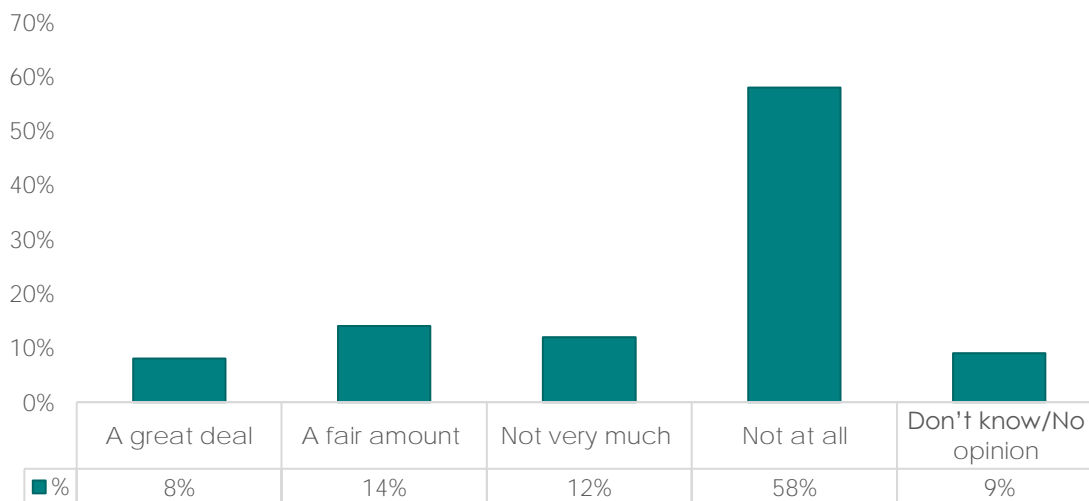
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Base: 729

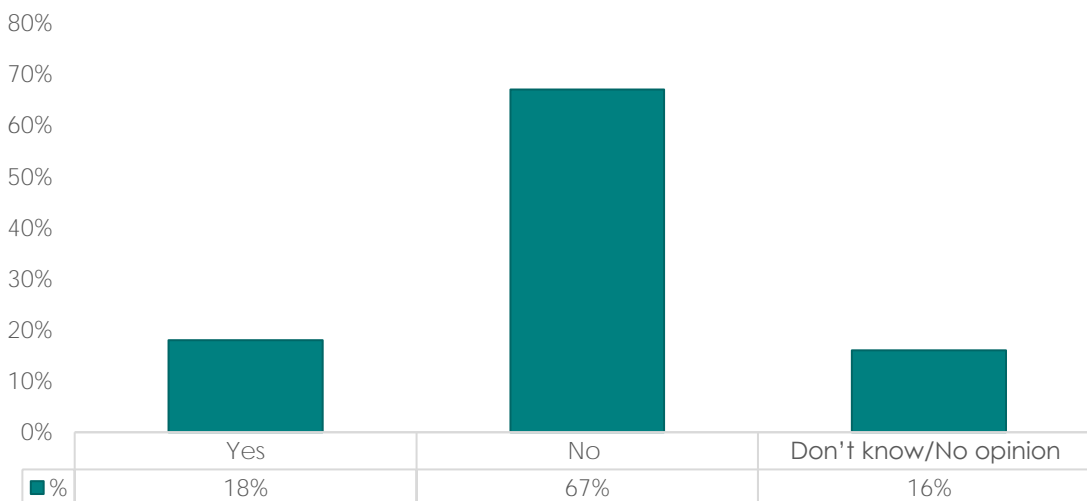
Question 5: In general, to what extent do you think the outcomes and actions in Section 5.2 will help us apply the corporate principles, including equal respect, third party involvement and the normalisation of Gaelic, in the delivery of our services?



Base: 728

**Overall**

Question 6: Do you think the Plan overall strikes the balance between ambition and action?



Base: 722

For each of the above questions, and also for question 7, respondents had an opportunity to elaborate on their choices and many chose to do so. A far higher number of responses compared to previous consultations were negative. This was replicated on hundreds of social media posts to the extent that the council’s social media team had to close off comments.

One of the key themes arising from the Gaelic Plan consultation was the perception of Gaelic as a “vanity project” for the Scottish Government. The survey responses contained many examples of comments such as “waste of money”, “waste of time”, “pointless exercise”, “it’s a dead language”, “no one speaks Gaelic”, “Gaelic is not normal”. It was noted that followers of at least one prominent social media account with a strong interest in constitutional politics were instructed to engage negatively with the Gaelic Plan consultation. Some of those comments bordered on linguisticism, most were pejorative.

In political terms Gaelic generally has been perceived as a neutral subject in Scotland for many decades. The first support for Gaelic Medium Education came from the Conservative administration at Holyrood in 1985, was then followed up by Labour’s support for the Gaelic Language (Scotland) Act 2005, and more recently by the SNP’s administration including provisions for Gaelic Medium Education in the Education (Scotland) Act 2016.

Of a more positive nature, the expressions of support for the Plan referenced its ambition and the quality and quantity of activity. Many comments, in both Gaelic and English, welcomed the council’s support for Gaelic, in particular for our delivery and progress with Gaelic Medium Education (GME). However, concern was raised by various respondents around issues including early years provision, primary school enrolments and teacher recruitment.

Others made constructive suggestions for changes to the Plan and where possible changes have been made. Some asked for an increase in the visibility of Gaelic, not just on signage

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but in communication with and from the council. Some wanted to see an increase in the provision of quality and quantity of Gaelic language educational resources, for all ages from pre-school to secondary. Respondents also welcomed a focus on learning for adults and requested more opportunities for sport and leisure for families to encourage the learning and use of Gaelic outside school hours. Some asked for more activity around Gaelic jobs and businesses. Another said: “ ‘S iomadh plana Gàidhlig a leugh mi ri mo latha is ri mo linn ach saoilidh mi gur e seo am fear as fheàrr is as coileanta a leugh mi gu ruige seo! “. “I’ve read many Gaelic Plans in my time but I think this is the best and most complete one I have read so far”.

In summary, most of the issues raised during the consultation are well recognised by the council. Although Gaelic may not be of value or interest for everyone in the city, it is part of the council’s work, contributing significantly more in educational, social, and economic value than many had previously understood. Over the next five years, some wider council priorities may change but we aim to deliver a Gaelic Language Plan that meets or surpasses the expectations of anyone who chooses to engage with Gaelic language and culture in Glasgow.

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<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	17/08/2023
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	2.3

<b>Tìotal a' Phàipeir</b>	PGR001 Eagrain 03 Plana Gàidhlig Alba Chruthachail	
<b>Moladh do Bhuill</b>	Ri Aontachadh	
<b>Neach-labhairt:</b>	Christie NicIleathain, Manaidsear Planaidh	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha an Aonta</b>	<b>Seòrsachadh co-dhùnadh</b>
Sgioba Stiùiridh	04/08/2023	Ri Aontachadh
<b>Pàipear-taice air a cheangal ris</b>	PT1 – PGR001 E03 Alba Chruthachail	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	A' sireadh aonta air plana reachdail fo Achd na Gàidhlig (Alba) 2005	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>2.1</b>	PGR001 - Geàrr iomradh air adhartas le E02	
<b>2.2</b>	Tha Alba Chruthachail air adhartas a dhèanamh le bhith a' toirt taic do dhaoine fa leth agus buidhnean a tha ag obair sa Ghàidhlig tro mhaoineachadh, gu h-àraidh le bhith a' toirt maoineachadh èiginneach do dhaoine fa leth agus buidhnean tron ghlasadh-sluaigh.	
<b>2.3</b>	Thathar air adhartas a dhèanamh le bhith a' leudachadh susbaint Ghàidhlig no dhà-chànanach air na meadhanan sòisealta aca.	
<b>2.4</b>	Tha Alba Chruthachail air adhartas a dhèanamh le bhith a' foillseachadh barrachd foillseachain gu dà-chànanach.	
<b>2.5</b>	Tha duilgheadasan air a bhith aig a' bhuidhinn fad grunn bhliadhnaichean le bhith a' fastadh Oi ear Ealain Gàidhlig. Chaidh Oi ar Ealain Ghàidhlig astadh ann an 2022, ge-tà, agus tha àrdachadh air a bhith ann an conaltradh na buidhne le coimhearsnachd nan ealan Gàidhlig agus ann am mothachadh air cànan is cultar na Gàidhlig thar roinnean.	
<b>2.6</b>	Tha cothroman ann do dh'Alba Chruthachail fàs a thoirt air an t-susbaint Ghàidhlig air làrach-lìn na buidhne, gu h-àraidh rachadh a tha ceangailte ris a' Ghàidhlig. Mar eisimpleir, tha an duilleag-lìn airson Plana Cànan na buidhne sa Bheurla a-mhàin.	
<b>2.7</b>	Tha cothroman ann do dh'Alba Chruthachail barrachd adhartas a dhèanamh airson stuthan co-cheangailte ri iomairtean maoineachaidh, leithid Maoineachadh Fosgailte agus Maoineachadh Cunbhalach, a bhith rim faighinn gu dà-chànanach.	
<b>2.8</b>	Tha cothroman ann do dh'Alba Chruthachail barrachd adhartas a dhèanamh leis na prògraman trèanaidh aca gus am bi barrachd luchd-obrach comasach air Gàidhlig a bhruidhinn is air Gàidhlig a chleachdadh san obair làitheil aca.	

<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	Chaidh measadh a dhèanamh air an dreachd phlana seo le Bòrd na Gàidhlig. Thug am an Sgioba Stiùiridh sùil mhionaideach air a' phlana agus mhol iad atharrachaidhean.	
<b>3.2</b>	Ghabh Alba Chruthachail ris na molaidhean aig an Sgioba Stiùiridh.	
<b>3.3</b>	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.	
<b>3.4</b>	Thathas a' moladh gun tèid aontachadh ris a' phlana seo.	
<b>4.0</b>	<b>Moladh</b>	
<b>4.1</b>	Aire a thoirt don fhiosrachadh ann am PT1.	
<b>4.2</b>	Aonta a chur ris an dreachd phlana ann am PT1.	
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>	
<b>5.1</b>	<b>Buidhean air Ionmhas</b> Chan eil buaidh ann.	
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b> Chan eil buaidh ann.	
<b>5.3</b>	<b>Buidhean air Trèanadh</b> Chan eil buaidh ann.	
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b> 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.	
<b>5.5</b>	<b>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</b>	
	<b>AR N-ADHBHAR</b>	<b>AR LUACHAN</b>
	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
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>	
	Còraichean daonna	<input checked="" type="checkbox"/> Clann
	Cultar	<input checked="" type="checkbox"/> Coimhearsnachdan
	Àrainneachd	<input type="checkbox"/> Bochdainn
	Slàinte	<input type="checkbox"/> Eadar-nàiseanta
	Foghlam	<input checked="" type="checkbox"/> Eaconamaidh
	Gnothachasan soirbheachail is ùr-ghnàthach	
<b>5.6</b>	<b>Buidhean air Cliù</b> Chan eil buaidh ann.	
<b>5.7</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b> Chan eil buaidh ann.	
<b>5.8</b>	<b>Buidhean Laghail</b>	



## Seisean Fosgailte

## Cuspair 2.3

	Tha am pròiseas seo stèidhichte air na dleastanasan reachdail aig Bòrd na Gàidhlig gus Achd na Gàidhlig (Alba) 2005 a chur an gnìomh.
<b>5.9</b>	<b>Buidhean air Co-ionannas</b> 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.
<b>5.10</b>	<b>Buidhean air an Àrainneachd</b> Cha bhi buaidh ann.

# Alba Chruthachail Creative Scotland

## Plana Gàidhlig - Eagran 3 Gaelic Language Plan Edition 3

### 2023-2028

#### Lèirsinn Alba Chruthachail airson na Gàidhlig, 2023-2028

Tha a' Ghàidhlig na pàirt bhunaiteach de dh'eachdraidh is cruthachalachd na h-Alba.

Tha i a' toirt buaidh air agus a' cumadh ar litreachas, ar ceòl, ar n-ealainean, ar film agus TBh, ar fèisean, agus a' toirt buaidh air gach taobh de ar gnìomhachd chruthachail choitcheann an dà chuid a thaobh dualchas na Gàidhlig, ach cuideachd a thaobh a spionnadh agus a comas san àm ri teachd.

Is e an lèirsinn a th' againn, le taic bho na gnìomhan a tha air am mìneachadh sa Phlana seo, gum bi àite ro-chudromach aig Gàidhlig ann an cultar agus cruthachalachd na h-Alba air aithneachadh fhathast, agus a' fàs agus a' leasachadh thar nan còig bliadhna ri teachd, le taic bho obair Alba Chruthachail (a' gabhail a-steach Sgrin Alba).

Togaidh am Plana seo air na chaidh a choileanadh san dà [Phlana Ghàidhlig](#) a bh' againn roimhe, a' leasachadh agus a' togail orra sin nuair a ghabhas e dèanamh, tron mhaoineachadh agus obair leasachadh againn, tron obair tagraidh agus buaidh againn agus tron gnìomhachd againn.

Bidh na gnìomhan a tha air am mìneachadh sa Phlana seo cuideachd a' toirt taic do libhrigeadh [Plana Nàiseanta na Gàidhlig 2023-2028](#), a tha cuideachd ga sgrìobhadh le Bòrd na Gàidhlig an-dràsta, agus do mhiann Riaghaltas na h-Alba gus àrdachadh fhaicinn anns na h-àireamhan de dhaoine a tha a' bruidhinn, ag ionnsachadh, agus a' cleachdadh na Gàidhlig ann an Alba.

#### Creative Scotland's Vision for Gaelic, 2023-2028

Gaelic language is an intrinsic part of Scotland's culture and creativity.

It influences and shapes our literature, our music, our art, our film and TV, our festivals, and all aspects of our collective creative activity both in terms of Gaelic's heritage, but also in terms of its energy and future potential.

