

Coinneamh: Comataidh Poileasaidh is Ghoireasan
Ceann-là/Àm: 07 Cèitean 2024 aig 09.30
Càite: Microsoft Teams

Clàr-gnothaich – Seisean Fosgailte

1. Cùisean Tòiseachaidh

- 1.1. Fàilte is Leisgeulan
- 1.2. A' Nochdadh Com-pàirtean
- 1.3. Gnothaich Iomchaidh Sam Bith Eile (GISBE)

2. Ionmhas

2.1. Aithisg Ionmhas gu 31/03/2024 (Airson Deasbad)

Nicola Pearson, Ceann an Ionmhas is Cùisean Corporra

2.2. Aithisg Bhliadhnailair Solarachadh (Airson Deasbad)

PT1 Aithisg Bhliadhnail air Solarachadh

Nicola Pearson, Ceann an Ionmhas is Cùisean Corporra

2.3. Prìomhachasan Sgeamaichean Tabhartasan nan Tràth-bhliadhnachan is Tabhartasan Foghlaim 2024/25 (Ri Aontachadh)

Steven Kellow, Manaidsear Maoineachaidh is Phròiseactan

3. Cleachdadh

3.1. Fios mu Lionra Oifigearan Gàidhlig (Airson Deasbad) – aithris labhairteach

3.2. Planaichean Gàidhlig (Ri Aontachadh)

PT1 PGR009 E03 Comhairle Baile Dhùn Èideann

Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh

3.3. Planaichean Gàidhlig (Ri Aontachadh)

PT1 PGR022 E04 Comhairle na Gàidhealtachd

Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh

3.4. Planaichean Gàidhlig (Ri Aontachadh)

PT1 PGR025 E03 Comhairle Pheart is Cheann Rois

Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh

4. Ionnsachadh

4.1. Fios as ùr air Foghlam (Airson Deasbad)

Jennifer McHarrie, Stiùiriche Foghlam

4.2. Buaidh bho thaic Bhòrd na Gàidhlig air obair òigridh (Airson Deasabd)

Steven Kellow, Manaidsear Maoineachaidh is Phròiseactan

5. Cùisean HR

5.1. Dàta HR (Airson Deasbad)

PT1 Aithisg air Dàta HR aig 31 Màrt 2024

Karen Nic a' Ghobhainn, Manaidsear Gnìomhan

5.2. Slàinte is Sàbhailteachd (Ri Aontachadh)

Karen Nic a' Ghobhainn, Manaidsear Gnìomhan

5.3. Poileasaidhean HR (Ri Aontachadh)

PT1 Poileasaidh air Mì-chnàthachadh Shusbaintean agus Alcoil

PT2 Poileasaidh airson Deagh Shunnd agus Trom-uallach

Karen Nic a' Ghobhainn, Manaidsear Gnìomhan

6. Deagh Riaghladh

6.1. Bun-riaghailtean na Comataidh (Ri Aontachadh)

PT1 Bun-riaghailtean na Comataidh Poileasaidh is Ghoireasan

Ealasaid Dhòmhnallach, Ceannard

6.2. Aithisg Bhliadhnail na Comataidh (Ri Aontachadh)

PT1 Aithisg Bhliadhnail 2023/24

Ealasaid Dhòmhnallach, Ceannard

7. Plana Obrach na Comataidh

7.1. Plana Obrach na Comataidh Poileasaidh is Ghoireasan (Ri Aontachadh)

PT1 Plana Obrach 2024/25

Ealasaid Dhòmhnallach, Ceannard

8. GISBE

Ceann-là na h-ath choinneimh: 10/09/2024

Meeting: Policy & Resources Committee
Date/Time: 07 May at 09.30
Location: Microsoft Teams

Agenda – Open Session

1. Opening Items

- 1.1. Welcome and Apologies
- 1.2. Declarations of Interest
- 1.3. Any Other Competent Business (AOCB)

