

<b>Bòrd na Gàidhlig</b>		<b>Policy &amp; Resources Committee</b>	
<b>A' Chomataidh Poileasaidh is Ghoireasan</b>		<b>Tuesday 05/09/2023 09.30 – 11.10</b>	
<b>Dimàirt 05/09/2023 09.30 – 11.10</b>		<b>Via Teams</b>	
<b>Tro Teams</b>		<b>AGENDA</b>	
<b>CLÀR-GNOTHAICH</b>		<b>OPEN SESSION</b>	
<b>SEISEAN FOSGAILTE</b>		<b>09.30</b>	
<b>1.0</b>	<b>CÙISEAN TÒISEACHAIDH</b>	<b>OPENING ITEMS</b>	
1.1	<b>Fàilte is Leisgeulan</b>	<b>Welcome &amp; Apologies</b>	
1.2	<b>A' nochdadh Chom-pàirtean</b> <i>Bu chòir do Bhuill com-pàirt ionmhasail no neo-ionmhasail a th' aca ann an cùis sam bith air am bithear a' beachdachadh a chlàradh, le bhith a' comharrachadh na puinge buntainniche agus an t-seòrsa com-pàirt a th' aca.</i>	<b>Declarations of Interest</b> <i>Members should declare any financial and non-financial interest they have in the items of business for consideration, identifying the relevant agenda item, and the nature of their interest.</i>	
1.3	<b>GISBE</b> <i>Bu chòir iarrtas sam bith airson puingean eile a chur fo GISBE a chur gu Cathraiche na Comataidh ron choinneimh.</i>	<b>AOCB</b> <i>Any items for AOCB should be sent for consideration to the Committee Chair prior to the meeting.</i>	
<b>2.0</b>	<b>IONMHAS</b>	<b>FINANCE</b>	
2.1	<b>Airson Fiosrachadh*</b> Aithisg Ionmhais gu 31/07/2023 <i>Nicola Pearson, Ceann an Ionmhais is Chùisean Corporra</i>	<b>For Information*</b> Finance Statement to 31/07/2023 <i>Nicola Pearson, Head of Finance &amp; Corporate Affairs</i>	<b>d. 3</b>
2.2	<b>Ri Aontachadh</b> Tabhartasan eadar £50,001 agus £100,000 <i>Steven Kellow, Oifigear Maoineachaidh is Phròiseactan</i>	<b>For Decision</b> Grant applications between £50,001 and £100,000 <i>Steven Kellow, Funding &amp; Projects Officer</i>	<b>d. 6</b>
2.3	<b>Airson Fiosrachadh*</b> Aithris labhairteach air Lìonra Oifigearan Coimhearsnachd Gàidhlig <i>Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh</i>	<b>For Information*</b> Verbal report on the Gaelic Community Officers Network <i>Iain MacMillan, Director of Development</i>	
<b>3.0</b>	<b>PLANA GNÌOMH</b>	<b>OPERATIONAL PLAN</b>	
3.1	<b>Airson Fiosrachadh*</b> Adhartas air Prìomh Chomharran Coileanaidh <i>Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh</i>	<b>For Information*</b> KPIs Progress <i>Iain MacMillan, Director of Development</i>	<b>d. 9</b>
<b>4.0</b>	<b>CLEACHDADH</b>	<b>USAGE</b>	
4.1	<b>Ri Aontachadh</b> Planaichean Gàidhlig PT1 PGR071 E01 Coilltearachd na h-Alba <i>Christie Nicllleathain, Manaidsear Planaidh</i>	<b>For Decision</b> Gaelic Language Plans PT1 PGR071 E01 Scottish Forestry <i>Christie MacLean, Planning Manager</i>	<b>d. 12</b>
4.2	<b>Ri Aontachadh</b> Planaichean Gàidhlig PT1 PGR046 E03 NHS na Gàidhealtachd <i>Christie Nicllleathain, Manaidsear Planaidh</i>	<b>For Decision</b> Gaelic Language Plans PT1 PGR046 E03 NHS Highland <i>Christie MacLean, Planning Manager</i>	<b>d. 37</b>
<b>5.0</b>	<b>PLANA OBRACH NA COMATAIDH</b>	<b>COMMITTEE WORK PLAN</b>	
5.1	<b>Ri Aontachadh</b> Plana Obrach na Comataidh Poileasaidh is Ghoireasan PT1 Plana obrach 2023/24 <i>Shona Nicllinnein, Ceannard</i>	<b>For Decision</b> Policy & Resources Committee Work Plan PT1 Work plan 2023/24 <i>Shona MacLennan, Ceannard</i>	<b>d. 76</b>
<b>6.0</b>	<b>GNOTHACH IOMCHADH SAM BITH EILE</b>	<b>ANY OTHER BUSINESS</b>	
	Ceann-là na h-ath choinneimh: 07/11/2023	Date for the next meeting: 07/11/2023	
<b>7.0</b>	<b>TAISBEANADH</b>	<b>PRESENTATION</b>	
	Ionad Chaluim Cille Ìle	Islay Gaelic Centre	
<b>SEISEAN DÙINTE</b>		<b>CLOSED SESSION</b>	
Ceann-là na h-ath choinneimh: 07/11/2023		Date for the next meeting: 07/11/2023	
Dùnadh na coinneimh		Close of meeting	
Lèirmheas den choinneimh às dèidh làimh		Post-meeting Review of meeting	

### **Pàipearan Fiosrachaidh**

Tha pàipearan 'Airson Fiosrachadh' airson toirt-fa-near agus chan eil ùine deasbaid no còmhraidh air a chur mun coinneamh sa chlàr-ghnothaich. Far a bheil cothrom ann deasbad is còmhraidh a chumail air pàipearan 'Airson Fiosrachadh', bidh na pàipearan sin air an comharrachadh le rionnag \* air a chlàr-ghnothaich.