Our vision, supported by the actions set out in this Plan, is that Gaelic's vital role in Scotland's culture and creativity continues to be recognised, to grow and develop over the coming five years, supported by the work of Creative Scotland (including Screen Scotland).

This Plan will build on the achievements of our two previous [Gaelic Language Plans](#), developing and building on these further wherever possible, through our funding and development, our advocacy and influence and through our operations.

The actions set out in this Plan will also support the delivery of the [National Gaelic Language Plan 2023-2028](#), which is also currently in development by Bòrd na Gàidhlig, and the Scottish Government's ambition to see an increase in the numbers of people speaking, learning, and using Gaelic in Scotland.

## Mu Alba Chruthachail

Is e Alba Chruthachail a' bhuidheann nàiseanta a tha a' toirt taic do chultar agus cruthachalachd thar gach ceàrnaidh de dh'Alba. Is e Buidheann Phoblach Neo-roinneil a th' annainn, le taic bho Riaghaltas na h-Alba agus Ministearan na h-Alba agus bidh sinn a' faighinn agus a' sgaoileadh maoinachadh bho Riaghaltas na h-Alba agus bhon Chrannchur Nàiseanta.

Tha an raon-ùghdarras againn air a mhìneachadh ann am Pàirt 4 de dh'Achd Ath-leasachadh Seirbheisean Poblach (Alba) 2010 a tha a' mìneachadh gnìomhan coitcheann Alba Chruthachail mar a leanas:

- A' comharrachadh, a' cumail taic ri agus a' leasachadh càileachd agus sàr-mhathas anns na h-ealainean agus cultar bhon fheadhainn a tha an sàs ann an obair ealain agus obair chruthachail eile
- A' brosnachadh tuigse agus meas air, agus tlachd às, na h-ealainean agus cultar
- A' brosnachadh na h-uimhir de dhaoine 's a ghabhas gus cothrom fhaighinn air agus com-pàirt a ghabhail anns na h-ealainean agus cultar
- A' toirt gu buil, cho fada 's a ghabhas e dèanamh gu practaigeach, luach agus buannachdan (gu sònraichte, luach agus buannachdan nàiseanta is eadar-nàiseanta) cultair is nan ealainean
- A' brosnachadh agus a' toirt taic do dh'oidhirpean ealain agus cruthachail eile a tha a' cur ri tuigse air cultar nàiseanta na h-Alba san t-seagh as fharsaing mar dhòigh-beatha
- A' brosnachadh agus a' toirt taic do ghnìomhachasan agus gnìomhachd choimeirsealta eile, le prìomh fhòcas air a bhith a' cur sgilean cruthachail an gnìomh.

Bidh sinn a' toirt taic do chultar is cruthachalachd tro ar maoinachadh, ar tagradh, ar n-obair leasachaidh agus mar bhuidheann a tha airson buaidh a thoirt air daoine eile gus luach a chur air agus com-pàirt a ghabhail ann an gnìomhachd chultarach is chruthachail, ge b' e cò iad.

Bidh sinn ag obair ann an com-pàirteachas le Riaghaltas na h-Alba, an Crannchur Nàiseanta, Ùghdarrasan Ionadail agus na roinnean poblach, priobhaideach agus saor-thoileach san fharsaingeachd gus an taic seo a lìbhrigeadh.

## About Creative Scotland

Creative Scotland is the national body which supports culture and creativity across all parts of Scotland. We are a Non-Departmental Public Body, sponsored by Scottish Government and Scottish Ministers and we receive and distribute funding from the Scottish Government and the National Lottery.

Our remit is set out in Part 4 of the Public Services Reform (Scotland) Act 2010 which describes the general functions of Creative Scotland as:

- Identifying, supporting and developing quality and excellence in the arts and culture from those engaged in artistic and other creative endeavours
- Promoting understanding, appreciation and enjoyment of the arts and culture
- Encouraging as many people as possible to access and participate in the arts and culture
- Realising, as far as reasonably practicable to do so, the value and benefits (in particular, the national and international value and benefits) of the arts and culture
- Encouraging and supporting artistic and other creative endeavours which contribute to an understanding of Scotland's national culture in its broad sense as a way of life
- Promoting and supporting industries and other commercial activity, the primary focus of which is the application of creative skills.

We support culture and creativity through our funding, our advocacy, our development work and as an organisation that seeks to influence others to value and participate in cultural and creative activity, whomever they may be. We work in partnership with Scottish Government, the National Lottery, Local Authorities and the wider public, private and voluntary sectors to deliver this support.

## Carson a tha feum againn air Plana Gàidhlig?

Tha Alba Chruthachail ag aithneachadh gu bheil a' Ghàidhlig na pàirt bhunaiteach de dhualchas, fèin-aithne nàiseanta agus beatha chultarach na h-Alba.

Tha sinn ag aontachadh ri amasan Plana Nàiseanta na Gàidhlig agus tha sinn air na h-iomairtean a chur air dòigh a tha a dhìth gus dèanamh cinnteach gum bi a' Ghàidhlig seasmhach ann an Alba, agus gu sònraichte gum bi i na pàirt bhunaiteach de bheatha ealain is chultarail bheothail na h-Alba.

Tha sinn cuideachd ag aithneachadh gu bheil suidheachadh na Gàidhlig cugallach agus, ma tha a' Ghàidhlig gu bhith air a neartachadh agus gu bhith a' soirbheachadh, gu bheil feum air oidhirp mhòr bhon Riaghaltas agus bhon chomann-shòisealta san fharsaingeachd gus tuigse agus meas air a' chànan agus a' chultar a bhrosnachadh, cho math ri bhith a' brosnachadh ùidh ann an ionnsachadh agus cleachdadh na Gàidhlig.

Is e an sgrìobhainn seo an treas eagraan den Phlana Gàidhlig againn a chaidh a dheasachadh taobh a-staigh frèam [Achd na Gàidhlig \(Alba\) 2005](#). Tha e a' mineachadh mar a chleachdas sinn Gàidhlig nar n-obair, nar conaltradh agus nar n-obair maoinachaidh is leasachaidh. Thathar air am Plana Gàidhlig againn a chur ri chèile a rèir nan slatan-tomhais reachdail ann an Achd 2005, le mothachadh air Phlana Nàiseanta na Gàidhlig is air an stiùireadh air deasachadh phlanaichean Gàidhlig aig Bòrd na Gàidhlig.

**Nì Alba Chruthachail cinnteach, far a bheil Gàidhlig air a gabhail a-steach mar phàirt de ar n-obair agus seirbheisean, gu bheil iad aig an aon ìre agus càileachd ri na bheir sinn seachad sa Bheurla.**

**Nì sinn tairgse ghnìomhach de ar seirbheisean Gàidhlig do ar luchd-obrach agus don phoball. Le seo, nuair a bhios sinn a' tabhann seirbheisean Gàidhlig, bidh fios aig muinntir na Gàidhlig mun deidhinn agus bithear gam brosnachadh an cleachdadh.**

**Nì sinn cinnteach gum bi ar seirbheisean Gàidhlig cho ruigsinneach ris na seirbheisean Beurla againn. Nì sinn cinnteach gum bi cothroman don phoball agus do ar luchd-obrach Gàidhlig a chleachdadh gu gnàthach, mar thaic do amasan a' Phlana Cànan Nàiseanta Ghàidhlig.**

## Why we need a Gaelic Language Plan?

Creative Scotland fully recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life.

We are committed to the objectives set out in the National Plan for Gaelic and we have put in place the necessary initiatives to help ensure that Gaelic has a sustainable future in Scotland and in particular, an integral role in Scotland's vibrant artistic and cultural life.

We also recognise that the position of the Gaelic language is precarious and, if Gaelic is to be strengthened and fully thrive then a concerted effort on the part of Government and broader society is required to promote understanding and appreciation of the language and culture, as well as stimulate interest in learning and using Gaelic.

This document is the third iteration of our Gaelic Language Plan, prepared within the framework of the [Gaelic Language \(Scotland\) Act 2005](#). It sets out how we will use Gaelic in our operations, our communications and in our funding and development work. Our Gaelic Language Plan has been prepared in accordance with the statutory criteria set out in the 2005 Act with regards to the National Plan for Gaelic and with guidance on the development of Gaelic Language Plans from Bòrd na Gàidhlig.

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

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

We will ensure that our Gaelic language services are as accessible as our English services. We will ensure that opportunities for the public and our staff to use Gaelic are normalized, in support of the National Gaelic Language Plan's aims.

## Cò dha a tha am Plana seo?

Tha Plana Gàidhlig Alba Chruthachail ann airson duine sam bith aig a bheil ùidh sa Ghàidhlig, gu sònraichte ann an co-theacs cruthachalachd is cultair na h-Alba. Tha am Plana a' mìneachadh àrd-amasan Alba Chruthachail airson taic a thoirt dhan Ghàidhlig agus a cultar tron mhaoineachadh, leasachadh, tagradh, agus conaltradh againn, a' gabhail a-steach Sgrìn Alba.

Gu sònraichte, tha am Plana seo dhan Luchd-obrach againn agus do na daoine agus do na buidhnean ann an roinn chruthachail is chultarail na h-Alba dham bi sinn a' toirt taic. Tha e cuideachd do na buidhnean poblach, ùghdarrasan ionadail, agus buidhnean luchd-ùidh eile leis a bheil sinn ag obair ann an com-pàirteachas.

## Who is this Plan for?

Creative Scotland's Gaelic Language Plan is for anyone who has an interest in Gaelic language, particularly in the context of Scotland's creativity and culture. The Plan sets out Creative Scotland's ambitions for supporting Gaelic language and culture through our funding, our development, our advocacy, and our communications, including Screen Scotland.

More specifically, this Plan is for our Staff and for the people and organisations in Scotland's creative and cultural sector whom we support. It is also for other public bodies, local authorities, and stakeholder organisations whom we work in partnership with.

## Taic Alba Chruthachail dhan Ghàidhlig agus a Cultar

Tha obair Alba Chruthachail leis a' Ghàidhlig agus a cultar farsaing mar-thà agus 's e aon adhbhar aig a' Phlana seo an obair sin a mhìneachadh, gu fàs a thoirt oirre agus a bhith soilleir mun taic a bheir sin seachad tro 2023-28.

Tha cultar agus cruthachalachd ann an Alba eadar-fhighte leis a' Ghàidhlig an dà chuid mar chànan agus mar mheadhan cultarail agus tha sinn a' toirt taic dhan Ghàidhlig ann an ceithir prìomh dhòighean:

- Maoineachadh agus leasachadh
- Tagradh agus toirt buaidh
- Obrachaidhean
- Conaltradh

Tha Alba Chruthachail a' tasgadh gu mòr ann am buidhnean, luchd-ealain, cleachdaichean cruthachail, agus pròiseactan aig a bheil susbaint Ghàidhlig no a tha a' comharrachadh no a' nochdadh Cultar na Gàidhlig. Tha am maoineachadh agus an leasachadh seo a' gabhail a-steach an speactraim ealain is cruinn-eòlasaich bho fhèisean leithid Blas, HebCelt agus Celtic Connections, agus buidhnean leithid Fèisean nan Gàidheal, Fèis Rois, gu maoineachadh airson ionadan mar An Lanntair ann an Steòrnabhagh agus Taigh Chearsabhagh ann an Uibhist a Tuath.

Bidh Alba Chruthachail cuideachd a' maoineachadh agus a' toirt taic do dh'fhoillseachadh, litreachas, agus bàrdachd Ghàidhlig (mar eisimpleir, Comhairle nan Leabhraichean), tèatar Ghàidhlig tro bhuidhnean mar Theatre gu Leòr agus ealain lèirsinneach a chaidh a bhrosnachadh le cultar na Gàidhlig. Tron mhaoineachadh againn airson film, tha sinn cuideachd a' toirt taic do dh'fhilmichean is TBh Gàidhlig agus dà-chànanach agus ag obair ann an com-pàirteachas le MG ALBA agus FilmG. Gu ìre mhòr, tha a' Ghàidhlig agus a cultar air 'àbhaisteachadh' mar-thà a thaobh nan iomairtean cruthachail is cultarail ris am bi Alba Chruthachail a' toirt taic. Tha sinn a' gealltainn gun lean seo agus, ma cheadaicheas buidseatan, gun tèid a leudachadh.

Tha an obair againn a' toirt taic dhan Ghàidhlig agus a cultar agus a' cur ris na builean a tha air am mìneachadh sa Phlana Nàiseanta, anns na dòighean a leanas:

## Creative Scotland's support for Gaelic Language and Culture

Creative Scotland's engagement with Gaelic language and Gaelic culture is already extensive and one purpose of this Plan is to set out that engagement, grow and develop it and to be clear on the nature of our commitment through 2023-28.

Culture and creativity in Scotland, is intertwined with Gaelic as both a language and a cultural force and we support Gaelic in four main ways:

- Funding and development
- Advocacy and influence
- Operations
- Communications

Creative Scotland invests significantly in organisations, artists, creative practitioners, and projects that have Gaelic content or that celebrate or reflect Gaelic Culture. This funding and development, covers the artistic and geographical spectrum from festivals such as Blas, HebCelt and Celtic Connections, and organisations such as Fèisean nan Gàidheal, Fèis Rois, through to funding for venues like An Lanntair in Stornoway and Taigh Chearsabhagh in North Uist.

Creative Scotland also funds and supports Gaelic language publication, literature, and poetry (for example, Comhairle nan Leabhraichean), Gaelic language theatre through organisations like Theatre Gu Leòr and visual art influenced by Gaelic culture. Through our funding for film, we also support Gaelic language and bilingual film and TV and work in partnership with MG ALBA and FilmG. In essence, Gaelic language and culture is already 'normalised' in terms of the creative and cultural initiatives that Creative Scotland supports, and we are committed to this both continuing and, budgets permitting, expanding.