2. Finance

2.1. Finance (For Discussion)

PT1 Finance Statement to 31/03/2024

Nicola Pearson, Head of Finance and Corporate Affairs

2.2. Annual Report on Procurement (For Discussion)

PT1 Annual Report on Procurement

Nicola Pearson, Head of Finance and Corporate Affairs

2.3. Priorities for 2024/25 Early Years Grants and Education Grants Schemes (For Decision)

Steven Kellow, Funding and Projects Manager

3. Usage

3.1. Update on the Gaelic Officers Network (For Discussion) – verbal update

Iain MacMillan, Director of Development

3.2. Gaelic Language Plans (For Decision)

PT1 PGR009 E02 City of Edinburgh Council

Iain MacMillan, Director of Development

3.3. Gaelic Language Plans (For Decision)

PT1 PGR022 E04 Highland Council

Iain MacMillan, Director of Development

3.4. Gaelic Language Plans (For Decision)

PT1 PGR025 E03 Perth and Kinross Council

Iain MacMillan, Director of Development

Learning

3.5. Education Update (For Discussion)

Jennifer McHarrie, Director of Education

3.6. Effect of Bòrd na Gàidhlig support on youth work

Steven Kellow, Funding and Projects Manager

4. HR Matters

4.1. HR Data (For Discussion)

PT1 Report on HR Data at 31 March 2024

Karen Smith, Operations Manager

4.2. Health and Safety (For Decision)

Karen Smith, Operations Manager

4.3. HR Policies (For Decision)

PT1 Substance and Alcohol Misuse Policy

PT2 Stress Management and Wellbeing Policy

Karen Smith, Operations Manager

5. Good Governance

5.1. Committee Terms of Reference (For Decision)

PT1 Policy and Resources Committee Terms of Reference

Ealasaid MacDonald, CEO

5.2. Committee Annual Report (For Decision)

PT1 Annual Report 2023/24

Ealasaid MacDonald, CEO

6. Committee Work Plan

6.1. Policy and Resources Committee Work Plan

PT1 Work Plan 2024/25

Ealasaid MacDonald, CEO

7. GISBE

Date of the next meeting: 10/09/2024

End of Meeting



For	Policy and Resources Committee
Date of Meeting	07/05/2024
Location:	Online
Item on Agenda	2.1

Paper Title		Finance Report to 31 March 2024																			
Recommendation		For Information *																			
Spokesperson		Nicola Pearson, Head of Finance & Corporate Affairs																			
Governance Route		Date of Meeting	Decision																		
Leadership Team		22/04/2024	For Information																		
Appendices:		N/a																			
1.0	Purpose																				
1.1	To give information to the Committee on the financial position as at 31 March 2024. The paper is in English as it will be presented by the Head of Finance and Corporate Affairs.																				
2.0	Background																				
2.1	<p>Bòrd na Gàidhlig had a total budget of £5,622k for the financial year 2023/24.</p> <p>This is the baseline Grant in Aid (GiA) of £5,125k plus additional GiA for this year of £399k and £98k brought forward from the last financial year.</p> <p>The adjusted high level income and expenditure budgets are detailed below:</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">Income:</td> <td style="text-align: right;">£m</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>Total</td> <td style="text-align: right;">5.622</td> </tr> <tr> <td> </td> <td></td> </tr> <tr> <td>Expenditure:</td> <td style="text-align: right;">£m</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>Total</td> <td style="text-align: right;">5.622</td> </tr> </table>			Income:	£m	Grant-in-aid	5.524	Other income	0.098	Total	5.622	 		Expenditure:	£m	Development	3.790	Running Costs	1.832	Total	5.622
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Total	5.622																				
3.0	Main Points																				
3.1	<p>At the 31st March 2024 total spend almost agreed to the total budget for the year, coming in just £3k under budget at £5,619k.</p> <p>There was a cash balance of £20,714 in the account at the year end and we sought permission from the Sponsor Division to carry this forward for operational purposes.</p> <p>The summary of the year end position is below:</p>																				

31 March 2024		Aithisg Ionmhais			
		BUDGET £'000	ACTUAL £'000	VAR £'000	VAR %
EXPENDITURE	Gaelic Usage	2,021	2,137	116	6%
	Gaelic Learning	1,455	1,381	-74	-5%
	Gaelic Promotion	314	271	-43	-14%
	TOTAL DEVELOPMENT COSTS	3,790	3,789	-1	0%
	Staff Costs	1,384	1,384	0	0%
	Other Running Costs	448	446	-2	0%
	TOTAL RUNNING COSTS	1,832	1,830	-2	0%
	TOTAL COSTS	5,622	5,619	-3	0%

4.0	Recommendation
4.1	Members are requested to consider the report and note the information.
5.0	Main Strategic Impacts
5.1	Impact on Finance
	As described above.
5.2	Impact on Staff
	N/a
5.3	Impact on Training
	N/a
5.4	Links to Strategic and Corporate Aims
	This paper supports the Committee in fulfilling the aims for the year.
5.5	Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta/ Links to the National Performance Framework