Bidh cothrom aig Buill deasbad iarraidh air pàipearan 'Airson Fiosrachadh' air nach eil rionnag \* le bhith a' leigeil fios do Chathraiche a' Chomataidh co-dhiù latha ron choinneimh.

Far a bheil ceistean aig Buill co-cheangailte ri leithid clàr-ghnìomhan, poileasaidhean, planaichean no cùisean ionmhais a th' anns na pàipearan, thathar gam brosnachadh gus na ceistean sin a chur air post-d gu [oifis@gaidhlig.scot](mailto:oifis@gaidhlig.scot) co-dhiù dà latha obrach ron choinneimh. Cuiridh an sgioba rianachd a' cheist sin air adhart chun an oifigeir iomchaidh airson freagairt, agus airson a bhith cothromach thèid an fhreagairt a' sgaoileadh air na Buill gu lèir gus am bi an aon thuigse an uair sin aig a h-uile neach.

### **For Information Papers**

'For Information' papers are for noting and time for debate or discussion is not allocated in the agenda.

Where there is an opportunity to debate and discuss 'For Information' papers, these papers will be marked with an asterisk \* on the agenda.

Members will have the opportunity to request a discussion on unstarred 'For Information' papers \* by notifying the Chair of the Committee at least one day in advance of the meeting.

Where Members have questions related to items such as agendas, policies, plans, or financial matters contained in the papers, they are encouraged to email these questions to [oifis@gaidhlig.scot](mailto:oifis@gaidhlig.scot) at least two working days in advance of the meeting. The administrative team will forward that question to the appropriate officer for an answer, and in the interests of fairness, the answer will be circulated to all Members so that everyone has the same understanding



<b>For</b>	Policy and Resources Committee
<b>Date of Meeting</b>	05/09/2023
<b>Location:</b>	Online
<b>Item on Agenda</b>	2.1

<b>Paper Title</b>	Finance Report to 31 <sup>st</sup> July 2023																			
<b>Recommendation</b>	For Information *																			
<b>Spokesperson</b>	Nicola Pearson, Head of Finance & Corporate Affairs																			
<b>Governance Route</b>	<b>Date of Meeting</b>	<b>Decision</b>																		
Leadership Team	22/08/2023	For Information																		
<b>Appendices:</b>	PT1 – Finance Report																			
<b>1.0</b>	<b>Purpose</b>																			
<b>1.1</b>	To give information to the Committee on the financial position as at 31 <sup>st</sup> July 2023.  The paper is in English as it will be presented by the Head of Finance and Corporate Affairs.																			
<b>2.0</b>	<b>Background</b>																			
<b>2.1</b>	Bòrd na Gàidhlig has a total budget of £5,622k for the financial year 2023/24.  This is the baseline Grant in Aid (GiA) of £5,179k plus additional GiA for this year of £345k and £98k brought forward from the last financial year.  The adjusted high level income and expenditure budgets are detailed below:  <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;"><b>Income:</b></td> <td style="text-align: right;"><b>£m</b></td> </tr> <tr> <td>Grant-in-aid</td> <td style="text-align: right;">5.524</td> </tr> <tr> <td>Other income</td> <td style="text-align: right;">0.098</td> </tr> <tr> <td><b>Total</b></td> <td style="text-align: right;"><b>5.622</b></td> </tr> <tr> <td colspan="2"> </td> </tr> <tr> <td><b>Expenditure:</b></td> <td style="text-align: right;"><b>£m</b></td> </tr> <tr> <td>Development</td> <td style="text-align: right;">3.790</td> </tr> <tr> <td>Running Costs</td> <td style="text-align: right;">1.832</td> </tr> <tr> <td><b>Total</b></td> <td style="text-align: right;"><b>5.622</b></td> </tr> </table>		<b>Income:</b>	<b>£m</b>	Grant-in-aid	5.524	Other income	0.098	<b>Total</b>	<b>5.622</b>			<b>Expenditure:</b>	<b>£m</b>	Development	3.790	Running Costs	1.832	<b>Total</b>	<b>5.622</b>
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<b>3.0</b>	<b>Main Points</b>																			
<b>3.1</b>	To the end of July 2023, total spend was £168k behind budget. This was primarily driven by Development cost spend which was underspent by £154k. Additionally total running costs are £14k underspent to the end of July.  The underspend is less than 10% of budget to date and should reduce further as we continue through the year.																			
<b>4.0</b>	<b>Recommendation</b>																			
<b>4.1</b>	Members are requested to consider the report and note the information.																			