Our work supports Gaelic language and culture and contributes to the outcomes set out in the National Plan, in the following ways:

### 1. Maoinachadh agus Leasachadh:

'S ann tro ar taic maoinachaidh do dhaoine fa leth agus do buidhnean a tha ag obair sa Ghàidhlig, air feadh Alba agus thar diofar chruthan ealain, an dòigh as motha anns am bi Alba Chruthachail (agus Sgrìn Alba) a' cur ris a' Ghàidhlig agus a cultar.

Mheudaich an taic maoinachaidh againn do phròiseactan ealain is cruthachail, ag obair tron Ghàidhlig gu tur no gu ìre mhòr, faisg air 70% eadar 2018/19 agus 2019/20 agus, a dh'aindeoin dùbhlain buaidh COVID-19, bha an àireamh de thabhartasan fhathast aig an ìre 2019/20 ann an 2020/21, gun a bhith a' toirt a-steach Maoinean Faochadh Èiginn COVID-19.

Tro bheatha a' phlana seo, cumaidh Alba Chruthachail air a' brosnachadh agus a' leasachadh obair chruthachail sa Ghàidhlig thar diofar chruthan ealain agus air feadh na h-Alba.

A bharrachd air seo, bidh sinn cuideachd a' cuimseachadh air leasachadh nan Ealainean Gàidhlig aig ìre nàiseanta is coimhearsnachd, ag obair le com-pàirtichean cruthachail agus luchd-ùidh agus bidh an obair seo air a stiùireadh leis an Oifigeir Ealain Ghàidhlig againn, a chaidh fhadhadh rè beatha an dàrna eagrain den Phlana Ghàidhlig againn.

### 1. Funding and Development:

The most significant contribution to Gaelic language and culture that Creative Scotland (and Screen Scotland) makes is through our funding support to individuals and organisations working in Gaelic, across Scotland and across different art forms.

Our funding support for artistic and creative projects, working exclusively or primarily in Gaelic, increased by almost 70% between 2018/19 and 2019/20 and, despite the challenges of the impact of COVID-19, the number of awards remained at the 2019/20 level in 2020/21, excluding COVID-19 Emergency Relief Funds.

In the period covered by this Plan, Creative Scotland will continue to encourage and develop creative work in Gaelic across art forms and across Scotland.

Alongside this, we will also focus on Gaelic Arts development at a national and community level, working with creative partners and stakeholders and this work will be driven by our Gaelic Arts Officer, who was appointed during the life of the second iteration of our Gaelic Language Plan.

## 2. Tagradh agus Toirt buaidh:

Cumaidh Alba Chruthachail air a' tagradh airson cultar is cruthachalachd na Gàidhlig tron chonaltradh againn air an taobh a-muigh le luchd-ùidh, tro bhith ag obair ann an com-pàirteachas le daoine eile, agus tro bhith ag innse sgeulachdan agus a bhith a' brosnachadh na h-obrach a tha sinn a' maoineachadh gu sònraichte gu for-ghnìomhach, agus luach na Gàidhlig agus a cultar san fharsaingeachd, tro na seanailean againn uile a' gabhail a-steach an àrd-ùrlair tagraidh againn, Ar Guth Chruthachail. A bharrachd air an sin, thèid Alba Chruthachail an sàs gu gnìomhach leis an iomairt Astar Adhartais nas Luaithe.

## 2. Advocacy and Influence:

Creative Scotland will continue to advocate for Gaelic culture and creativity through our external engagement with stakeholders, through working in partnership with others, and through story-telling and proactive promotion of the work we fund specifically, and the value of Gaelic language and culture more generally, through all our channels including our advocacy platform, Our Creative Voice. In addition, Creative Scotland will actively engage with the Faster Rate of Progress initiative.

## 3. Obrachaidhean:

Bheir ar gnìomhachd taic dhan Ghàidhlig tro libhrigeadh agus adhartachadh èifeachdach den Phlana Ghàidhlig; tro sgrùdadh air an taobh a-staigh, leasachadh, agus trèanadh; agus tro bhith a' brosnachadh taic dhan Ghàidhlig am measg an fheadhainn a tha sinn a' maoineachadh. Cumaidh sinn oirnn le àbhaisteachadh na Gàidhlig is a cultair tron obair uile againn.

## 3 Operations:

Our operations will support Gaelic language through effective delivery and promotion of the Gaelic Language Plan; through internal review, development, and training; and through encouraging support for Gaelic among those we fund. Support for Gaelic language and culture will continue to be normalised through our operations.

## 4. Conaltradh:

Bheir gnìomhachd conaltraidh Alba Chruthachail taic dhan Ghàidhlig agus a cultar far a bheil sin comasach agus iomchaidh, a' gabhail a-steach a bhith a' cruthachadh susbaint Ghàidhlig gu for-ghnìomhach, a bhith a' taisbeanadh stuthan iomchaidh san dà chànan agus inbhe dhà-chànanais leantainniach sa bhrannadh againn.

## 4. Communications:

Creative Scotland communications activity will support Gaelic language and culture wherever possible and appropriate, including the development of proactive Gaelic content, the presentation of appropriate materials bilingually and the continued standard of bilingualism in our branding.



## Ar n-amasan airson na Gàidhlig 2023-2028

Rinneadh Plana Gàidhlig Alba Chruthachail 2023-28 a rèir Plana Cànan Nàiseanta na Gàidhlig 2018-23, le iomradh air dreachd Plana Cànan Nàiseanta na Gàidhlig 2023-28, a chunnacas aig ìre co-chomhairleachaidh phoblaich. Mar sin, tha Plana Gàidhlig Alba Chruthachail 2023-28 a rèir amasan agus rùn Plana Cànan Nàiseanta na Gàidhlig 2023-28.

Bheir Plana Gàidhlig Alba Chruthachail 2023-28 taic do na h-amasan agus miannan a tha air am mìneachadh ann am Plana Nàiseanta Gàidhlig 2023-28, a tha dà-fhillte:

- *Cuir ri cleachdadh na Gàidhlig*
- *Cuir ri ionnsachadh na Gàidhlig*

Gu sònraichte, cleachdaidh Alba Chruthachail am maoinachadh, an leasachadh, an tagradh agus an conaltradh againn gus cuideachadh le bhith a' coileanadh nan àrd-amasan a leanas a tha air am mìneachadh sa Phlana Nàiseanta:

- *Cleachd maoinachadh a th' ann mar-thà ann an dòigh nas soirbheachaile gus taic a chumail dhan Ghàidhlig, a bhith a' toirt seachad goireasan ùra gus cothroman ùra a chruthachadh agus gus atharrachadh mòr a thoirt san fharsaingeachd air an dòigh sa bheil sinn uile a' smaoinachadh mun Ghàidhlig.*
- *Tha e comasach dhan a h-uile duine cothrom fhaighinn air, agus tlachd fhaighinn à, ealainean is cultar na Gàidhlig gu pearsanta agus air-loidhne.*
- *Ruigidh na meadhanan Gàidhlig millean duine gach seachdain agus cumaidh e taic ri suas ri 250,000 luchd-labhairt ùra na Gàidhlig.*
- *Tha a' Ghàidhlig air a h-àbhaisteachadh san dachaigh, gu sòisealta agus san àite-obrach air feadh na dùthcha.*
- *100 buidheann poblach an sàs ann a bhith a' cruthachadh agus a' cur an gnìomh nam planaichean Gàidhlig aca (tha Alba Chruthachail air aon de na buidhnean poblach sin).*

Tha na clàran a leanas a' mìneachadh gnìomhan mionaideach mu choinneamh nan Amasan Àrd-Ìre (a chaidh aontachadh le Bòrd na Gàidhlig sa Ghearran 2022) airson ar taic dhan Ghàidhlig, 2023-28.

## Our Ambitions for Gaelic 2023-2028

Creative Scotland's Gaelic Language Plan 2023-28 was created in line with the National Gaelic Language Plan 2018-23, with reference to the draft National Gaelic Language Plan 2023-28, which was viewed in its public consultation stage. As such, Creative Scotland's Gaelic Language Plan 2023-28 reflects the aims and ambitions in the National Gaelic Language Plan 2023-28.

Creative Scotland's Gaelic Language Plan 2023-28 will support the aims and ambitions set out in the National Gaelic Language Plan 2023-28, which are two-fold:

- *Increase the use of Gaelic*
- *Increase the learning of Gaelic*

More specifically, Creative Scotland will use our funding and development, our advocacy and our communications to help achieve the following ambitions set out in the National Plan:

- *Use existing funding more successfully to support Gaelic, the provision of new resources to develop new opportunities and overall, a significant change in the way we all think about Gaelic.*
- *Everybody in Scotland is able to access and enjoy Gaelic arts and culture in person and online.*
- *Gaelic media will reach 1 million people a week and support up to 250,000 new users of Gaelic.*
- *Gaelic is normalised as a language in the home, socially and in the workplace across the country.*
- *100 public bodies engaged in developing and implementing their Gaelic language plans (Creative Scotland is one of those public bodies).*

The following tables set out detailed actions against the High Level Aims (approved in February 2022 by Bòrd na Gàidhlig) for our support for Gaelic Language, 2023-28.

Kenneth Fowler  
Stiùiriche Conaltraidh agus Dàimhean Taobh a-muigh  
Director of Communications and External Relations

**Alba Chruthachail**  
**Creative Scotland**

**Plana Gàidhlig - Eagan 3**  
**Gaelic Language Plan Edition 3**

**2023-2028**

**Amasan agus Gnìomhan**  
**Aims and Actions**

<b>Amasan Àrd-ìre (Aontaichte an Gearran 2022) High-level Aims (Approved Feb 2022)</b>	<b>Gnìomhan Actions</b>	<b>Clàr-ama Timescale</b>
<b>Amasan airson eagraan 3 de Phlana Gàidhlig Alba Chruthachail Aims for edition 3 of Creative Scotland’s Gaelic Language Plan</b>	<b>Gnìomhan gus na h-amasan sin a libhrigeadh Actions to deliver these aims</b>	<b>Cuine a thachras seo When this will happen</b>
<b>A’ cleachdadh na Gàidhlig – Maoineachadh agus Leasachadh Using Gaelic – Funding and Development</b>		