Our Purose		Our Values	
To focus on creating a more successful country with opportunities for all of Scotland to flourish through increased wellbeing, and sustainable and inclusive economic growth		We are a society which treats all our people with kindness, dignity and compassion, respects the rule of law, and acts in an open and transparent way	
AR LUACHAN BUILEAN NÀISEANTA			
Human Rights	<input type="checkbox"/>	Children & Young People	<input type="checkbox"/>
Culture	<input type="checkbox"/>	Communities	<input type="checkbox"/>
Environment	<input type="checkbox"/>	Poverty	<input type="checkbox"/>
Health	<input type="checkbox"/>	International	<input type="checkbox"/>
Learning	<input type="checkbox"/>	Economy	<input checked="" type="checkbox"/>
Successful innovative businesses	<input checked="" type="checkbox"/>		

5.6	Buaidhean air Cliù/Impacts on Reputation
	It is important the BnG continues to demonstrate effective management of its finances.
5.7	Buaidhean air Slàinte is Sàbhailteachd/Impacts on Health and Safety
	N/a
5.8	Buaidhean Laghail/Legal Impacts
	N/a
5.9	Buaidhean air Co-ionannas/Impacts on Equality
	N/a
5.10	Buaidhean air Àrainneachd/Impacts on the Environment
	N/a



For	Policy and Resources Committee
Date of Meeting	07/05/2024
Location:	Online
Item on Agenda	2.2

Paper Title		Annual Procurement Report 2023/24	
Recommendation		For Information *	
Spokesperson		Nicola Pearson, Head of Finance & Corporate Affairs	
Governance Route		Date of Meeting	Decision
Leadership Team		22/04/2024	For Information
Appendices:		PT1 – Annual Procurement Report	
1.0	Purpose		
1.1	<p>To give the Committee an overview of Bòrd na Gàidhlig’s approach to procurement and give assurance that the procurement policy is being followed.</p> <p>The paper is in English as it will be presented by the Head of Finance and Corporate Affairs.</p>		
2.0	Background		
2.1	<p>Internal Audit made the following recommendations in October 2020:</p> <ol style="list-style-type: none"> 1. That the Board or one of its committees are provided with a report which details the organisation’s procurement activities on at least an annual basis. 2. That the organisation considers its annual cumulative spend with all of its individual suppliers to establish any that have annual orders totalling more than £50,000 and that for any that total over £25,000, the organisation undertake a tender exercise if appropriate. <p>The first procurement report was presented to the Policy and Resources Committee in August 2021</p>		
3.0	Main Points		
3.1	<p>In reviewing BnG procurement activity over the year to 31st March 2024 we can see that:</p> <p>2 contracts were awarded after a tender exercise 1 contract was awarded after a desk top exercise and 1 contract was awarded after a single tender approach and</p> <p>A review of cumulative spending throughout the year allowed a compliance check to ensure that spending is profiled and adhering to the correct procurement processes.</p> <p>Please refer to PT1 for further information.</p>		
4.0	Recommendation		
4.1	Members are requested to consider the report and note the information.		
5.0	Main Strategic Impacts		

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

Annual Procurement Report 2023/24

Purpose

Bòrd na Gàidhlig (BnG)'s approach to procurement is to ensure that goods and services are acquired by competition unless there are convincing reasons to the contrary, such as urgent requirements or single suppliers. This Annual Procurement Report has been prepared to inform the Policy and Resources Committee of BnG's procurement activities supporting the expenditure over the period 1 April 2023 – 31 March 2024. Development Grants have been excluded.

Overview of procurement activity

A regulated procurement is any procurement for public supplies or services with value of over £50,000, and public works with a value of over £2 million, where an award notice has been published or where the procurement process otherwise comes to an end. This includes contracts and framework agreements.

Within Bòrd na Gàidhlig procurements above the "Regulated Procurement" level of £50k are rare and for every procurement within BnG, unless a call-off, framework or central contract is available, the following process will apply:

- Purchases between £1,000 and £5,000 require verbal quotations from at least 3 suppliers;
- Purchases between £5,000 and £25,000 require formal written quotations from at least 3 suppliers; and
- Purchases in excess of £25,000 require formal tendering procedures, in accordance with relevant legislation and guidance.