Seisean Fosgailte : Open Session  
Cuspair 2.1

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

31 July 2023

		TO 31.07.23				FULL YEAR PROJECTION						
		BUDGET £'000	ACTUAL £'000	VAR £'000	VAR %	BUDGET £'000	ACTUAL £'000	ACTUAL + COMMITTED £'000	EAU £'000	FORECAST £'000	VAR £'000	VAR %
FUNDING / INCOME	Funding brought forward	98	98	0	0%	98	98	98	-	98	0	0%
	Grant in Aid	1,700	1,699	1	0%	5,425	1,699	1,699	-	5,425	0	0%
	Other Grant In Aid	99	99	0	0%	99	99	99	-	99	0	0%
	Reclaimed Funding	-	65	-65	-100%	-	65	65	-	65	-65	-100%
	<b>TOTAL AVAILABLE BUDGET</b>	<b>1,897</b>	<b>1,961</b>	<b>-64</b>	<b>-3%</b>	<b>5,622</b>	<b>1,961</b>	<b>1,961</b>	<b>-</b>	<b>5,687</b>	<b>-65</b>	<b>-1%</b>
EXPENDITURE	Gaelic Usage	548	550	2	0%	1,890	550	1,844	46	1,890	0	0%
	Gaelic Learning	547	389	-158	-29%	1,546	389	1,066	480	1,546	0	0%
	Gaelic Promotion	159	161	2	1%	354	161	284	70	354	0	0%
	<b>TOTAL DEVELOPMENT COSTS</b>	<b>1,254</b>	<b>1,100</b>	<b>-154</b>	<b>-12%</b>	<b>3,790</b>	<b>1,100</b>	<b>3,194</b>	<b>596</b>	<b>3,790</b>	<b>0</b>	<b>0%</b>
	Staff Costs	461	429	-32	-7%	1,384	429	1,384	-	1,384	0	0%
	Other Running Costs	126	144	18	14%	448	144	227	221	448	0	0%
	<b>TOTAL RUNNING COSTS</b>	<b>587</b>	<b>573</b>	<b>-14</b>	<b>-2%</b>	<b>1,832</b>	<b>573</b>	<b>1,611</b>	<b>221</b>	<b>1,832</b>	<b>0</b>	<b>0%</b>
	<b>TOTAL COSTS</b>	<b>1,841</b>	<b>1,673</b>	<b>-168</b>	<b>-9%</b>	<b>5,622</b>	<b>1,673</b>	<b>4,805</b>	<b>817</b>	<b>5,622</b>	<b>0</b>	<b>0%</b>



<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	05/09/2023
<b>Àite:</b>	Air MS Teams
<b>Nì a' Chlàir-ghnothaich</b>	2.2

<b>Tìotal a' Phàipeir</b>	Iarrtas Taic-airgid	
<b>Moladh do Bhuill</b>	Airson Aontachadh	
<b>Neach labhairt:</b>	Steven Kellow, Oifigear Maoineachaidh is Phròiseactan	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Sgioba-stiùiridh	22/08/2023	Ri Aontachadh
<b>Pàipear-taice air a cheangal ris</b>	Chan eil	
<b>1.0</b>	<b>Adhbhar</b>	
1.1	A' sireadh aonta bhon Chomataidh Poileasaidh is Ghoireasan gus taic a chumail ri iarrtas taic-airgid aig ìre eadar £50,000 is £99,999.	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
2.1	Fhuair Hands Up for Trad £25,000 de thaic-airgid bho Bòrd na Gàidhlig gus a' chiad Seachdain na Gàidhlig a chur air dòigh ann an 2022, is £54,000 airson Seachdain na Gàidhlig 2023.	
2.2	Ann an 2023, bha £30,000 den taic-airgid airson rianachd is tachartasan is £24,000 airson sgeama taic-airgid beag airson tachartasan a mhaoineachadh co-cheangailte ris an tachartas.	
2.3	Bha an dà Sheachdain na Gàidhlig gu ruige seo air leth soirbheachail a thaobh brosnachadh na Gàidhlig is cothroman a chruthachadh do dhaoine Gàidhlig a chleachdadh còmhla.	
<b>3.0</b>	<b>Priomh Aithris/Fiosrachadh</b>	
3.1	Tha an t-iarrtas seo a' sireadh taic-airgid airson Seachdain na Gàidhlig 2024 a' ruith, eadar 19 agus 25 Gearran 2024.	
3.2	Chaidh £79,000 iarraidh a-mach à cosgaisean iomlan de £91,600.	
3.3	Tha oifigearan ag aithneachadh an luach shònraichte a th' aig Seachdain na Gàidhlig ann a bhith a' cur air adhart na Gàidhlig, gu sònraichte le bhith a' nochdadh ùidh sa chànan am measg sluagh aig nach eil mòran Gàidhlig, is a bhith a' cleachdadh thosgairan ainmeil gus am bi barrachd dhaoine mothachail air is taiceil dhan Ghàidhlig.	
3.4	Tha i cuideachd na deagh fhòcas airson tachartasan coimhearsnachd far an gabh Gàidhlig a chleachdadh gu nàdarra, is thathar a' moladh na dòigh-obrach aca le bhith a' cur air dòigh sgeama thabhartasan beaga airson taic a chumail ri tachartasan ionadail.	
3.5	Thathar a' moladh gun tèid £60,000 a thabhann do Hands Up for Trad airson Seachdain na Gàidhlig, le taic-airgid airson cosgaisean thachartasan is rianachd is taic-airgid ann a-rithist airson sgeama thabhartasan beaga. Thathar an dùil gum bi prìomhachas air cosgaisean tachartasan is rianachd tron taic-airgid, is na suimeannan ri aontachadh le Hands Up for Trad.	