<p>A' cumail oirnn a' maoineachadh phròiseactan agus bhuidhnean ro-innleachdail a libhrigeas ealainean is cultar tro mheadhan na Gàidhlig.</p> <p>Continue to fund projects and strategic organisations which deliver arts and culture through the medium of Gaelic</p>	<p>Leanaidh maoineachadh airson pròiseactan agus buidhnean Gàidhlig mar phàirt de dhòigh-obrach ath-sgrùdaichte Alba Chruthachail a thaobh maoineachaidh, a thèid a thoirt a-steach ann an 2023/24, a' gabhail a-steach:</p> <ul style="list-style-type: none"> <li>• Maoineachadh loma-bhliadhna</li> <li>• Maoineachadh Fosgailte do Bhuidhnean a' Chrannchuir Nàiseanta</li> <li>• Maoineachadh Fosgailte do Dhaoine Fa-leth a' Chrannchuir Nàiseanta</li> <li>• Maoineachadh Cuimsichte</li> <li>• Maoineachadh Sgrìn</li> </ul> <p>Funding for Gaelic language projects and organisations will continue as part of Creative Scotland's revised approach to funding, to be introduced in 2023/24, including:</p> <ul style="list-style-type: none"> <li>• Multi Year Funding</li> <li>• National Lottery Open Funding for Organisations</li> <li>• National Lottery Open Funding for Individuals</li> <li>• Targeted Funding</li> <li>• Screen Funding</li> </ul>	<p>A' leantainn tro 2023-28 le dòigh maoineachaidh ùr air gu bhith air a thoirt a-steach ann an 2023/24</p> <p>Bidh a' Ghàidhlig air a h-àbhaisteachadh mar phàirt den dòigh maoineachaidh ùr.</p> <p>Ongoing through 2023-28 with new funding approach introduced in 2023/24.</p> <p>Gaelic will be normalised as part of the new funding approach.</p>
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<p>A' brosnachadh bhuidhnean maoinichte gus planaichean a chruthachadh airson cleachdadh na Gàidhlig a mheudachadh.</p> <p>Encourage funded organisations to develop plans to increase the use of Gaelic.</p> <p>A' dèanamh cinnteach gu bheil cothrom aig luchd-ealain Gàidhlig air a h-uile sruth maoinichaidh aig Alba Chruthachail.</p> <p>Ensure that Gaelic artists have access to all Creative Scotland funding streams</p>	<p>Ann an h-uile suidheachadh, bithear a' brosnachadh a bhith a' cruthachadh planaichean agus a' dèanamh obair chruthachail a chuireas ri mothachadh, meas agus cleachdadh na Gàidhlig. Tha seo air a ghabhail a-steach nar Riaghailtean Maoineachaidh ùra a bhuailas ri ar Maoineachadh air fad.</p> <p>Far am faigh buidhnean maoinichaidh bho Alba Chruthachail airson pròiseactan a chleachdas a' Ghàidhlig, nì sinn ar dìcheall dèanamh cinnteach gu bheil a' Ghàidhlig ga cleachdadh aig ìre iomchaidh.</p> <p>Cumar sùil air an seo tron aithris crìoch phròiseict bhliadhnail a tha mar dhleastanas air na h-uile a gheibh ionmhas.</p> <p>In all cases, encouragement to develop plans and to produce creative work that increases awareness, appreciation and the use of Gaelic will be included and highlighted. This is included in our new Funding Criteria which will apply to all of our Funding.</p> <p>Where organisations receive funding from Creative Scotland for projects which use Gaelic, we will endeavour to ensure that the Gaelic used is at an appropriate standard. This will be monitored through the annual and end-of-project reporting which is required of all funding recipients.</p> <p>Ma chheadachas buidseatan bho Riaghaltas na h-Alba agus bhon Chrannchur Nàiseanta, nì sinn cinnteach gun tèid meas agus luach a' mhaoineachaidh a chaidh a bhuileachadh air pròiseactan agus buidhnean a tha a' libhrigeadh ealain is cultar tro mheadhan na Gàidhlig a chumail suas, no àrdachadh, tro 2023-28.</p>	
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	<p>Tha cothrom aig luchd-ealain Gàidhlig air na sruthan maoinichaidh againn uile agus nì sinn cinnteach gun lean seo. Nì sinn cinnteach gum bi sanasachd ar sruthan maoinichaidh a' gabhail a-steach innse gum freagar iad air luchd-ealain Gàidhlig.</p> <p>Feumaidh buidhnean a gheibh airgead thairis air iomadh bliadhna aithris gach bliadhna mun taic aca don Ghàidhlig mar phàirt den aithris EDI aca.</p> <p>Tron obair Leasachaidh againn, brosnachidh sinn thagraidhean agus leasachadh phròiseactan anns a' Ghàidhlig agus mun Ghàidhlig gu gnìomhach bho luchd-ealain Gàidhlig, coimhearsnachd na Gàidhlig agus an roinn chultarail is chruthachail san fharsaingeachd.</p> <p>Bidh sinn cuideachd ag obair le com-pàirtichean agus luchd-ùidh gu dìreach gus barrachd phròiseactan cruthachail a cruthachadh anns a' Ghàidhlig agus mun Ghàidhlig.</p> <p>Budgets from the Scottish Government and the National Lottery permitting, we will ensure that the volume and value of funding awarded to projects and organisations which deliver arts and culture through the medium of Gaelic is maintained, or increased, through 2023-28.</p> <p>Gaelic artists have access to all of our funding streams and we will ensure that this continues to be the case. We will ensure that our promotion of our funding streams includes raising awareness of their suitability to Gaelic artists.</p>	
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	<p>Through our Development work we will actively encourage applications and the development of projects in and about Gaelic from Gaelic artists, the Gaelic community and the culture and creative sector more broadly.</p> <p>We will also work with partners and stakeholders directly to develop more creative projects in and about Gaelic.</p> <p>All multi-year funded organisations will be required to report annually on their support for Gaelic Language as part of their EDI reporting.</p> <p>Project funded organisations and individuals are also required to submit end of project reports and Gaelic content and language support will be recorded.</p> <p>Creative Scotland will report on our support for Gaelic through our funding and development annually to Bòrd na Gàidhlig and in our Annual Review.</p>	
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<b>Ag ionnsachadh na Gàidhlig– Maoineachadh agus Leasachadh/Obrachaidhean</b> <b>Learning Gaelic – Funding and Development/Operations</b>		
<p>A' cumail oirnn a' maoineachadh phròiseactan agus bhuidhnean ro-innleachdail a tha ag amas air cur ri ionnsachadh na Gàidhlig.</p> <p>Continue to fund projects and strategic organisations which aim to increase the learning of Gaelic.</p>	<p>Tha àireamh nach beag de bhuidhnean a tha a' cumail taic ri, agus a' brosnachadh, ionnsachadh na Gàidhlig, agus mothachadh agus meas air a' chànan, am measg nam Buidhnean le Maoineachadh Cunbhalach.</p> <p>Bidh sinn cuideachd a' toirt taic, tro ar maoineachadh agus leasachadh, do phròiseactan cruthachail le buidhnean agus luchd-ealain fa leth a bhrosnaicheas ionnsachadh na Gàidhlig, agus mothachadh agus meas air a' chànan.</p> <p>Ma cheadachas buidseatan bho Riaghaltas na h-Alba agus bhon Chrannchur Nàiseanta, cumaidh sinn oirnn a' dèanamh seo tro na slighean maoineachaidh againn ann an 2023-28 agus a' dèanamh cinnteach gu bheilear a' maoineachadh an aon chuibhrinn de phròiseactan den t-seòrsa seo a thaobh ar maoineachadh iomlan.</p> <p>A significant cohort of organisations who support and promote the learning of Gaelic, and awareness and appreciation of the language, is currently included in the portfolio of Regularly Funded Organisations. We also support, through our funding and development, creative projects by organisations and individual artists that promote the learning of Gaelic, and awareness and appreciation of the language. Budgets from the Scottish Government and the National Lottery permitting, we will continue to do this through our funding routes in 2023-28 and ensure the proportion of such projects in terms of our overall funding, is maintained.</p>	<p>A' leantainn tro 2023-28 le dòigh maoineachaidh ùr gu bhith air a toirt a-steach ann an 2023/24</p> <p>Ongoing through 2023-28 with new funding approach introduced in 2023/24</p>

<p>Ag ath-stèidheachadh agus ag ùrachadh nan goireasan a chaidh a chruthachadh roimhe airson taic a chumail ri ionnsachadh na Gàidhlig ceangailte ri ealainean is cultar ann an Alba (mar eisimpleir susbaint air-loidhne airson Learn Gaelic agus/no Speak Gaelic).</p> <p>Re-establish and update the previously developed resource to support Gaelic learning connected to arts and culture in Scotland (for example digital content for Learn Gaelic and/or Speak Gaelic).</p>	<p>Bidh sinn ag ath-stèidheachadh agus ag ùrachadh a' ghoireis a-staigh a chruthaich sinn roimhe gus taic a chumail ri ionnsachadh na Gàidhlig le cuideam air cultar agus cruthachalachd.</p> <p><u><a href="https://gaelictoolkit.co.uk">Clàraich a-steach (gaelictoolkit.co.uk)</a></u></p> <p>We will re-establish and update the internal resource that we previously developed to support Gaelic Learning with an emphasis on culture and creativity.</p> <p><u><a href="https://gaelictoolkit.co.uk">Login (gaelictoolkit.co.uk)</a></u></p>	<p>An goireas air ath-stèidheachadh, air ùrachadh agus air a chur air bhog às ùr ann an 2023/24.</p> <p>Resource re-established, updated and re-launched in 2023/24.</p>
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## Amasan airson Seirbheisean Corporra | Corporate Service Aims

Amasan airson Seirbheisean Corporra Corporate Service Aims	Gnìomhan Actions	Clàr-ama Timescale
Conaltradh Communications	Gnìomhan Actions	Clàr-ama Timescale
<p><b>Suaicheantas</b> Tha an suaicheantas corporra dà chànanach anns a h-uile suidheachadh</p> <p><b>Logo</b> The corporate logo is bilingual at all times.</p>	<p>Tha an dà chuid suaicheantasan Alba Chruthachail agus Sgrìn Alba dà-chànanach, chan eil roghainnean aona-chànanach eile ann, agus thèid cumail ris a seo fad na h-ùine.</p> <ul style="list-style-type: none"> <li>Alba Chruthachail: <a href="#">Suaicheantasan Alba Chruthachail   Alba Chruthachail</a></li> <li>Sgrìn Alba: <a href="#">Suaicheantasan   Sgrìn Alba</a></li> </ul> <p>Both Creative Scotland and Screen Scotland logos are bilingual, there are no single language alternatives, and this will be maintained at all times.</p> <ul style="list-style-type: none"> <li>Creative Scotland: <a href="#">Creative Scotland Logos   Creative Scotland</a></li> <li>Screen Scotland: <a href="#">Logos   Screen Scotland</a></li> </ul>	<p>A' leantainn tro 2023-28</p> <p>Ongoing through 2023-28</p>
<p><b>Soidhnichean</b> Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.</p> <p><b>Signage</b> Prominent signage includes Gaelic and English as part of any renewal process.</p>	<p>Tha a h-uile soidhne ann an oifisean Alba Chruthachail ann an Dùn Èideann agus Glaschu dà-chànanach - agus thèid seo a chumail agus thèid a ghabhail a-steach mar phàirt de phròiseas ùrachaidh sam bith (ged nach eil pròiseas ùrachaidh san amharc aig an ìre seo).</p> <p>All signage in Creative Scotland offices in Edinburgh and Glasgow is bilingual- and this will be maintained and included as part of any renewal process (although no renewal process is planned).</p>	<p>A' leantainn tro 2023-28</p> <p>Ongoing through 2023-28</p>

Conaltradh leis a' phoball Communicating with the public	Gnìomhan Actions	Clàr-ama Timescale
<p><b>Brosnachadh</b> Teachdaireachd gu bheil fàilte air conaltradh sa Ghàidhlig bhon phoball daonnan.</p> <p><b>Promotion</b> Positive message that communication from the public in Gaelic is always welcome.</p>	<p>Tha sinn ag innse do dhaoine gun gabh sinn ri conaltradh sa Ghàidhlig, gu sònraichte ann an iarrtasan maoinachaidh, agus cumaidh sinn oirnn a' dèanamh seo. Thèid seo a chur am follais barrachd mar phàirt de dh'ùrachadh na làraich-lìn againn.</p> <p>We communicate that we accept communications in Gaelic, particularly in funding applications, and we will continue to do this. This will be given more prominence as part of our website refresh.</p>	<p>A' leantainn tro 2023-28</p> <p>Làrach-lìn ùraichte gu bhith air a cur air bhog ann an 2023/24</p> <p>Ongoing through 2023-28</p> <p>Refreshed website to be launched in 2023/24.</p>

<p><b>Conaltradh sgrìobhte</b> Fàilte ga chur air conaltradh sgrìobhte sa Ghàidhlig (post, post-d agus meadhanan sòisealta) daonnan agus bidh freagairt ann sa Ghàidhlig, a rèir clàr-ama conaltraidh àbhaisteach na buidhne.</p> <p><b>Written Communication</b> 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.</p>	<p>Tha Alba Chruthachail a’ gabhail ri conaltradh sgrìobhte, a’ gabhail a-steach iarrtasan maoineachaidh, sa Ghàidhlig agus a’ freagairt nan conaltradh sin ann an Ghàidhlig. Cumaidh sinn oirnn le seo.</p> <p>Creative Scotland accepts written communications, including funding applications, in Gaelic and responds in Gaelic to those communications. We will continue to do so.</p>	<p>A’ leantainn tro 2023-28</p> <p>Ongoing through 2023-28</p>
<p><b>Ionad-fàilte agus am fòn</b> Far a bheil luchd-obrach le Gàidhlig ann airson seo a thoirt seachad, gheibh iad taic airson seo a dhèanamh agus thèid sanasachd a dhèanamh air an t-seirbheis dhan phoball.</p> <p><b>Reception and phone</b> Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.</p>	<p>Tha ionad-fàilte Alba Chruthachail air a bhith dùinte dhan phoball tro àm a’ ghalair lèir-sgaoilte COVID-19 agus tha an t-seirbheis Cheistean againn air gluasad gu bhith air-loidhne/tro phost-d. Bithear a’ toirt seachad freagairtean sa Ghàidhlig nuair a thathar ag iarraidh sin.</p> <p>Agus sinn ag ath-sgrùdadh cleachdaidhean obrachaidh ùra às dèidh COVID, a’ gabhail a-steach nan seirbheisean Fàilteachais is Cheistean againn, nì sinn cinnteach gun tèid beachdachadh air mar as fheàrr a chumas sinn oirnn a’ toirt taic dhan Ghàidhlig sa cho-theacsa sin.</p> <p>Creative Scotland’s reception has been closed to the public through the COVID-19 pandemic period and our Enquiries service has moved to online/email. Gaelic responses are provided where requested.</p> <p>As we review new post-COVID operational practice, including our Reception and Enquiries services, we will ensure consideration is given to how we best continue to support Gaelic language in that context.</p>	<p>A’ leantainn tro 2023-28</p> <p>Ongoing through 2023-28</p>

<p><b>Coinneamhan Phoblach</b> Cothroman airson coinneamhan dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh (mar as iomchaidh agus a rèir stiùireadh COVID-19).</p> <p><b>Public meetings</b> Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted (as appropriate and as COVID-19 guidance permits).</p>	<p>Bha bacadh air coinneamhan poblach gu ìre mhòr tro àm galar lèir-sgaoilte COVID-19.</p> <p>Ach, nuair a tha sinn a’ tilleadh gu prògram thachartasan nas coileanta, nì sinn cinnteach gum bi a’ Ghàidhlig ri faicinn aig na tachartasan againn uile - roinneil, nàiseanta is eadar-nàiseanta. Leanaidh sinn oirnn a bhith a’ cumail tachartasan sònraichte airson na Gàidhlig mar eisimpleir taisbeanadh nan ealainean Gàidhlig aig Celtic Connections agus brosnachadh tachartasan Gàidhlig aig WOMEX. (is e tachartasan dà-chànanach a tha anns na dhà). Cumaidh sinn cuideachd tachartas conaltraidh agus còmhraidh Gàidhlig do luchd-ealain Gàidhlig agus buidhnean cultarach san t-Sultain 2023.</p> <p>Cuiridh sinn ri cleachdadh na Gàidhlig ann an stuthan-taice airson tachartasan agus ann an òraidean far an gabh sin a dhèanamh.</p> <p>Public meetings were severely curtailed through the COVID-19 pandemic period.</p> <p>However, as we return to a fuller events programme, we will ensure that a visible presence for Gaelic is maintained at all of our events – regional, national and international. We will continue to hold Gaelic specific events such as our Gaelic arts showcase at Celtic Connections and the promotion of Gaelic arts at WOMEX (both of which are bi-lingual events). We will also hold a Gaelic networking and sharing event for Gaelic artists and cultural organisations in September 2023.</p> <p>We will increase the use of Gaelic in events support materials and speeches wherever possible.</p>	<p>A’ leantainn tro 2023-28</p> <p>Ongoing through 2023-28</p>
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Fiosrachadh Information	Gnìomhan Actions	Clàr-ama Timescale
<p><b>Fiosan-naidheachd</b> Na fiosan-naidheachd uile co-cheangailte ris a' Ghàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.</p> <p><b>News releases</b> All news releases related to Gaelic are circulated in both Gaelic and English.</p>	<p>Tha sinn a' cur a-mach fiosan-naidheachd sa Ghàidhlig mar-thà (mar eisimpleir: <a href="#">Sgeama Meantoraidd airson Bhreithnichean ùra Gàidhlig   Alba Chruthachail</a>) agus a h-uile brath naidheachd a bhuineas gu sònraichte do phròiseactan, buidhnean no iomairtean Gàidhlig air an cur a-mach an dà chuid sa Ghàidhlig agus sa Bheurla.</p> <p>Cleachdaidh sinn a' Ghàidhlig ann am brathan naidheachd, ann an cur air bhog pròiseactan agus ann an cothroman bruidhinn gu poblach a bharrachd air dìreach an fheadhainn a bhuineas gu soilleir ri na h-ealainean Gàidhlig.</p> <p>Cuiridh sinn ris na h-oidhirpean againn gus Gàidhlig a thoirt a-steach ann am fiosan-naidheachd, foillseachaidhean agus cothroman labhairt poblach a bharrachd air na cothroman a tha a' buntainn gu sònraichte ris na h-ealainean Gàidhlig.</p> <p>Ged a tha luchd-obrach againn le Gàidhlig cuideachd as urrainn Alba Chruthachail a riochdachadh anns na meadhanan agus air àrd-ùrlaran poblach, tha sinn gu mòr airson cur ris a seo tro leasachadh luchd-obrach, trèanadh agus fastadh san àm ri teachd.</p> <p>We already produce media releases in Gaelic (for example: <a href="#">Mentoring scheme for emerging Gaelic arts critics   Creative Scotland</a>) and all news releases with specific relevance to Gaelic projects, organisations or initiatives are produced in both Gaelic and English.</p>	<p>A' leantainn tro 2023-28</p> <p>Ongoing through 2023-28</p>