Below is a summary of new procurement activity over the last year:

Table 1

Procurement Activity 01/04/23 - 31/03/24		
Goods or service being procured	Procurement process	Contract value
Freagairtean air Co-chomharlaicheadhan	Single tender approach	£5k > < £25k
Provision of HR Consultancy Services	Tender	> £25k
Information Governance Support	Tender	> £25k
Office accommodation	Desktop exercise	£5k > < £25k

As part of the annual procurement review, BnG also look at the annual cumulative spend across all suppliers to establish whether any have annual orders totalling more than £25,000 – the threshold for a tender process unless already subject to a contract or framework – and therefore ensure that we are complying with the Procurement Policy.

The cumulative spend in 2023/24 is based on the provision of similar goods or services provided by a single supplier, adding multiple transactions together.

Table 2 reflects all cumulative spend over £25,000 in the last financial year:

Table 2

Summary of spend by supplier > £25k 01/04/23 - 31/03/24		
Goods or service received	Cumulative value	Procurement process
Property costs	£33,834	MOTU*
IT support	£50,929	Tender
Software management	£30,723	Tender

* Memorandum of terms of understanding

As can be seen in Table 2, when the total spend on a supplier across the full year has exceeded £25,000 there is either an appropriate agreement in place or a tender exercise had been undertaken to procure the goods or services received.



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	07/05/2023
Àite:	Air MS Teams
Nì a' Chlàir-ghnothaich	2.3

Tìotal a' Phàipeir	Prìomhachasan is Bun-riaghailtean Sgeamaichean Taic-airgid Foghlaim 2024/25	
Moladh do Bhuill	Airson Aontachadh	
Neach labhairt:	Steven Kellow, Manaidsear Maoineachaidh is Phròiseactan	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba-stiùiridh	26/04/2023	Ri Aontachadh
Pàipear-taice air a cheangal ris	Chan eil	
1.0	Adhbhar	
1.1	A' sireadh aonta bhon Chomataidh Poileasaidh is Ghoireasan air prìomhachasan is bun-riaghailtean sgeamaichean taic-airgid Tabhartasan nan Tràth-bhliadhnaichean agus Tabhartasan Foghlaim 2024/25.	
2.0	Cùl-fhiosrachadh	
2.1	Bidh na sgeamaichean taic-airgid Tabhartasan Tràth-bhliadhnaichean agus Tabhartasan Foghlaim a' fosgladh airson iarrtasan 2024/25 a dh'aithghearr.	
2.2	Leis a' phàipear seo, thathar a' sireadh stiùir bhon Chomataidh air prìomhachasan is riaghailtean an sgeama, leis gun tèid na tabhartasan aontachadh aig ìre an Sgioba-stiùiridh leis gum bi nas lugha na £50,000 air a thabhann dhaibh.	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	Tha an dà sgeama seo na phrìomh dhòigh anns am bi Bòrd na Gàidhlig a' cumail taic-airgid ri raointean tràth-bhliadhnaichean is trèanadh luchd-teagaisg.	
3.2	Tha sgeama Tabhartasan nan Tràth-bhliadhnaichean ann airson taic-airgid a thoirt seachad do bhuidhnean tràth-bhliadhnaichean 0-3 airson seiseanan tro mheadhan na Gàidhlig a libhrigeadh.	
3.3	Tha sgeama Tabhartasan Foghlaim ann gus taic-airgid a thoirt seachad do dh'oileanaich a tha a' trèanadh airson a bhith nan tidsearan Gàidhlig, airson tidsearan Gàidhlig airson na sgilean aca a' leasachadh (m.e. a thaobh ceannardas no cuspairean foghlaim eile), no airson trèanadh Gàidhlig a thoirt do thidsearan Bheurla a dh'ionnsaigh gluasad gu foghlaim tro mheadhan na Gàidhlig.	
3.4	Chan eilear an dùil gum bi cus atharrachadh air prìomhachasan an sgeama bho na bliadhnaichean a chaidh seachad, ach gum bi atharrachadh ann gus am bi am pròiseas beagan nas sìmplidhe buileach a thaobh iarrtasan a chur a-steach, is gum bi barrachd fòcas air fiosrachadh fhaighinn bho bhuidhnean air adhartas a tha iad a' dèanamh leis na seiseanan aca.	
3.5	Airson sgeama nan Tabhartasan Foghlaim, chan eil prìomhachasan sònraichte aig tagraichean ri choileanadh, ach gum bi iad clàraichte air cùrsa teagaisg (no trèanadh Gàidhlig) iomchaidh – is dìofar ìrean taic ri fhaighinn a rèir dè an cùrsa agus dè an taic-airgid a tha iad air fhaighinn tron sgeama a-cheana.	