Seisean Fosgailte  
Cuspair 2.2

3.6	Tha an t-suim seo na h-àrdachadh air na chaidh a thabhann an-uiridh, is ag aithneachadh cosgaisean a bharrachd ann a bhith a' cumail thachartasan le atmhorachd, ach tha seo fhathast comasach taobh a-staigh buidseat Bòrd na Gàidhlig agus freagarrach airson na bhiodh air a libhrigeadh.										
3.7	Thathar a' moladh cuideachd gun tèid cuireadh a thoirt do Hands Up for Trad gus iarrtas suas ri 2 bhliadhna a chur air adhart airson Seachdain na Gàidhlig 2025 is 2026 ro dheireadh 2023, gus am bi cothrom tuilleadh planadh a dhèanamh airson tachartasan den leithid, buannachd a thaobh sàbhalaichean airgead thar dà bhliadhna is gu bheil iad mar phàirt de bhuidseat leasachaidh Bhòrd na Gàidhlig san àm ri teachd.										
<b>4.0</b>	<b>Moladh</b>										
4.1	Thathar ag iarraidh air Buill na Comataidh: Aontachadh gus <b>£60,000</b> a thabhann do Hands Up for Trad airson pròiseact Seachdain na Gàidhlig 2024, le cumhaichean: <ul style="list-style-type: none"> <li>• Gum bi aithneachadh ann air taic-airgid Bhòrd na Gàidhlig anns gach tachartas air a chur air dòigh air no air a mhaoineachadh le Seachdain na Gàidhlig</li> <li>• Gum bi riochdaire Bhòrd na Gàidhlig air pannal-measaidh iarrtasan Maoin nan Tabhartasan Beaga</li> <li>• Gum bi tachartasan poblach sam bith ri linn a' phròiseict air an sanasachd tro cleachdi.scot</li> <li>• Gum bi a' bhuidheann a' leantainn prionnsabalan is stiùireadh "Obair Chothromach" aig Riaghaltas na h-Alba</li> <li>• Gun tèid na ceistean a leanas a chur air com-pàirtichean nam pròiseactan agus gum bi iomradh air na freagairtean san aithisg dheireannaich: <ul style="list-style-type: none"> <li>○ "Tha am pròiseact/tachartas seo air mo bhrosnachadh gus Gàidhlig a chleachdadh nas trice"</li> <li>○ "Tha am pròiseact/tachartas seo air mo sgilean Ghàidhlig a thoirt air adhart"</li> <li>○ "Tha am pròiseact/tachartas seo air cur ri cho cudromach 's a tha Gàidhlig do dh'Alba nam bheachd"</li> </ul> </li> </ul>										
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>										
<b>5.1</b>	<b>Buidhean air Ionmhas</b>										
5.1.1	Ma thèid aontachadh ris a' mholadh thèid taic-airgid a phàigheadh mar a leanas:										
	<table border="1"> <thead> <tr> <th>Buidseat</th> <th>Còd / Buidheann / Pròiseact</th> <th>Iomlan</th> <th>2023/24</th> <th>2024/25</th> </tr> </thead> <tbody> <tr> <td>402061 – Community Grants Scheme</td> <td><b>Hands Up for Trad</b> Seachdain na Gàidhlig</td> <td><b>£60,000</b></td> <td>£30,000 (Sultain 23) £15,000 (Faoilleach 24)</td> <td>£15,000 (Cèitean 24)</td> </tr> </tbody> </table>	Buidseat	Còd / Buidheann / Pròiseact	Iomlan	2023/24	2024/25	402061 – Community Grants Scheme	<b>Hands Up for Trad</b> Seachdain na Gàidhlig	<b>£60,000</b>	£30,000 (Sultain 23) £15,000 (Faoilleach 24)	£15,000 (Cèitean 24)
Buidseat	Còd / Buidheann / Pròiseact	Iomlan	2023/24	2024/25							
402061 – Community Grants Scheme	<b>Hands Up for Trad</b> Seachdain na Gàidhlig	<b>£60,000</b>	£30,000 (Sultain 23) £15,000 (Faoilleach 24)	£15,000 (Cèitean 24)							
5.1.2	Aig an ìre seo thathar an dùil gum bi seo comasach leis a' bhuidseat a th' againn an-dràsta, ach nach bi mòran sùbailteachd ann taic a chumail ri pròiseactan ach a-mhàin pròiseactan a tha san amhairc mar-thà.										
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b>										
	Chan eil gin ann.										
<b>5.3</b>	<b>Buidhean air Trèanadh</b>										
	Chan eil gin ann.										
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachdach agus Corporra</b>										
5.4.1	Bidh na h-iarrtasan a' cur ris na h-amasan ann am Plana Chorpóra Bhòrd na Gàidhlig mar a leanas:										
5.4.2	<b>Cleachdadh na Gàidhlig</b> <ul style="list-style-type: none"> <li>• U2: Coimhearsnachdan</li> <li>• U4: Tachartasan is goireasan do dh'òigridh</li> <li>• U6: Gàidhlig sna h-Ealainean</li> </ul>										

5.4.3	<b>Cur air adhart na Gàidhlig</b>			
	<ul style="list-style-type: none"> <li>• P3: Tachartasan is iomairtean nàiseanta no eadar-nàiseanta</li> <li>• P4: Na meadhanan</li> <li>• P5: Iomairtean</li> <li>• P6: Cothroman an lùib na Gàidhlig</li> <li>• P7: Tosgairean</li> </ul>			
5.5	<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 inghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>			
	Còraichean daonna	<input type="checkbox"/>	Clann	<input checked="" type="checkbox"/>
	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input type="checkbox"/>
	Gnòthachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>
5.6	<b>Buidhean air Cliù</b>			
	Bidh e a' cur ri cliù na buidhne gun tèid taic-airgid a thabhann do Sheachdain na Gàidhlig.			
5.7	<b>Buidhean air Slàinte is Sàbhailteachd</b>			
	Chan eil gin ann.			
5.8	<b>Buidhean Laghail</b>			
	Chan eil gin ann.			
5.9	<b>Buidhean air Co-ionannas</b>			
	Thathar a' faighneachd ann am foirmichean-iarrtais mun bhuidh aig pròiseactan air co-ionannachd is tha slat-tomhais measaidh ann gus co-ionannachd a bhrosnachadh tro na h-iarrtasan aca.			
5.10	<b>Buidhean air an àrainneachd</b>			
	Thathar a' faighneachd ann am foirmichean-iarrtais mun bhuidh aig phròiseactan air an àrainneachd is tha slat-tomhais measaidh ann gus lùghdachadh air a' bhuidh air an àrainneachd a bhrosnachadh tro na h-iarrtasan aca.			