	<p>We will include Gaelic in media releases, launches and public speaking opportunities beyond those specifically relating to Gaelic arts.</p> <p>While also have Gaelic speaking staff who can represent Creative Scotland in the media and in public platforms, and we are committed to increasing this resource through staff development, training and future recruitment.</p>	
<p><b>Meadhanan sòisealta</b> Stuth Gàidhlig ga sgaoileadh tro na meadhanan sòisealta gu cunbhalach, le stiùir bho ìre cleachdaidh no cleachdadh a dh'fhaodadh a bhith ann. Obraichidh sinn a dh'ionnsaigh co-dhiù 50 post fhoillseachadh, thar diofar meadhanan, gu dà-chànanach no sa Ghàidhlig a-mhàin gach bliadhna.</p> <p><b>Social Media</b> Gaelic content distributed regularly through social media, guided by the level of actual and potential users. We will work towards publishing at least 50 posts, across different platforms, bilingually or in Gaelic only each year.</p>	<p>Bidh sinn a' cleachdadh susbaint sa Ghàidhlig air na meadhanan sòisealta far a bheil sin iomchaidh agus ann an suidheachaidhean far a bheil sinn a' brosnachadh ealainean no susbaint sa Ghàidhlig no a' brosnachadh na Gàidhlig fhèin.</p> <p>Stèidheachaidh sinn ìre bhunaiteach de naidheachdan meadhanan sòisealta gach bliadhna ann an Gàidhlig, agus meudaichidh sinn an àireamh seo gach bliadhna, thairis air gach seanail meadhan sòisealta, fhad is a mhaireas am plana.</p> <p>Tha sinn ag amas air barrachd susbaint a sholarachadh san àm ri teachd aon uair 's gun tig piseach air na sgilean cànan is eadar-theangachaidh againn. Gu sònraichte, tha sinn airson conaltradh a dhèanamh sa Ghàidhlig nas trice tro na meadhanan sòisealta.</p> <p>Tha na h-eachdraidhean-beatha corporra againn dà-chànanach air cuid de na seanailean didseatach agus nì sinn sin airson gach seanail didseatach.</p>	<p>A' leantainn tro 2023-28</p> <p>Ongoing through 2023-28</p>



	<p>We use Gaelic on social media where appropriate and in circumstances where we are promoting Gaelic arts, language or content.</p> <p>We will establish a baseline of current yearly social media posts in Gaelic and increase this number year on year, across all social media platforms, throughout the lifetime of the plan.</p> <p>Our corporate biographies on some digital channels are bilingual and we will extend that to all digital channels.</p>	
<p><b>Làrach-lìn</b> Bu chòir susbaint Ghàidhlig a bhith ri fhaighinn air làrach-lìn an ùghdarrais phoblaich, le cuideam ga chur air na duilleagan a bhuineas do chultar na Gàidhlig.</p> <p><b>Website</b> Gaelic content should be available on the public authority's website, with emphasis given to the pages with relevance to Gaelic culture.</p>	<p>Bidh sinn a' toirt seachad susbaint Ghàidhlig tro na làraichean-lìn againn (me Alba Chruthachail, Sgrìn Alba agus Ar Guth Cruithachail).</p> <p>Bidh an làrach-lìn againn Opportunities (an làrach-lìn as mòr-chòrdte a th' againn) a' gabhail ri, agus a' foillseachadh, sanasan dà-chànanach airson obraichean agus cothroman leasachaidh eile.</p> <p>Leanaidh sinn oirnn a' leasachadh agus ag brosnachadh susbaint Ghàidhlig tron làrach-lìn againn. Tha sinn a' gealltainn barrachd susbaint Ghàidhlig a bhith air ar làrach rè a' phlana seo le prìomhachas do shusbaint leis an ruigsinneachd as motha.</p> <p>Bidh Alba Chruthachail ag ùrachadh a làrach-lìn aca ann an 2022-23 agus nithear cinnteach gum bi a' Ghàidhlig nas fhollaisiche mar phàirt den ath-leasachadh sin.</p> <p>We provide Gaelic content via our websites (e.g. Creative Scotland, Screen Scotland and Our Creative Voice).</p>	<p>A' leantainn tro 2023-28</p> <p>Làrach-lìn ùraichte gu bhith air a cur air bhog ann an 2023/24</p> <p>Ongoing through 2023-28</p> <p>Refreshed website to be launched in 2023/24.</p>

	<p>Our Opportunities website (the most popular site that we operate) accepts and publishes bilingual advertising for job posts and other developmental opportunities.</p> <p>We will continue to develop and promote Gaelic language content through our websites. We commit to increase Gaelic content on our website through the duration of this plan with priority given to content with the greatest reach.</p> <p>Creative Scotland will be refreshing its website in 2023-24 and will ensure that Gaelic language has increased prominence as part of that redevelopment.</p>	
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<p><b>Foillseachaidhean Corporra</b> Air an dèanamh sa Ghàidhlig agus sa Bheurla, far a bheil sin iomchaidh, le prìomhachas ga thoirt dhan fheadhainn a bhuineas do chultar na Gàidhlig.</p> <p><b>Corporate Publications</b> Produced in Gaelic and English, where appropriate, with priority given to those with relevance to Gaelic culture.</p>	<p>Bidh sinn a’ toirt seachad prìomh shusbaint corporra agus foillseachaidhean air-loidhne sa Ghàidhlig far an gabh sin dèanamh (mar eisimpleir: <a href="#">gaelic-bfi-diversity-standards-2022_v2.pdf (screen.scot)</a>) agus far a bheil e iomchaidh.</p> <p>Tha sinn a’ gealltainn gun ùraich sinn am poileasaidh againn gus a h-uile prìomh fhoillseachadh corporra (planaichean reachdail, ro-innleachdan agus poileasaidhean) a dhèanamh gu dà-chànanach; gun cum sinn oirnn a’ cur a-mach fhoillseachaidhean iomchaidh gu dà-chànanach (m.e. an fheadhainn a tha a’ brosnachadh chànanan na h-Alba, a’ Ghàidhlig agus na h-ealainean traidiseanta); agus feuchainn ris an raon de dh’fhoillseachaidhean a bhios sinn a’ dèanamh gu dà-chànanach a leudachadh a rèir ghoireasan agus bhuidseit.</p> <p>Gu sònraichte, tha sinn a’ gealltainn gum bi an stiùireadh maoinachaidh uile ri fhaighinn sa Ghàidhlig.</p> <p>We provide key corporate content and publications online in Gaelic wherever possible (for example: <a href="#">gaelic-bfi-diversity-standards-2022_v2.pdf (screen.scot)</a>) and wherever relevant.</p> <p>We commit to refreshing our policy to produce all key corporate publications (statutory plans, strategies and policies) bilingually; continue to produce relevant publications bilingually (e.g. those promoting Scotland’s languages, Gaelic and trad arts); and seek to extend the range of publications that we produce bilingually in line with resources and budgets.</p> <p>In particular, we commit to making all funding guidance available in Gaelic.</p>	<p>A’ leantainn tro 2023-28</p> <p>Poileasaidh ùr airson eadar-theangachadh Gàidhlig de dh’fhoillseachaidhean corporra an sàs ann an 2023-24</p> <p>Ongoing through 2023-28</p> <p>Refreshed policy for Gaelic translation of corporate publications in place 2023/24</p>
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<b>Luchd-obrach - gnìomhachdan</b> <b>Staff - Operations</b>	<b>Gnìomhan</b> <b>Actions</b>	<b>Clàr-ama</b> <b>Timescale</b>
<p><b>Sgrùdadh Luchd-obrach</b> Dèan sgrùdadh cunbhalach air sgilean Gàidhlig agus iarrtasan airson trèanadh Gàidhlig tro bheatha gach plana.</p> <p><b>Internal audit</b> Conduct an internal audit of Gaelic skills and training needs through the life of each plan.</p>	<p>Nì sinn sgrùdadh air sgilean agus feumalachdan trèanaidh mar phàirt den ùrachadh den phrògram trèanaidh Gàidhlig againn.</p> <p>We will conduct an audit of Gaelic language skills and training needs as part of the refresh of our Gaelic language training programme.</p>	<p>Prògraman trèanaidh Gàidhlig air an ùrachadh is air an sgaoileadh dhan luchd-obrach ann an 2023/24.</p> <p>Gaelic language training programme refreshed and rolled out for Staff in 2024/25.</p>
<p><b>Inntrigeadh</b> Eòlas air plana Gàidhlig an ùghdarras phoblaich mar phàirt den phròiseas inntrigidh do luchd-obrach ùra.</p> <p><b>Induction</b> Knowledge of the public authority's Gaelic language plan included in new staff inductions.</p>	<p>Tha mothachadh air àite Alba Chruthachail ann a bhith a' toirt taic dhan Ghàidhlig na phàirt de phrògram inntrigidh an luchd-obrach againn agus cumaidh sinn oirnn le seo.</p> <p>Awareness of Creative Scotland's role in supporting Gaelic language is included in our staff induction programme and this will continue to be the case.</p>	<p>A' leantainn tro 2023-28</p> <p>Ongoing through 2023-28</p>
<p><b>Trèanadh cànan</b> Trèanadh agus leasachadh sgilean Gàidhlig air a thabhann dhan luchd-obrach, gu sònraichte a thaobh cur an gnìomh plana Gàidhlig an ùghdarras phoblaich.</p> <p><b>Language training</b> Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.</p>	<p>Tha aon neach-obrach aig Alba Chruthachail an-dràsta a tha an dà chuid fileanta sa Ghàidhlig agus ag obair gu sònraichte air na h-ealainean Ghàidhlig.</p> <p>Tha luchd-obrach againn a tha fileanta sa Ghàidhlig aig a bheil obair nach eil co-cheangailte gu sònraichte ris a' Ghàidhlig, agus grunn luchd-obrach a tha ag ionnsachadh/no a' dèanamh trèanadh foirmeil sa Ghàidhlig.</p> <p>Cumaidh sinn oirnn a bhith a' brosnachadh mothachadh Gàidhlig do luchd-obrach agus dhan Bhòrd agus le bhith a' brosnachadh agus a' toirt taic do dh'ionnsachadh na Gàidhlig. Nì sinn ar dìcheall gus cur ri sgilean Gàidhlig tro</p>	<p>Prògraman trèanaidh Gàidhlig air an ùrachadh is air an sgaoileadh dhan luchd-obrach ann an 2024/25.</p> <p>Gaelic language training programme refreshed and rolled out for Staff in 2024/25.</p>

	<p>bhuidheann an luchd-obrach againn, tro thrèanadh is ionnsachadh, a' cur ri cleachdadh a' chàinain san obair againn.</p> <p>Creative Scotland currently has one member of staff who is both fluent in Gaelic and working specifically on Gaelic arts.</p> <p>We have members of staff who are fluent Gaelic speakers whose jobs are not specifically related to Gaelic, and a number of staff who are in formal Gaelic learning/training.</p> <p>We will continue to promote Gaelic awareness for staff and Board and to promote and support Gaelic learning. We will endeavour to increase Gaelic language skills across our staff group, through training and learning, increasing the use of the language in our operations.</p>	
<p><b>Trèanadh Mothachaidh Gàidhlig</b> Trèanadh mothachaidh Gàidhlig, le prìomhachas air stiùirichean, buill bùird, comhairlichean agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh gu dìreach leis a' mhòr-shluagh.</p> <p><b>Gaelic awareness training</b> Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.</p>	<p>Ro-COVID, bha sinn a' tabhann trèanadh Mothachadh Gàidhlig dhan luchd-obrach air fad agus bha buidheann Gàidhlig luchd-obrach againn airson luchd-labhairt agus luchd-ionnsachaidh.</p> <p>Tha sinn a' gealltainn gun ùraich sinn am prògram mothachadh Ghàidhlig againn ann an 2024/25 a rèir gnìomhachd agus cleachdaidhean obrach às dèidh COVID.</p> <p>Pre-COVID, we offered Gaelic Awareness training for all staff and had a staff Gaelic language group for speakers and learners.</p> <p>We commit to refreshing our Gaelic language awareness programme in 2024/25 to reflect post-COVID operations and working practices.</p>	<p>Prògraman mothachaidh Gàidhlig air ùrachadh is air a sgaoileadh dhan luchd-obrach ann an 2024/25.</p> <p>Gaelic language awareness programme refreshed and rolled out for Staff in 2024/25.</p>

<p><b>Fastadh</b> A' toirt aithne is spèis do sgilean Gàidhlig mar phàirt den phròiseas fhastaidh.</p> <p>Gàidhlig air ainmeachadh mar sgil riatanach agus/no ion-mhiannaichte ann an tuairisgeulan obrach gus am plana Gàidhlig a lìbhrigeadh agus a rèir comhairle fastaidh Bòrd na Gàidhlig.</p> <p>Sanasan-obrach dà-chànanach no sa Ghàidhlig a-mhàin airson dreuchdan far a bheil Gàidhlig ainmichte mar sgil riatanach.</p> <p><b>Recruitment</b> Recognising and respecting Gaelic skills within the recruitment process.</p> <p>Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.</p> <p>Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p>	<p>Bidh sgilean Gàidhlig air an aithneachadh agus thèid meas a thoirt dhaibh ann am fastadh do dh'Alba Chruthachail agus Sgrìn Alba.</p> <p>Thèid Gàidhlig ainmeachadh mar sgil ion-mhiannaichte anns a h-uile tuairisgeul obrach fastaidh no mar sgil riatanach ann an tuairisgeulan obrach le fòcas sònraichte air a' Ghàidhlig is na h-ealainean Gàidhlig (me Oifigear Ealain Ghàidhlig).</p> <p>Thèid sanasan obrach dà-chànanach a chleachdadh do dh'obraichean far a bheil Gàidhlig na sgil riatanach.</p> <p>Gaelic skills will be recognised and respected in Creative Scotland and Screen Scotland recruitment.</p> <p>Gaelic language will be named as a desirable skill in all recruitment job descriptions or as an essential skill in job descriptions with a specific focus on Gaelic arts and language (e.g. Gaelic Arts Officer).</p> <p>Bilingual recruitment advertising will be used for posts where Gaelic is an essential skill.</p>	<p>A' leantainn tro 2023-28</p> <p>Ongoing through 2023-28</p>
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## Clàr-ama

Bidh am Plana Gàidhlig seo an gnìomh fad còig bliadhna bhon cheann-latha foillseachaidh, bho 2023-28.