3.6	Am-bliadhna, leis nach robh am buidseat slàn bhon uiridh air a chleachdadh, agus buidseat nas teinne aig Bòrd na Gàidhlig ann an 2024/25, thathar an dùil am buidseat uile-gu-lèir airson na sgeama a thoirt sìos – ach gum bi beagan a bharrachd ri fhaighinn mar thabhartas (£700 seach £650 ann an 2023/24) airson feart a thoirt air àrdachadh chosgaisean.						
3.7	Tha suimeannan a bharrachd fhathast gu bhith ri fhaighinn do dhaoine a tha air cùrsa aon-bhliadhna, a tha air a bhith ann an obair làn-thìde ron chùrsa agus a tha air a bhith na neach-cùram no ann an cùram.						
3.8	Gheibhear tuilleadh fios gu h-ìosal air prìomhachasan is bun-riaghailtean an dà sgeama, agus gheibhear fiosrachadh fo phuing 5.4 air mar a tha na sgeamaichean seo a’ freagairt air gnìomhan Plana Corporra agus Plana Gnìomh Bòrd na Gàidhlig.						
3.9	<p>Tabhartasan nan Tràth-bhliadhnaichean</p> <table border="1"> <tr> <td>A’ fosgladh</td> <td>A’ dùnadh</td> <td>Pròiseactan a’ ruith</td> </tr> <tr> <td>14 Cèitean 2023</td> <td>27 Ògmhios 2024</td> <td>Lùnastal 24 – Iuchar 25</td> </tr> </table>	A’ fosgladh	A’ dùnadh	Pròiseactan a’ ruith	14 Cèitean 2023	27 Ògmhios 2024	Lùnastal 24 – Iuchar 25
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14 Cèitean 2023	27 Ògmhios 2024	Lùnastal 24 – Iuchar 25					
3.10	<u>Buidseat 2024/25 (tuairmse):</u> £100,000						
3.11	<p><u>Prìomhachasan is Builean an sgeama</u></p> <ul style="list-style-type: none"> A’ daingneachadh gu bheil cothrom seasmhach aig clann is teaghlaichean air solar tràth-bhliadhnaichean Gàidhlig A’ cur ris an àireamh chloinne a tha a’ cumail a’ dol le ionnsachadh tron Ghàidhlig aig ìrean eadar-ghluasaid A’ cuideachadh barrachd theaghlaichean ann an Alba a bhith mothachail air na buannachdan a thig bho dhà-chànanas agus air na cothroman a gheibhear le foghlam tron Ghàidhlig A’ cuideachadh phàrantan gus am bi eòlas nas fheàrr aca air goireasan agus air na cothroman a th’ ann gus taic a chumail is conaltradh a dhèanamh ri an cuid chloinne tron Ghàidhlig san taigh agus sa choimhearsnachd 						
3.11	<p><u>Bun-riaghailtean</u></p> <ul style="list-style-type: none"> Tha an sgeama fosgailte do bhuidhnean treas-roinn (carthannais no buidheann neo-chorpaichte) sam bith Chan fhaod buidhnean ach 1 iarrtas a chur a-steach Chan fhaodar iarrtas a chur a-steach airson còrr is £4,000, ach ma tha a’ bhuidheann a’ ruith barrachd na aon seisean san t-seachdain, faodar iarrtas a chur a-steach suas ri £15,000 						
3.12	<p><u>Slatan-tomhais</u></p> <ul style="list-style-type: none"> Cho làidir is a bhios a’ bhuidheann a’ coileanadh builean na maoinne Comasan air seiseanan Gàidhlig aig deagh inbhe a’ libhrigeadh Cho math is a tha a’ bhuidheann a’ cur ri cleachdadh, ionnsachadh is cur air adhart na Gàidhlig sa choimhearsnachd Soirbheachas na buidhne ann a bhith a’ cur ri àireamhan frithealaidh, àireamhan a’ dol a-steach gu FtG agus a bhith a’ cur air adhart na Gàidhlig san sgìre Comasan na buidhne gus sùil a chumail air is measadh a dhèanamh air adhartas A’ brosnachadh co-ionannas agus a’ toirt seachad cothroman do chlann a tha ann an cùram Luach an airgid ga shealltainn anns an iarrtas 						
3.13	<p>Tabhartasan Foghlaim</p> <table border="1"> <tr> <td>A’ fosgladh</td> <td>A’ dùnadh</td> <td>Pròiseactan a’ ruith</td> </tr> <tr> <td>1 Iuchar 2024</td> <td>3 Sultain 2024</td> <td>Sultain 24 – Ògmhios 25</td> </tr> </table>	A’ fosgladh	A’ dùnadh	Pròiseactan a’ ruith	1 Iuchar 2024	3 Sultain 2024	Sultain 24 – Ògmhios 25
A’ fosgladh	A’ dùnadh	Pròiseactan a’ ruith					
1 Iuchar 2024	3 Sultain 2024	Sultain 24 – Ògmhios 25					