<b>A' freagairt ri</b>	Coinneamh a' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	5/9/23
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	3.1

<b>Tiotal a' Phàipeir</b>	Adhartas air Prìomh Chomharran Coileanaidh (PCCs)	
<b>Moladh do Bhuill</b>	Airson Fiosrachadh	
<b>Neach labhairt:</b>	Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha na Coinneimh</b>	<b>Seòrsachadh na h-Aithris</b>
Ceannard	24/8/23	Ri Aontachadh
<b>Pàipear-taice air a cheangal ris</b>	Chan eil	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	Airson fiosrachadh air an adhartas a tha air a dhèanamh air na Prìomh Chomharran Coileanaidh. Ged nach eil aonta againn fhathast air Plana Nàiseanta airson 2023-28 tha na chaidh aontachadh aig coinneamh a' Bhùird-stiùiridh air 02/03/2022, mar phàirt dhen Phlana Gnìomh, fhathast a' toirt frèam-obrach dhan Bhuidhinn.	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>2.1</b>	Aig coinneamh a' Bhùird-stiùiridh anns a' Mhàirt 2022 chaidh aontachadh ri dòigh-obrach ùr airson aire a' Bhùird-stiùiridh a chumail air adhartas air an obair aig a Bhòrd, le fòcas nas ro-innleachdail air na Prìomh Chomharran Coileanaidh (PCC)	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	Tha naoi Prìomh Chomharran Coileanaidh (PCC) airson na buidhne sa phlana; tha iad uile co-cheangailte ris a' Phlana Chorporra airson 2018-2023 agus chaidh measadh a dhèanamh air adhartas on choinneimh CPG sa Chèitean.	
<b>3.2</b>	Tha na prìomhachasan mar a leanas sa chlàr gu h-ìosal:	
	<b>Iomradh</b>	<b>Prìomh Chomharran Coileanaidh (PCC)</b>
		<b>Adhartas</b>
	PCC – 1	Barrachd chothroman do dhaoine na sgilean Gàidhlig aca a chleachdadh
		Tha sinn ag obair an-dràsta le 66 Buidhnean airson Planaichean Gàidhlig a libhrigeadh – tha prìomhachas ga chur air atharrachadh a' Phròiseis Planaidh agus tha Stiùireadh Reachdail ùr airson Planaichean a-mach airson co-chomhairle an-dràsta.
	PCC – 2	Bidh barrachd dhaoine ag aontachadh ris an abairt, "Tha a' Ghàidhlig a' dèanamh diofar nam bheatha."
		Tha pròiseas cùmhnantan ioma-bhliadhna airson nam prìomh bhuidhnean libhrigidh a' tòiseachadh bhon Ghiblean 2024 agus tha adhartas ga dhèanamh leis an obair ullachaidh.
	PCC – 3	Barrachd taic do sholar sna Tràth-bhliadhnaichean
		Sgeama thabhartasan tràth-bhliadhnaichean air a libhrigeadh
	PCC – 4	Barrachd chothroman do dhaoine na sgilean Gàidhlig aca a thoirt air
		Tha Stiùireadh Reachdail airson Foghlam Gàidhlig ga ùrachadh agus bidh e a'

		adhart	tighinn dhan Bhòrd-stiùiridh airson aonta an ath mhìos mus tèid e a-mach airson co-chomhairle phoblach
PCC – 5		Bidh barrachd dhaoine ag aontachadh ris an abairt, “Tha mi air na sgilean Gàidhlig agam a thoirt air adhart.”	Adhartas ga dhèanamh air Goireasan SpeakGaelic B1 agus B2
PCC – 6		A’ dèanamh cinnteach gu bheil barrachd àite aig a’ Ghàidhlig ann an aithne nàiseanta na h-Alba, aithne-dùthcha fhosgailte le iomadh taobh is cultar	Bidh an Riaghaltas ag aontachadh Plana Nàiseanta ùr airson 2023-28
PCC – 7		Bidh barrachd dhaoine ag aontachadh ris an abairt, “Tha a’ Ghàidhlig cudromach do dh’Alba.”	Social Attitudes Survey 2022 a’ sealltainn adhartas
PCC – 8		Bidh barrachd den luchd-obrach againn ag aontachadh ris an abairt, “Tha an obair agam aig Bòrd na Gàidhlig a’ còrdadh rium agus tha i a’ dèanamh diofar.”	Tha dreach Phlana Corporra ùr air a chruthachadh le ceangal dìreach ri dreach Phlana Nàiseanta na Gàidhlig#4. Bidh am Plana Corporra a’ tighinn dhan Bhòrd-stiùiridh airson aontachadh nuair a tha am Plana Nàiseanta air aonta fhaighinn bhon Riaghaltas.
PCC - 9		Bidh barrachd de ar luchd-ùidhe ag aontachadh ris an abairt, “Tha Bòrd na Gàidhlig a’ coileanadh a dhleastanasan gu h-èifeachdach agus tha e a’ cur taic ris an obair againne.”	Tha dreach ro-innleachd luchd-ùidh crìochnaichte agus tha dreach phlana gnìomh air a chur air dòigh. Tha sinn air tòiseachadh air na gnìomhan a libhrigeadh leis an obair a tha sinn a’ dèanamh leis na Prìomh Bhuidhnean Libhrigidh.
<b>4.0</b>	<b>Moladh</b>		
<b>4.1</b>	Tha an aithisg airson fiosrachadh a thoirt seachad gu Buill air an adhartas a tha air a dhèanamh air na Prìomh Chomharran Coileanadh.		
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>		
<b>5.1</b>	<b>Buidhean air Ionmhas</b>		
	Bidh an obair seo a’ stiùireadh mar a thèid buidseat na buidhne a chleachdadh.		
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b>		
	Bidh seo a’ toirt stiùir dhan sgioba air prìomhachasan.		
<b>5.3</b>	<b>Buidhean air Trèanadh</b>		
	Bidh trèanadh is leasachadh a dhìth a thaobh siostaman is pròiseactan gus am bi sinn comasach air an obair a libhrigeadh.		
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachdail agus Corporra</b>		
	Tha am plana seo co-cheangailte ris na prìomhachasan corporra aig BnG.		
<b>5.5</b>	<b>Ceanglaichean ri Frèam-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 seasmach agus in-ghabhalach		’S e comann-sòisealta a th’ annainn a tha a’ dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a’ toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>		
	Còraichean daonna	<input type="checkbox"/>	Clann <input checked="" type="checkbox"/>