## Timetable

This Gaelic Language Plan will remain in place for a period of five years from publication date and covers the years 2023-28.

## Sanasachd airson a' Phlana

Thèid am Plana Gàidhlig againn fhoillseachadh gu didseatach agus gu dà-chànanach air an làraich-lìn againn agus, mar thoradh air seasmhachd àrainneachdail, cha tèid a chlà-bhualadh.

A bharrachd air seo, nì sinn mar a leanas:

- Cuiridh sinn a-mach fios naidheachd mu fhoillseachadh a' Phlana
- Brosnaichidh sinn am Plana tro na seanailean againn sna meadhanan sòisealta
- Nì sinn cinnteach gu bheil fios aig an Luchd-obrach againn mun Phlana, foillsichidh sinn air an eadra-lìon e agus cruthaichidh sinn stiùireadh do luchd-obrach stèidhichte air.
- Cuir a-mach lethbhreacan clò-bhuailte a rèir iarrtais.

## Publicising the Plan

Our Gaelic Language Plan will be published digitally and bilingually on our website and, in the interests of environmental sustainability, will not be printed.

In addition, we will:

- Issue a news release announcing the publication of the Plan
- Promote the Plan via our social media channels
- Make the Plan known to our Staff, publish on our intranet and develop guidance for Staff on its use
- Make printed copies available on request.

## Ullachaidhean rianachd airson am Plana a bhuileachadh

Thèid am Plana seo fhoillseachadh às dèidh aonta bho Bhòrd na Gàidhlig as t-Fhoghar 2023, agus roimhe sin, thèid dreachd a thoirt seachad airson co-chomhairle phoblach.

Chaidh dreachd den Phlana fhoillseachadh airson co-chomhairleachaidh phoblaich as t-Fhoghar 2022. Fhuair sinn sia freagarthan; cha do adhbharaich gin dhiubh atharraichean brìghmhor san dreachd.

Mar an t-Oifigear Cunntachail, tha an t-Àrd-oifigeir cunntachail aig a' cheann thall airson dèanamh cinnteach gun coilean Alba Cruthachail na gealltanasan a tha air am mìneachadh sa Phlana agus 's e an Stiùiriche a tha an urra ris a' Phlana Kenneth Fowler, Stiùiridh Conaltraidh agus Dàimhean A-muigh.

Nì sinn cinnteach gun lean aontaidhean le treas-phàrtaidhean a thaobh lìbhrigeadh nan seirbheisean againn teirmichean a' Phlana seo. Tha an gealltanas seo a' gabhail a-steach seirbheis sam bith a dh'fhaodadh a bhith air a chur a-mach air cùmhnant. Nì sinn cinnteach gun tèid na riaghailtean anns an tionndadh làthaireach de Ghnàthachas Litreachadh na Gàidhlig a leantainn agus cleachdaidh sinn Ainmean-àite mar a chaidh aontachadh le Ainmean-àite na h-Alba.

## Administrative arrangements for implementing the Plan

This Plan will be published following approval by Bord na Gàidhlig in Autumn 2023.

A draft version of the Plan was made available for public consultation in Autumn 2022. We received six responses, none of which led to material change to the draft.

As Accountable Officer, the Chief Executive is responsible for ensuring that Creative Scotland delivers on the commitments set out in this Plan and the responsible Director is Kenneth Fowler, Director of Communications and External Relations.

We will ensure that agreements or arrangements with third parties that relate to the delivery of our services follow the terms of this Plan. This commitment includes any services that may be contracted out. We will ensure that the rules of the current Gaelic Orthographic Conventions are followed, and we will use Gaelic place names as agreed by Ainmean-àite na h-Alba.

## A' goireasachadh a' Phlana

Chaidh am plana seo a sgrìobhadh stèidhichte air na goireasan a th' aig Alba Chruthachail an-dràsta. Mas e is gun atharraich an ìre de ghoireasan a th' againn, nì sinn ullachadh agus atharrachadh iomchaidh gus an tèid am Plana seo a lìbhrigeadh

## Resourcing the Plan

The Plan has been devised based on the current resources available to Creative Scotland. Should current resources change, we will make adequate provision and amendments to ensure the ongoing delivery of the Plan

## Sgrùdadh Buileachadh a' Phlana

Ann an sgrùdadh buileachadh a' Phlana, cuiridh sinn fòcas air na leanas:

- A' sgrìobhadh aithisg bhliadhnail de na gnìomhan Gàidhlig a rinn Alba Chruthachail agus a' cur na h-aithisg seo do Bhòrd na Gàidhlig
- A' clàradh is a' freagairt a' chonaltraidh uile a gheibhear sa Ghàidhlig
- Cùm sùil air agus clàraich àireamh luchd-labhairt is luchd-ionnsachaidh na Gàidhlig am measg an luchd-obrach

## Monitoring the Implementation of the Plan

In monitoring the implementation of the Plan, we will focus on the following:

- Write an annual report on the Gaelic activities undertaken by Creative Scotland and submit this report to Bòrd na Gàidhlig
- Log and respond to all Gaelic enquiries
- Monitor and record the number of Gaelic speaking Staff and learners





<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	17/08/2023
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	2.4

<b>Tìotal a' Phàipeir</b>	PGR061 Eagrain 03 Plana Gàidhlig Taighean Tasgaidh Nàisenata Alba	
<b>Moladh do Bhuill</b>	Ri Aontachadh	
<b>Neach-labhairt:</b>	Christie NicIleathain, Manaidsear Planaidh	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha an Aonta</b>	<b>Seòrsachadh co-dhùnadh</b>
Sgioba Stiùiridh	04/08/2023	Ri Aontachadh
<b>Pàipear-taice air a cheangal ris</b>	PT1 – PGR061 E03 Taighean Tasgaidh Nàiseanta Alba	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	A' sireadh aonta air plana reachdail fo Achd na Gàidhlig (Alba) 2005	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>2.1</b>	PGR061 - Geàrr iomradh air adhartas le E02	
<b>2.2</b>	Tha Taighean-tasgaidh Nàiseanta na h-Alba air adhartas a dhèanamh aig ìre chorporra. Thathar a' foillseachadh dreachd de dh' oillseachaidhean chorporra sa Ghàidhlig, mar eisimpleirean, <i>Plana Ro-innleachdail 2022-27</i> agus na lèirmheasan bliadhnail.	
<b>2.3</b>	Thathar air adhartas a dhèanamh le bhith a' cruthachadh goireasan sa Ghàidhlig airson teaghlaichean. Tha a' bhuidheann air goireasan eadar-theangachadh gu Gàidhlig agus tha iad rim aighinn air an làraich-lìn aca, mar eisimpleirean, an <i>Turas Iongantach Mòr</i> agus an <i>t-Slighe Dineasar</i> .	
<b>2.4</b>	Tha Taighean-tasgaidh Nàiseanta na h-Alba air adhartas a dhèanamh le bhith a' tabhann trèanadh sgilean Gàidhlig airson luchd-tòiseachaidh don luchd-obrach. Ghluais a' bhuidheann an trèanadh air-loidhne ri linn Covid-19 agus thòisich iad seiseanan 'taster'. Cuideachd, bidh a' bhuidheann a' bhrosnachadh agus a' tabhann trèanadh Gàidhlig a tha air a lìbhrigeadh le buidhnean eile.	
<b>2.5</b>	Tha a' bhuidheann air adhartas a dhèanamh le bhith a' cruthachadh taisbeanaidhean far a bheil Gàidhlig nan lùib. Ann an 2019, chùm a' bhuidheann turas co-cheangailte ris an taisbeanadh <i>Fiadhaich Glòrmhor</i> . Chaidh an taisbeanadh seo a shealltainn gu dà-chànanach agus bha cothrom aig luchd-amhairc na sgeulachdan a chluinn nn gu dà-chànanach. Tha e cudromach gum bi a' bhuidheann a' dèanamh barrachd adhartas leis an ath-eagrain a thaobh a bhith a' lìbhrigeadh taisbeanaidhean agus a' cruthachadh barrachd susbaint far a bheil Gàidhlig nan lùib gus deagh ìomhaigh a chur air adhart airson na Gàidhlig.	
<b>2.6</b>	Tha cothroman ann dhan bhuidhinn a bhith a' tabhann trèanadh mothachadh Gàidhlig agus trèanadh ann an sgilean Gàidhlig don luchd-obrach. Bithear a' coimhead air mar a bhios iad a leasachadh seo anns an ath-eagrain.	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	

## Seisean Fosgailte

## Cuspair 2.4

<b>3.1</b>	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.		
<b>3.2</b>	Ghabh Taighean Tasgaidh Nàisenata Alba ris na molaidhean aig a' phannal.		
<b>3.3</b>	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.		
<b>3.4</b>	Thathas a' moladh gun tèid aontachadh ris a' phlana seo.		
<b>4.0</b>	<b>Moladh</b>		
<b>4.1</b>	Aire a thoirt don fhiosrachadh ann am PT1.		
<b>4.2</b>	Aonta a chur ris an dreachd phlana ann am PT1.		
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>		
<b>5.1</b>	<b>Buidhean air Ionmhas</b> Chan eil buaidh ann.		
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b> Chan eil buaidh ann.		
<b>5.3</b>	<b>Buidhean air Trèanadh</b> Chan eil buaidh ann.		
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b> 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.		
<b>5.5</b>	<b>Ceanglaichean ris an Fhrèam-obrach Coileanadh Nàiseanta</b>		
	<b>AR N-ADHBHAR</b>	<b>AR LUACHAN</b>	
	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	
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>		
	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"/>	
<b>5.6</b>	<b>Buidhean air Cliù</b> Chan eil buaidh ann.		
<b>5.7</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b> Chan eil buaidh ann.		
<b>5.8</b>	<b>Buidhean Laghail</b>		

## Seisean Fosgailte

## Cuspair 2.4

	Tha am pròiseas seo stèidhichte air na dleastanasan reachdail aig Bòrd na Gàidhlig gus Achd na Gàidhlig (Alba) 2005 a chur an gnìomh.
<b>5.9</b>	<b>Buaidhean air Co-ionannas</b> 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.
<b>5.10</b>	<b>Buaidhean air an Àrainneachd</b> Cha bhi buaidh ann.



**National Museums Scotland**

**Gaelic Language Plan**

**2023 - 2028**

**Prepared under section 3 of the Gaelic Language (Scotland) Act 2005**

## Foreword

I am pleased to present the third iteration Gaelic Language Plan for National Museums Scotland, covering our commitments as an employer, and our work as a museum service provider across all our sites.

In presenting this Plan, National Museums Scotland is demonstrating its commitment to the aspirations and objectives included in the National Gaelic Language Plan and the Gaelic Language (Scotland) Act 2005. Our aim is to contribute to the sustainability of the Gaelic Language in the context of our vision – *Inspiring People: Addressing the Challenges of Our Age* – and in relation to the breadth of the collections in our care, one of the largest multidisciplinary collections in the UK.

Our Plan sets out our achievements to date and our plans for the next five years. It also demonstrates how National Museums Scotland plays its part, making connections with the National Performance Framework and local Gaelic Language Plans, and through demonstrating equal respect for the Gaelic language and culture.

**Dr Chris Breward**  
Director

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## 1. INTRODUCTION

### 1.1 Description of National Museums Scotland

National Museums Scotland is Scotland's national museum group, a unique combination of world-class collections, programmes, places and people.

Our multi-disciplinary collection is an important resource, historically, culturally and scientifically, which we seek to share as widely as possible through our mission to preserve, interpret and make accessible for all, the past and present of Scotland, other nations and cultures, and the natural world.

We care for internationally significant collections of natural sciences, decorative arts, craft, design and fashion from across the world, science and technology, and Scottish history and archaeology. These collections span thousands of years and we use them and their stories to engage the public in exploring the world through our displays and exhibitions, online presence, national and international engagement programmes, and schools' programmes and resources.