3.14	<u>Buidseat 2024/25 (tuairmse): £55,000</u>
3.15	<p><u>Prìomhachasan is Builean an sgeama</u> Tha an sgeama ann gus leudachadh a thoirt air àireamhan luchd-teagaisg Gàidhlig is taic a chumail ri:</p> <ul style="list-style-type: none"> • Oileanaich air cùrsa teagaisg Gàidhlig • Oileanaich air cùrsa thràth-bhliadhnaichean no cùraim-chloinne Gàidhlig • Luchd-teagaisg an sàs ann am foghlam tron Ghàidhlig a tha airson cùrsa a dhèanamh gus na sgilean aca a leasachadh • Luchd-teagaisg ann am foghlam tro mheadhan na Beurla a tha airson cùrsa Gàidhlig a dhèanamh gus obair a dh' ionnsaigh teagaisg sa Ghàidhlig
3.16	<p><u>Bun-riaghailtean</u></p> <ul style="list-style-type: none"> • Tha taic airson cìsean-cùrsa ri fhaighinn ach ma tha e ceadaichte do thagraiche na cìsean-cùrsa aca a phàigheadh tro SAAS chan fhaod iad taic iarraidh airson cìsean-cùrsa • Tabhartas bunaiteach de £700 (seach £650 ann an 23/24) airson oileanaich air cùrsa fo-cheum, no £1,250 airson oileanaich air cùrsa PGDE, HNC no HND • Tabhartas suas ri £4,000 a bharrachd airson daoine a th' air a bhith ann an obair làn-thìde no a bhith ag obair mar neach-cùraim ron chùrsa (suas ri £1,000 gach bliadhna, suas ri 4 bliadhna) • Tabhartas suas ri £1,000 a bharrachd ri fhaighinn do dhaoine a tha air a bhith ann an cùraim. <p><u>Slatan-tomhais</u></p>
3.17	Thèid iarrtasan a mheasadh, còmhla ri fianais a bharrachd a thathar a' sireadh, gus dearbhadh gu bheil an neach freagarrach airson taic-airgid fhaighinn, is ma tha iad freagarrach gheibh iad an t-suim air a bheil iad airidh.
3.18	Tha oifigearan a' cur fàilte air beachdan nam ball air na prìomhachasan, bun-riaghailtean is slatan-tomhais seo is tha iad toilichte molaidhean a ghabhail airson biadhachadh a-steach do sgeamaichean foghlaim 2024/25.
4.0	Moladh
	Thathar ag iarraidh air Buill:
4.1	Aontachadh ris na prìomhachasan is ri bun-riaghailtean nan sgeamaichean taic-airgid foghlaim airson 2024/25.
5.0	Prìomh Bhuidhean Ro-innleachdach
5.1	Buidhean air Ionmhas
5.1.1	Bidh a' mhòr-chuid de bhuidseat nan sgeamaichean seo air a' chosg taobh a-staigh na bliadhna-ionmhais seo, is beagan ann am bliadhna-ionmhais 2025/26 mar phàighidhean mu dheireadh airson oileanaich agus buidhnean tràth-bhliadhnaichean.
5.1.2	Tha na molaidhean a thaobh buidseat taobh a-staigh an airgid a tha air fhàgail anns na loidhnichean-bhuidseat, no le eòlas gum bi airgead bho loidhnichean eile ri fhaighinn airson taic a bharrachd a thoirt seachad (gu sònraichte airson sgeama Tabhartasan Tràth-bhliadhnaichean).
5.2	Buidhean air Luchd-obrach
	Bidh luchd-obrach a tha an sàs ann an tabhartasan agus ann an gnothaichean foghlaim an sàs ann a bhith measadh nan iarrtasan is a bhith a' stiùireadh na h-obrach rianachd is taic do bhuidhnean aig ìre iarrtas agus tron bhliadhna.
5.3	Buidhean air Trèanadh
	Cha bhi buaidh air trèanadh luchd-obrach a' Bhùird, ach bidh an dà sgeama seo a' cur ri trèanadh feachd-obrach foghlaim Gàidhlig gu mòr.
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corpóra