Seisean Fosgailte  
Cuspair 3.1

	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
	Àrainneachd	<input checked="" type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input checked="" type="checkbox"/>	Eadar-Nàiseanta	<input checked="" type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>
<b>5.6</b>	<b>Buidhean air Cliù</b>			
	Bidh e nas fhasa a bhith a' mìneachadh nan targaidean aig BnG leis an stoidhle seo is bidh sin a' cur ri cliù na buidhne.			
<b>5.7</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b>			
	Cha bhi buaidh air slàinte is sàbhailteachd.			
<b>5.8</b>	<b>Buidhean Laghail</b>			
	Cha bhi buaidh laghail ann.			
<b>5.9</b>	<b>Buidhean air Co-ionannas</b>			
	Cha bhi buaidh air co-ionannas.			
<b>5.10</b>	<b>Buidhean air an àrainneachd</b>			
	Cha bhi buaidh air an àrainneachd.			



<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	05/09/2023
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	4.1

<b>Tìotal a' Phàipeir</b>	PGR071 Eagrain 1 Plana Gàidhlig Coilltearachd na h-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 Stiùirdh	24/08/2023	Ri Aontachadh
<b>Pàipear-taice air a cheangal ris</b>	PT1 – PGR071 E01 Coilltearachd na h-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>	Seo a' chiad eagrain de phlana Gàidhlig Coilltearachd na h-Alba.	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	Chaidh measadh a dhèanamh air an dreachd phlana seo leis an Sgioba-stiùiridh. Thug iad sùil mhionaideach air a' phlana agus mhol iad atharrachaidhean.	
<b>3.2</b>	Ghabh Coilltearachd na h-Alba ris a' mhòr cuid de na molaidhean aig an Sgioba-stiùiridh agus far nach do ghabh, tha oifigearan a' Bhùird riarachta leis a' bhriathrachas a chleachd iad.	
<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 Corpóra</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 nan trì amasan anns a' Phlana Chorpóra 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	<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>Buaidhean air Cliù</b> Chan eil buaidh ann.			
<b>5.7</b>	<b>Buaidhean air Slàinte is Sàbhailteachd</b> Chan eil buaidh ann.			
<b>5.8</b>	<b>Buaidhean Laghail</b> Tha am pròiseas seo stèidhichte air na dleasan 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.			



**Scottish  
Forestry** / **Coilltearachd  
na h-Alba**

# **GAELIC LANGUAGE PLAN**

**2023 - 2028**

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on [\[approval to be confirmed following BnG Committee in September 2023\]](#)

## Foreword

I am delighted to be sharing the first ever Gaelic Language Plan for Scottish Forestry (SF).

The Gaelic language plays an important and significant role in our landscape, our culture and our heritage. For us the significance could not be more relevant as, at its core, the names of the letters in the Gaelic alphabet are based on the names of many of Scotland's native trees.

We are committed to the role that Scottish Forestry (SF) can play in enhancing the status, supporting the usage of and development of Gaelic language skills, both to further the aims of Bòrd na Gàidhlig and to assist in the delivery of the National Gaelic Plan.

This new plan allows us to take stock of what we have achieved since becoming a Scottish Government Agency in 2019 and confirm our commitments to Gaelic for the next five years.

This plan focusses on creating communication resources across the core areas addressed in the Gaelic Language Act including ensuring Gaelic is clearly present and valued, staff have access to Gaelic awareness and language training throughout the period of the plan, as well as promoting our Gaelic offer to the businesses, communities and individuals we work with.

We really value the ongoing support of Bòrd na Gàidhlig and look forward to building that relationship even further throughout the development and implementation of our plan.

Paul Lowe  
Interim Chief Executive Scottish Forestry

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3. Plan commitments	8
4. Links to the National Performance Framework	18
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6. Resourcing the plan	19
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## 1. Introduction

Scottish Forestry (SF) is the Scottish Government agency responsible for forestry policy, support and regulations.

We are a progressive agency passionate about the crucial role trees have to play in tackling climate change and nature loss, supporting the economy and the people of Scotland's wellbeing.

Our purpose is the sustainable management and expansion of forests and woodlands to deliver more for Scotland. We provide expert advice to Ministers on forestry policy, support and work with landowners, forestry professionals, communities and a wide range of stakeholders interested in forestry across Scotland.

We were formed on 1 April 2019 and replaced the work of Forestry Commission Scotland, which was created as part of legislation which fully devolved forestry to Scotland. The agency is staffed with a National Office in Edinburgh and five local conservancy offices which are geographically spread across the country.