Millions of local and international visitors enjoy our four museums each year:

- The National Museum of Scotland in Edinburgh
- The National War Museum within Edinburgh Castle
- The National Museum of Flight in East Lothian
- The National Museum of Rural Life near East Kilbride.

The National Museums Collection Centre in Granton, north Edinburgh is our international hub for collections research, access and storage. It is the home of our conservation studios and a centre of expertise, providing a platform for cutting-edge research and innovation, interdisciplinary study, specialist training and advanced teaching. It provides vital support for our national and international activities.

We are a Scottish Charity and a Non-Departmental Public Body (NDPB) supported through Grant-in-Aid from the Scottish Government and governed by an independent Board of Trustees. They are responsible for setting the organisation's vision, strategy and policies and for monitoring progress to achieve these. The Director is responsible for the day-to-day operation of National Museums Scotland and for the implementation of strategy and policies. The workforce is approximately 470 people who possesses a wide range of expertise, skills, and experience, focused towards understanding, caring for and sharing our collections and estate.

Pre-Covid, National Museums Scotland welcomed in excess of 3.2 million visitors across its four museums and the National Museum of Scotland remains the most visited museum in the UK outside of London. At the National Museum of Scotland, a large proportion of visitors are from overseas. While some of these are from English speaking countries, there is a large variety of languages spoken amongst the non-English speaking overseas visitors. With this in mind, we aim to give equal respect to the language needs of all our visitors, responding to the Gaelic Language (Scotland) Act 2005 and the needs of our broad range of visitors.

As one of the leading museum groups in Europe, the cultural, social, educational and economic impact of our work is wide-reaching. We are proud of our contribution to the creation and promotion of world-class culture in Scotland which makes it a more attractive place to live and work and brings pleasure to our employees, residents and visitors.

Although we have no formal responsibilities under our founding Act, we provide advice, expertise and support to museums across Scotland to help them enhance their own collections and displays. We also work closely with many museums and other organisations across Scotland, the UK and internationally. Thus we take both a thematic and geographical view of where it is appropriate to use Gaelic in our service provision and as an employer.

## 1.2 Gaelic Within National Museums Scotland

This is National Museums Scotland Third Iteration Gaelic Language Plan. The Second Iteration spanned October 2017 to October 2023. This period of time saw considerable unplanned change in terms of long periods of museum closure to the public and our staff due to a global health pandemic – an unprecedented series of events in our long history.

These full and partial closures created significant difficulties for our ability to programme for our visitors and required a major review of resources. Consequently, our ability to develop Gaelic programmes during this time was severely limited.

We are pleased that progress was made on several fronts over this reporting period however. In the first part of this planning period, our Gaelic offer was inspired by two major exhibitions:

1. *Bonnie Prince Charlie and the Jacobites*, open to the public from 23 June - 12 November 2017. This exhibition was the most comprehensive exhibition on the rise and fall of the Jacobites to be held for over 70 years. Challenging the myths and misconceptions surrounding this complex and captivating episode in European history, the exhibition brought together spectacular material from National Museums Scotland's own collections and key loans from across the UK, France and Italy.

Associated programming included:

A commissioned programme from Live Music Now for Free Fringe Music. The best contemporary talents performed traditional Scottish songs and instrumental sets, including some Gaelic content, for example Ainsley Hamill and Alistair Paterson, a *traditional/Gaelic voice and piano duo*, and Barluath, the *traditional folk band* combining Scots and Gaelic song.

A Gaelic schools trail was also developed with a teachers' CPD session. Our adult programme included a Gaelic Language tour of *Bonnie Prince Charlie and the Jacobites* exhibition led by Dr Donald William Stewart (Sabhal Mòr Ostaig).

2. *Wild and Majestic: Romantic Visions of Scotland*, open to the public from 26 June to 10 November 2019.

The exhibition explored the efforts made to protect and revive elements of Gaelic culture in the wake of the post-Culloden crisis in Highland society. During this period, Scotland's relationship with the European Romantic movement transformed external perceptions of the Highlands and was central to the birth of tourism in Scotland. These developments would in turn influence the relationship between the Hanoverian royal family and Scotland, particularly George IV and, later, Queen Victoria.



National Museums Scotland partnered with Sabhal Mòr Ostaig College on Skye, part of the University of the Highlands and Islands, on the production of content. Experts from Sabhal Mòr Ostaig assisted on the panel texts, and each section of the exhibition explored themes from a Gaelic-cultural perspective.

In 2018 we also celebrated Scottish pop music with an exhibition called *Rip It Up: The Story of Scottish Pop* which ran from 22 June to 25 November 2018. It was the first major show dedicated to Scottish pop music, exploring the musical culture of the nation over more than half a century.

This featured Gaelic bands and culture and featured translated sections in the exhibition. Celebration of Gaelic language and culture also extended into our programming, for instance with Gary Innes and Ewen Henderson (members of award-winning Scots Gaelic group MÀNRRAN) performing free sets.

Our family offer has developed to include:

-‘Step Wee Ceilidh’ - a part of our family Hogmanay celebrations, we run two 40 minute sessions for under-5’s, involving storytelling, crafts, Gaelic songs and dance.

-New trails for families have been created, for instance on *Space* and *Wildlife Photography*.

Gaelic Medium Schools resources have developed to include new trails on subjects such as *Space* and *Architecture*.

Importantly our core Gaelic offer has developed and become mainstreamed:

Training - Since January 2018 all staff can now submit an electronic Training request to learn Gaelic or attend any Gaelic-related activity we organise through our HR software - Cascade. They can also make such requests at any point in the year even if there are no dates scheduled. These requests are then followed up with advice to help identify the best match with what is available, for example, through Edinburgh University’s Open Learning Programme or Distance Learning through Sabhal Mòr Ostaig. We have also created a Gaelic Learning folder with the Training section which cross-references material in the Library and contains further information for staff on how to get involved. In addition to the resources we hold, we have also included references to both free material online and to options to learn the language more formally on our HR Training Home page.

Core Visitor and Audience offer – downloadable and physical maps are available in Gaelic, as well as Plan Your Visit resources on our website. All core corporate publications are translated into Gaelic as well as all Gaelic-related press releases. We regularly facilitate media requests for filming and recording from Gaelic language platforms and broadcasters.

Since March 2020 and the closure of our Museums due to the pandemic, our offer to visitors has been difficult to achieve. However, colleagues worked hard to adapt our offer and build exciting experiences online. This includes:

Online Museum Socials for people living with dementia and their carers (delivered via Zoom). Gaelic music and language was shared and discussed, inspired by our Mary Queen of Scots clarsach. Live Music Now Scotland led a session of traditional Gaelic songs, accompanied by a live clarsach performance.

Developing our online Gaelic resources for schools on the Lewis Chess pieces. These were created in partnership with the educational publisher Twinkl and were developed by their Gaelic Medium Education team. There are 20 different resources for teachers to use based on our objects including differentiated reading tasks, photo packs, fact cards, PowerPoint presentations, word searches, display banners and a board game.

### 1.3 Gaelic in Scotland

The total number of people in Scotland recorded as having ‘any Gaelic skill’ in the 2011 census was 87,056 (1.7% of the Scottish population). This is a 5.8% reduction since the last census in 2001.

Of these, the total number of people who speak Gaelic is 57,602; read Gaelic is 38,636, and are Gaelic-literate is 32,418. There is a decline in numbers across all three of these categories since the last census, ten years ago.

Importantly however, and encouragingly, there is a growth in the number of young people engaged with Gaelic. Our Plan and future activities focus attention on this audience, for instance working with Gaelic medium schools and increasing our Gaelic programming.

The number of people who use Gaelic in the home is 24,974, 0.5% of Scotland’s population.

Our largest and most visited sites are based in Edinburgh. The catchment areas for these museums are in Edinburgh and the surrounding council areas. The statistics for spoken Gaelic are:

- City of Edinburgh Council Area - 0.7%
- West Lothian - 0.4%
- East Lothian - 0.4%
- Midlothian - 0.4%
- Scottish Borders - 0.3%
- Fife - 0.4%

### 1.4 The Gaelic Language (Scotland) Act 2005

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language.

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require a public authority to prepare a Gaelic Language Plan. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use.

This document is National Museum Scotland’s Gaelic Language Plan prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic.

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.

### 1.5 The National Gaelic Language Plan

National Museums Scotland supports the aim of the National Gaelic Language Plan 2018-23 that “Gaelic is used more often, by more people and in a wider range of situations.”

We are committed to 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.

## 1.6 Internal Gaelic Capacity Audit

A survey was prepared by our Human Resources Department and sent to every member of staff at National Museums Scotland, asking for completion between 8 – 21 November 2021.

It was communicated via:

- All-Users email
- Internal Communication Champions
- Intranet News article
- Reminder email at the mid point.

191 Surveys were completed during this time, equating to a 41.5% rate. This is approximately double the staff response to our previous Gaelic Capacity audit in 2019.

Key findings were:

- The number of current learners has increased to 19 from 7, in 2019.
- The number of people interested in learning has increased to 63 from 30, in 2019.

The report can be found at Appendix 1.

## 1.7 Consultation

As part of our preparations for a new Gaelic Language Plan, we published a draft for public consultation from 6 June to 17 July 2022 and shared it with the Bòrd na Gàidhlig for their marketing support, especially through their social media channels.

We noted that all responses will be treated anonymously if referenced in any further documents. Response levels were low but useful, helping us to develop our thinking about schools' resources.

Subsequently, the draft Gaelic Language Plan was updated and issued to Bòrd na Gàidhlig for their approval.

## 2. KEY PRINCIPLES

### 2.1 Equal Respect

Under the terms of the 2005 Act, Bòrd na Gàidhlig works with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language and the Bòrd in turn expects that public authorities will demonstrate in their plans how the principle will be achieved and maintained in practice.

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

## 2.2 Active Offer

National Museums Scotland will make an active offer of our Gaelic services to our staff and the public. This will ensure that where Gaelic services are made available by us, Gaelic users are made aware of their existence, and are actively encouraged to use them.

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

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

## 2.3 Mainstreaming

We will ensure that opportunities for the public and our staff to use Gaelic are normalised, in support of the National Gaelic Language Plan 2018-23 aim that Gaelic is used more often, by more people and in a wider range of situations.

## 3. PLAN COMMITMENTS

### 3.1 High-Level Aims

Our High-Level Aims were agreed by the Scottish Government Minister in October 2021. They link our actions to the National Gaelic Language Plan 2018-2023 as below:

#### 1. Increasing the use of Gaelic

Desired Outcome	1.1 Identify staff roles that can be identified as Gaelic essential posts and recruit accordingly.
Current Practice	Review of all new roles to determine essential and desirable criteria.
Actions Required	Continue current practice.
Target Date	Ongoing over the period of this Plan.
Responsibility	All recruiting Managers with support as required from the Human Resources Department.

Desired Outcome	1.2 Increase the number of volunteers with Gaelic language skills.
Current Practice	Run campaigns in partnership with Bòrd na Gàidhlig where appropriate to recruit volunteers with Gaelic skills .
Actions Required	Continue current practice.
Target Date	Ongoing over the period of this Plan.
Responsibility	Human Resources Department.

Desired Outcome	1.3 Increase the use of Gaelic when engaging with children in Gaelic Medium Education.
Current Practice	Gaelic downloadable schools' resources are available on our website and on professional platforms e.g. Twinkl and resources will be extended to reach an annual target of 800 downloads.

	We will develop our activities and offer for National Gaelic Week for Schools to reach 250 learning participants.
Actions Required	Continue current practice and increase range of resources; develop partnership working with Edinburgh cultural partners and GME schools.
Target Date	Every year over the period of this Plan.
Responsibility	Learning & Engagement Department.

Desired Outcome	1.4 Grow the range, quantity and opportunities to use Gaelic (speaking, reading, writing) across each museum and exhibition.
Current Practice	Bilingual/Versioned exhibition text, bespoke tours and downloadable resources accompany all Gaelic-related exhibitions. We will also work in partnership (Capital Gaelic, NLS, NGS, CEC) to develop our offer for Edinburgh Gaelic Week to reach 650 participants.
Actions Required	Extend current practice through partnership working with Capital Gaelic and other cultural partners. Embed lessons learned from previous bilingual and versioned exhibitions to ensure the best visitor experience for Gaelic language audiences.
Target Date	At relevant times in our exhibition programme, and throughout the year in readiness for the Edinburgh Gaelic Week each February.
Responsibility	Exhibitions & Design Department, and Learning & Engagement Department.

Desired Outcome	1.5 Support the use of the Cleachdi initiative to identify Gaelic speakers within the team.
Current Practice	A Saltire badge identifies Gaelic speakers.
Actions Required	Badge change required to better align with the Cleachdi Initiative – name badges to state job title in Gaelic and English and add flag for Gaelic speakers.
Target Date	2023
Responsibility	Visitor Experience Department.

## 2. Increasing the Learning of Gaelic

Desired Outcome	2.1 Continue to produce materials for staff to use in the museums and/or online that will assist both fluent speakers and learners to develop their Gaelic skills whilst educating them on collections, artefacts and other museum materials.
Current Practice	An intranet page with developing resources for colleagues
Actions Required	Broader suite of resources, looking at best practice elsewhere, and closer partnering with other National Collections institutions for learning training and resource development.
Target Date	Ongoing over the period of this Plan.
Responsibility	Human Resources Department.

### 3. Promoting a Positive Image of Gaelic

Desired Outcome	3.1 Where a subject matter is closely linked to Gaelic language, culture and heritage ensure that this is made clear to visitors in the most appropriate languages, including Gaelic.
Current Practice	Explanation provided for visitors in appropriate languages.
Actions Required	Continue current practice
Target Date	At relevant times in our visitor content and communications programme.
Responsibility	Various Departments including Digital Media, Marketing & Communications, Learning & Engagement, and Exhibitions & Design.