[www.forestry.gov.scot](http://www.forestry.gov.scot)

SF operates throughout Scotland and it follows that all of Scotland's Gaelic speakers and Gaelic communities are within the area in which the organisation operates. It therefore follows that this includes all of the areas where people are able to understand, speak, read or write Gaelic which forms a majority of the population.

### 1.1 Gaelic and Scottish Forestry

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

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

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

- Corporate Documents having sections translated into Gaelic (e.g. Corporate Plan, Annual Report and Accounts).
- Bilingual signage in key areas including National and Conservancy offices.
- Bilingual Logo on website and corporate documents, clothing and fleet.

- Dedicated Gaelic resources on our external website including learning materials for the Gaelic alphabet in relation to trees and a history of Gaelic places
- Opportunity to promote Gaelic via our social media channels; press releases and Gaelic activity

## 1.2 Gaelic in Scotland

According to the 2011 Census around 87,000 people aged 3 and over in Scotland (1.7% of the population) have some Gaelic language skills. Highland, Eilean Siar and Glasgow City were the council areas with the largest numbers of people with Gaelic language ability<sup>1</sup>. The Census also showed that approximately 50% of Gaelic speakers live in the Highlands and Islands, and 50% across the rest of the country<sup>2</sup>.

Gaelic medium education is available in a number of local authorities, enabling young people to progress from early years into primary and secondary education. In the school year 2019/20 there were 6,197 pupils in Gaelic medium education. In addition to this, there were 103 English medium primary schools providing Gaelic language education as an additional language and 3,605 secondary pupils were studying Gaelic as a subject<sup>2</sup>.

Regardless of overall numbers of Gaelic speakers, it can be expected that the trends of increased literacy, increase in numbers of fluent learners and increase in GME will continue, leading to greater demand for the services found at [www.learnghaelic.scot](http://www.learnghaelic.scot)

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

## 1.3 The National Gaelic Language Plan

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

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

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

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

<sup>2</sup> [Bord na Gaidhlig, Gaelic School Data 2019/20](#)

## 1.4 Internal Gaelic Capacity Audit

There is little research available in terms of Gaelic spoken or understood in the SF workforce. To address this an internal Gaelic Capacity Audit will be undertaken in Autumn 2023. This will provide the following details:

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

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

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

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

## 1.6 Consultation on a draft Gaelic Language Plan

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties.

The purpose of this consultation is to seek the views of all who have an interest in the role we play as an Agency in the protection and development of the Gaelic Language.

The consultation period takes place between 28 March and 9 May 2022. Your views will help us shape the final version. At the end of the consultation period the plan will be concluded and then submitted to Bòrd na Gàidhlig for approval.

## 2. Key Principles

This section of the plan clarifies SF's commitment to key principles endorsed by the SF Executive Team which will be applied across the plan and throughout the Agency.

### 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.

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

### 2.2 Active Offer

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

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

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

### 2.3 Mainstreaming

Scottish Forestry 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

SF's High-Level aims are a small number of strategic level actions, closely linked to the National Gaelic Language Plan 2018-23. The commitments made by SF in 3.1 are supported by clear actions and outcomes in section 3.2. Over the course of the next five years as an Agency we wish to establish clear policies and practices to enhance our Gaelic language offering and ensure staff and stakeholders are aware of this and feel they have the appropriate support.

#### Increasing the use of Gaelic

High-level Aim	<p>We are committed to increasing the use of Gaelic where the subject matter is of most interest to the general public or relates specifically to Gaelic issues.</p> <p>Through each aspect of Scottish Forestry's work we will identify situations in which the use of Gaelic is essential, desirable or where it makes a contribution to the National Gaelic Language Plan 2018-23 aim of 'Gaelic is used more often, by more people and in a wider range of situations', including where we deal with our partner organisations, stakeholder groups or the general public.</p>
Desired Outcome	For Gaelic to be given equal respect across SF brand both internal and external platforms and materials.
Current Practice	Inconsistent practice across the Agency.
Actions Required	<p>SF will update the community fund guidance to state that eligible projects include those that want to use woodlands to promote Gaelic.</p> <p>Promote that communication from the public, businesses and stakeholders in Gaelic is always welcome via our public facing digital platforms.</p>
Target Date	Ongoing
Responsibility	SF GLP Implementation and Monitoring group

High-level Aim	We will ensure that Gaelic is embedded across the corporate structure of Scottish Forestry, including but not limited to, ensuring that Gaelic features in the organisation's corporate and business plans and policies, and where appropriate in our communications with customers and stakeholders.
Desired Outcome	For Gaelic to be given equal respect across SF plans and policies

Current Practice	Inconsistent practice across the Agency.
Actions Required	<p>Continue to include bilingual foreword in key agency documents.</p> <p>Develop guidance to identify which publications should be proactively published in Gaelic and English.</p> <p>Increase the creation of bilingual publications and documents in line with guidance document.</p> <p>Continue to offer translation of all documents into Gaelic upon request.</p> <p>Use Gaelic elements (e.g. Gaelic names, bilingual captions, Gaelic summary) in key publications</p>
Target Date	Ongoing - specific milestones and detailed actions can be found in section 3.3 of this plan
Responsibility	SF GLP Implementation and Monitoring group

### Increasing the learning of Gaelic

High-level Aim	We recognise the importance of creating opportunities for the practical use of Gaelic in everyday situations, we will encourage and inspire people through our use of Gaelic language in our communications and promotions. We will enable and support staff to develop their Gaelic language skills.
Desired Outcome	Increased awareness and respect for Gaelic, accessible services/resources and training package available to all staff with a regular offer helping staff to pronounce/read Gaelic place/landscape names. Plus a clear regular Gaelic training offer for staff who wish to learn/build on their Gaelic language.
Current Practice	Training previously available to staff but no offer since becoming SF.
Actions Required	Develop internal and external communication plan to promote existing Gaelic services and resources available. A number of other appropriate actions are listed in section 3.3 of this plan
Target Date	Year two
Responsibility	Corporate Communications and People Teams

### Promoting the positive image of Gaelic

## Scottish Forestry Gaelic Language Plan 2023-2028

Seisean Fosgailte  
Cuspair 4.1 PT1

High-level Aim	We understand the importance of extending the visibility of Gaelic, promoting its use and value and increasing its status through our work in promoting and supporting sustainable forest management, working in partnership with others in the forestry sector and across government to increase the contribution of forests and woodlands to Scotland, its economy and environment; and forest and woodlands' contribution to the health and wellbeing of Scotland's people.
Desired Outcome	For our internal and external audiences to be aware of and utilise our Gaelic support offer.
Current Practice	Inconsistent practice across the Agency.
Actions Required	Review of templates, signage, logos, documents, public facing platforms and processes.  Work with other public authorities that have Gaelic Language Plans
Target Date	Ongoing - specific milestones and detailed actions can be found in section 3.3 of this plan
Responsibility	SF GLP Implementation and Monitoring Group

**3.2 Other Commitments****Support and respect for the learning of Gaelic**

High-level Aim	Support and respect importance of Gaelic education developing inspiring, relevant and useful SF resources.
Desired Outcome	SF has respected well used education materials.
Current Practice	Some materials are available on OWL website and the outdoor learning directory.
Actions Required	Key actions outlined on page 14
Target Date	Year three
Responsibility	Education Team

**3.3 Corporate Service Aims****Status**

Desired Outcome	<b>Logo and brand</b> Render the corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.
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Current Practice	A bilingual logo is used in all key documents. Usage of this logo is promoted via agency brand guidelines.
Actions Required	Carry out audit of corporate templates to ensure the logo demonstrates prominence for both languages.  Update any template designs which do not meet the desired outcomes.
Target Date	Year one
Responsibility	Communications

Desired Outcome	<b>Signage</b> Prominent signage will include Gaelic and English as part of any renewal process.
Current Practice	SF became a new agency in 2019 – not all signage has been updated to new brand.
Actions Required	SF will create a written policy for the use of Gaelic in its signage and use a bilingual logo as standard  Carryout audit of office requirements  Render all permanent signage bilingual on a renewal basis or at the first opportunity.
Target Date	Year one / ongoing for render of signage
Responsibility	Communications and Business Support

### Communicating with the Public

Desired Outcome	<b>Promotion</b> Positive message that communication from the public, businesses and stakeholders in Gaelic is always welcome.
Current Practice	This does not currently take place
Actions Required	Develop internal process  Draft and approve messaging for social platforms and website pages (including contact us, application pages etc).  Agree web pages on which to include message.  Draft/approve standard text for corporate documents.
Target Date	Year one
Responsibility	Communications



Desired Outcome	<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.
Current Practice	This does not currently take place across the whole organisation.
Actions Required	<p>Clear processes in place to respond in Gaelic.</p> <p>Continue with bilingual letter-heading throughout Scotland.</p> <p>Audit current forms, update any without Gaelic statement or welcome note.</p> <p>Identify where our digital forms are hard wired and owned by Scottish Government/different agencies and understand approach by these stakeholders, plus feasibility, time and cost to have bilingual header, Gaelic statement and welcome note.</p> <p>All core SF templates to have bilingual header, Gaelic statement and welcome note.</p> <p>All complaints procedures to be bilingual on website.</p>
Target Date	Year one (ongoing throughout plan for templates hardwired into systems)
Responsibility	Communications

Desired Outcome	<b>Reception and phone</b> Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public.
Current Practice	This does not currently take place
Actions Required	<p>Complete the Gaelic Capacity Audit to identify Gaelic speaking staff (and roles suitable) who may be able to provide this services if and when required.</p> <p>Encourage staff to learn how to offer greeting in Gaelic, with priority focus on the two Conservancy teams which cover the Western Isles, Highland and Argyll areas.</p> <p>Where Gaelic speaking staff can provide a Gaelic speaking service, we will support them to do so and will actively promote this via our internal and external digital channels.</p>

## Scottish Forestry Gaelic Language Plan 2023-2028

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Cuspair 4.1 PT1

Target Date	Year two/three
Responsibility	People Team (L&SD), Conservancies, Communications

Desired Outcome	<b>Public meetings</b> Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.
Current Practice	No formal processes in place and no event team at SF.
Actions Required	Establish clear process for event management.
Target Date	Year three
Responsibility	Executive Office

**Information**

Desired Outcome	<b>News releases</b> High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
Current Practice	Gaelic translation provided on request.
Actions Required	Ensure Gaelic Media outlets are included in media distribution lists.  Continue to offer Gaelic translation on request for all press releases.  Establish a process to identify key press-releases for translation  Increase the number of press-releases made available bilingually.  Draft copy for webpages.
Target Date	Year One/thought-out plan period
Responsibility	Media

Desired Outcome	<b>Social Media</b> Gaelic content distributed regularly through social media, guided by the level of actual and potential users
Current Practice	Nothing currently in place
Actions Required	A commitment to at least 14 bilingual posts in year one and to increase this to at least 20 thereafter.
Target Date	Year One/through-out plan period
Responsibility	Media and Communications

Desired Outcome	<b>Website</b> Gaelic content should be available on SF website, with
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