### **3.2 Corporate Service Aims**

#### 1. Status

Desired Outcome	1.1 Logo The corporate logo on our website will be rotated in both Gaelic and English.
Current Practice	Our corporate logo was rendered bilingual and has been in use since March 2013.  It is used on all Gaelic-related material, e.g. press releases and key strategic documentation.
Actions Required	Update logo.
Target Date	n/a
Responsibility	Marketing and Communications and Digital Media.

Desired Outcome	1.2 Signage Through renewal and if space allows, welcome signage will be implemented in both Gaelic and English.
Current Practice	Signage related to Gaelic content and activities is bilingual e.g. a visitor tour, event or activity. Permanent wayfinding signage for our public sites is in English only.
Actions Required	No change proposed.
Target Date	n/a
Responsibility	Marketing and Communications and Exhibition and Design.

#### 2. Communicating with the Public

Desired Outcome	2.1 Promotion The positive message that communication will be welcome from the public in Gaelic is displayed on our website and in all press releases and corporate publications in both English and Gaelic.
Current Practice	Positive messaging is relayed about the availability of Gaelic in all press releases and corporate publications in both English and Gaelic.
Actions Required	Continue current practice and update website.

Target Date	Ongoing over the period of this Plan.
Responsibility	Marketing & Communications Department and Digital Media.

	2.2 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	This message is relayed in all press releases, corporate publications and through our visitor comments process ('Comments, Compliments and Complaints' system).
Actions Required	Better signpost that Gaelic is embedded in our CCC process, through updates to the Standards of Service web page.
Target Date	Ongoing over the period of this Plan.
Responsibility	Visitor Experience Department.

Desired Outcome	2.3 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	No internal competence to have a live, reactive service. Our recorded telephone greeting is in English and Gaelic.
Actions Required	No change proposed.
Target Date	n/a
Responsibility	n/a

Desired Outcome	2.4 Public meetings Any public meetings with links to the Gaelic language will be held bilingually.
Current Practice	The nature and format of public meetings are regularly discussed to ensure they serve best each particular event.
Actions Required	Continue current practice.
Target Date	Ongoing over the period of this Plan.
Responsibility	Marketing & Communications Department.

### 3. Information

Desired Outcome	3.1 News releases Two exhibition news releases as well as all news releases related to Gaelic are circulated in both Gaelic and English.
Current Practice	All news releases related to Gaelic are made available in English and Gaelic. We clearly communicate that all other corporate publications can be requested in Gaelic if required.
Actions Required	Continue current practice and include two SEG 1 exhibitions news release translations.
Target Date	Ongoing over the period of this Plan.
Responsibility	Marketing & Communications Department.

Desired Outcome	3.2 Social Media At least 5 social media posts will be delivered each year in Gaelic
Current Practice	We have only a reactive Gaelic language service on social media due to internal capacity and user demand.

Actions Required	Continue current practice and update comms planner.
Target Date	Ongoing over the period of this Plan.
Responsibility	Digital Media Department.

Desired Outcome	3.3 Website Specific Gaelic content pages will be created on the website.
Current Practice	All Gaelic-related content on our website is produced in English and Gaelic e.g. GME Schools resources and our Gaelic Language Plan.
Actions Required	Update to website.
Target Date	Ongoing over the period of this Plan.
Responsibility	Digital Media Department.

Desired Outcome	3.4 Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.
Current Practice	All Gaelic-related publications are produced in English and Gaelic. We clearly communicate that all other corporate publications can be requested in Gaelic if required.
Actions Required	Continue current practice.
Target Date	Ongoing over the period of this Plan.
Responsibility	Marketing & Communications Department.

Desired Outcome	3.5 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	Established process for a broad approach to exhibition ideas generation, exhibition content development, cost analysis and visitor forecasts, and exhibition governance. Within this Plan we will develop at least one bilingual or versioned exhibition which will be accompanied by a bilingual learning programme including downloadable resources, dedicated tour, and if applicable to target audience, a GME schools' resource.
Actions Required	Develop current practice with lessons learned from previous Gaelic language exhibitions to create an engaging visitor experience for our Gaelic audience.
Target Date	2026-2028
Responsibility	Exhibition & Design Department with Scottish History & Archaeology Department.

Desired Outcome	3.6 Research Explore Gaelic language and culture influence and representation in our material collections.
Current Practice	Some awareness of elements in different parts of the collection.
Actions Required	Dedicated research to be undertaken, especially via our new Collaborative Doctoral Studentship with Sabhal Mòr Ostaig; support for further work including developing a second studentship and contributing to the Natural Language Processing project.



Target Date	2025
Responsibility	Collections Directorate.

#### 4. Staff

Desired Outcome	4.1 Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.
Current Practice	Annual Performance and Development Reviews for all colleagues, where agreed training targets are also set and monitored. In addition an All Staff Capacity Audit is implemented towards the end of each Gaelic Language Plan period to benchmark results against past responses.
Actions Required	Continue current practice.
Target Date	Annually (PDR) and in 2027 (Capacity Audit).
Responsibility	Human Resources Department.

Desired Outcome	4.2 Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions.
Current Practice	The Gaelic Language Plan, our organisational commitments and formal and informal opportunities to become involved are all established topics within the Staff Induction Process.
Actions Required	Continue current practice.
Target Date	Frequently throughout the period of this Plan.
Responsibility	Human Resources Department.

Desired Outcome	4.3 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 variety of beginners and advanced Gaelic skills training courses are offered to all staff and volunteers. Our most recent Staff Capacity Audit demonstrates considerable interest.
Actions Required	Continue current practice.
Target Date	Ongoing throughout period of Plan.
Responsibility	Human Resources Department.

Desired Outcome	4.4 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	Gaelic awareness training is offered to all staff, including Directors, and members of our Board of Trustees.
Actions Required	Continue current practice.
Target Date	Ongoing throughout period of Plan.
Responsibility	Human Resources Department.

Desired Outcome	4.5 Recruitment Recognising and respecting Gaelic skills within the
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	recruitment process throughout the public authority.
Current Practice	Gaelic-related recruitment campaigns are supplemented with apt specialist skills in the recruitment panel and process to ensure a robust outcome.
Actions Required	Continue current practice.
Target Date	Ongoing throughout period of Plan.
Responsibility	Human Resources Department.

Desired Outcome	4.6 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	Discussions between the Recruiting Manager and the Human Resources Department identify and agree the Desirable and Essential criteria in a Person Specification.
Actions Required	Continue current practice.
Target Date	Ongoing throughout period of Plan.
Responsibility	All Recruiting Managers with support as required from the Human Resources Department.

Desired Outcome	4.7 Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
Current Practice	Bilingual adverts are developed for roles where Gaelic skills are deemed Desirable and/or Essential.
Actions Required	Continue current practice.
Target Date	Ongoing throughout period of Plan.
Responsibility	Human Resources Department.

## 5. Gaelic Language Corpus

Desired Outcome	5.1 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	Colleagues consult with this resource when required.
Actions Required	Continue current practice.
Target Date	Ongoing over the period of this Plan.
Responsibility	Collections Directorate.

Desired Outcome	5.2 Place-names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.
Current Practice	Colleagues consult with this resource when required.
Actions Required	Continue current practice.
Target Date	Ongoing over the period of this Plan.
Responsibility	Collections Directorate.

#### **4. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK**

Section 3 sets out the activities that National Museums Scotland will continue to develop and mainstream in its work as an employer and museum service provider. These actions are listed in response to the Bòrd na Gàidhlig's High-level Aims and show how we intend to play our role in contributing towards the National Plan and the future sustainability of the Gaelic Language.

#### **5. LINKS TO LOCAL AND REGIONAL FRAMEWORKS**

Both formal and informal links to organisations that manage the National Collection in Scotland are part of our established ongoing Gaelic work. Our work has particular connectivity to the National Library of Scotland and the National Galleries of Scotland. We have regular meetings to discuss sharing resources, joint events and staff training opportunities.

#### **6. PUBLICATION**

##### **6.1 Publishing and Publicising the Plan**

###### Internal

This Plan will be made available to all staff on our staff Intranet, alongside our Gaelic resources for Gaelic language use and learning.

###### External

This 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

#### **7. RESOURCING THE PLAN**

The resources required for the implementation of this Plan will be met through our operational budgets by the responsible team or department.

Any activities relating to capital or project-led investment will be resourced as part of that project's cost plan and fundraising targets.

#### **8. MONITORING THE PLAN**

The on-going monitoring of approved Gaelic Language Plans is a requirement of the Gaelic Language (Scotland) Act and we are committed to producing an Annual Monitoring Report for the Bòrd na Gàidhlig's review.

## **9. THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY**

### **9.1 Overall Responsibility for the Plan**

The Museum Director has overall responsibility for the preparation, delivery and monitoring of our Gaelic Language Plan. Their contact details are as follows:

By post: National Museums Scotland, National Museum of Scotland, Chambers Street, Edinburgh, EH1 1JF

By email: [gaelicplan@nms.ac.uk](mailto:gaelicplan@nms.ac.uk), marked for the Director's attention in the Subject Header.

### **9.2 Day-to-day responsibility for the Plan**

The Head of Corporate Policy & Performance has day-to-day responsibility for the monitoring of our Gaelic Language Plan. Their contacts are as follows:

By post: National Museums Scotland, National Museum of Scotland, Chambers Street, Edinburgh, EH1 1JF

By email: [gaelicplan@nms.ac.uk](mailto:gaelicplan@nms.ac.uk), marked for the attention of the Head of Corporate Policy & Performance in the Subject Header.

### **9.3 Gaelic Language Plan Implementation Group**

An Implementation Team is established comprising representative members of departments which played a key role in the Plan's development and are responsible for the implementation of the Plan's details. This Implementation Team will be chaired by a member of the Executive Team, who will also oversee the production of Monitoring Reports.

### **9.4 Engaging with Staff**

We have a well-established system for internal communication and Gaelic events and news are communicated through these channels:

- All Staff monthly emails
- Notice Boards across our sites
- Our dedicated Human Resource platform, Cascade
- Monthly Departmental meetings, led by the Head of Department
- Quarterly live and recorded staff presentations meeting
- Staff intranet with dedicated Gaelic section
- Internal Communications Champions.

### **9.5 Arm's length organisations and Third Parties**

National Museums Scotland does not work with third party associates in this way. Our Human Resources and Press teams for instance are members of staff, not procured services.

**APPENDICES****Appendix 1 – Internal Gaelic Capacity Audit****Gaelic Skills Audit  
User Survey 2021 Results**

A survey was sent to every member of staff at National Museums Scotland, asking for completion between 8 – 21 November. It was communicated via:

- All-Users email
- Internal Communication Champions
- Intranet News article
- Reminder email at the mid point.

**Completion Results 2021**

191 completed surveys equates to 41.5% response rate, based on approximately 460 staff.

**Completion Results 2019**

98 completed surveys equated to 21.3% response rate.

**2021 Survey - Question 1:**

**In support of National Museums Scotland Gaelic Language Plan, we would like to know more about staff usage and interest in learning Gaelic. Please select the most appropriate statements from the list below that best describe your current skills level in Gaelic**

Answer Choices	Responses	
I can read Gaelic fluently	0.00%	0
I can write Gaelic fluently	0.00%	0
I can speak Gaelic fluently	0.00%	0
I am learning or improving my Gaelic	8.38%	16
I can understand and respond to simple greetings in Gaelic	9.95%	19
None of the above	85.86%	164
<b>Answered</b>		<b>191</b>
<b>Skipped</b>		<b>0</b>

**2019 Survey – Question 1:**

Answer Choices	Responses	
I can read Gaelic fluently	1.02%	1
I can write Gaelic fluently	0.00%	0
I can speak Gaelic fluently	0.00%	0
I am learning or improving my Gaelic	2.04%	2
I can understand and respond to simple greetings in Gaelic	7.14%	7
None of the above	90.82%	89
<b>Answered</b>		<b>98</b>
<b>Skipped</b>		<b>0</b>

**2021 Survey - Question 2:**

**I am interested in learning Gaelic for work and would like more information**

Answer Choices	Responses
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Yes	33.69%	63
No	66.31%	124
<b>Answered</b>		<b>187</b>
<b>Skipped</b>		<b>4</b>

**2019 Survey – Question 2:****I am interested in learning Gaelic for work and would like more information**

Answer Choices	Responses	
Yes	31.91%	30
No	68.09%	64
<b>Answered</b>		<b>94</b>
<b>Skipped</b>		<b>4</b>

**2021 Survey – Question 3:****If you answered ‘yes’ to the above statement, please enter your name and department so that we may follow up with you after the survey**

<b>Answered</b>	<b>61*</b>
<b>Skipped</b>	<b>130</b>

**(0\* 1 of the 61 respondents did not provide a name)****(NB 7 of those who answered yes are colleagues who have participated in Gaelic learning in the museum previously ie are already known to us.)****2019 Survey – Question 3:****If you answered ‘yes’ to the above statement, please enter your name and department so that we may follow up with you after the survey**

<b>Answered</b>	<b>28</b>
<b>Skipped</b>	<b>70</b>

**Breakdown of 61 positive respondents to 2021 Question 3****Collections Directorate – 23**

- 5 Collections Services
- 5 Natural Sciences
- 2 Science & Technology
- 7 Scottish History & Archaeology
- 1 Treasure Trove
- 3 World Cultures

**Estates and Facilities – 4**

- 1 Estates
- 1 Facilities Management
- 1 Security
- 1 Support Services

**External Relations – 9**

- 3 Development
- 3 Digital Media
- 3 Marketing and Communications

**Finance and Planning – 2**

- 1 Finance
- 1 Information knowledge management

**Human Resources – 1**

**NMSE – 1**

**Public Programmes – 5**

- 2 Exhibitions and Design
- 3 Learning and Engagement

**Visitor Experience – 15 known + 1 unknown**

- 10 National Museum of Scotland/National War Museum
- 2 National Museum of Flight
- 3 National Museum of Rural Life

HR Dept  
EJK 23/11/2021