5.4.1	Bidh na sgeamaichean seo a’ cur taic ris na gnìomhan a leanas bho Phlana Corporra 2018-2023 aig Bòrd na Gàidhlig:			
5.4.2	Cleachdadh na Gàidhlig <ul style="list-style-type: none"> “A’ toirt taic do bhuidhnean is daoine fa leth airson barrachd chur-seachadan, thachartasan is ghoireasan a chur air dòigh, agus feadhainn nas fheàrr, do dhaoine òga agus a’ toirt taic do dh’fheadhainn a thèid a chur air dòigh le daoine òga” (Tràth-bhliadhnaichean) “A’ cur barrachd chothroman, is cothroman nas fheàrr, air adhart far am bi teaghlaichean a’ cleachdadh na Gàidhlig anns an dachaigh aca” (Tràth-bhliadhnaichean) 			
5.4.3	Ionnsachadh na Gàidhlig <ul style="list-style-type: none"> “Ag obair còmhla ri buidhnean de phàrantan is buidhnean buntainneach gus fàs a thoirt air FtG” (Tràth-bhliadhnaichean, Foghlam) “A’ cur iomairtean air dòigh le luchd-compàirt gus barrachd taic a thoirt do theaghlaichean nuair a tha a’ chlann aca aig ìre nan tràth-bhliadhnaichean” (Tràth-bhliadhnaichean) “A’ toirt taic do luchd-compàirt gus cothroman ionnsachaidh proifeiseanta a chruthachadh is a libhrigeadh leis an amas gum bi barrachd luchd-obrach ann agus barrachd sgilean aig luchd-obrach” (Foghlam) “A’ toirt taic do chothroman dreuchdail agus ionnsachadh proifeiseanta airson luchd-obrach proifeiseanta is luchd-obrach taice a tha ag obair ann am foghlam, agus a’ dèanamh sanasachd air na cothroman is air an ionnsachadh sin” (Foghlam) 			
5.5	Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta			
	AR N-ADHBHAR		AR LUACHAN	
	Fòcas air a bhith a’ cruthachadh dùthaich nas soirbheachaile le cothroman do dh’Alba air fad soirbheachadh tro bhith a’ cur ri sunnd, agus ri fàs eaconamach 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	
	AR LUACHAN BUILEAN NÀISEANTA			
	Còraichean daonna	<input checked="" type="checkbox"/>	Clann	<input checked="" type="checkbox"/>
	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-Nàiseanta	<input type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>
5.6	Buaidhean air Cliù			
	Tha na sgeamaichean seo a’ cur ri cliù na buidhne is iad a’ cumail taic ri luchd-ùidh ann an raointean sònraichte gus Gàidhlig a leasachadh.			
5.7	Buaidhean air Slàinte is Sàbhailteachd			
	Thèid dearbhadh le buidhnean tràth-bhliadhnaichean gum bi poileasaidhean iomchaidh aca is gum bi àrachas freagarrach aca.			
5.8	Buaidhean Laghail			
	Airson gach sgeama taic-airgid aig Bòrd na Gàidhlig tha sinn ag iarraidh air luchd-iarrtais a bhith mothachail air clann a tha ann an cùram is cothroman a chruthachadh dhaibh, is tha seo mar dhleastanas oirnn fo Achd na Cloinne is nan Daoine Òga (Alba) 2004, Achd Aonachadh Co-chruinneachadh nan Dùthchannan Aonaichte air Còraichean Chloinne (Alba) 2024 agus Plana Pàrantan Corporra aig Bòrd na Gàidhlig.			
5.9	Buaidhean air Co-ionannas			
	Tha co-ionannas is Pàrantan Corporra mar phàirt àbhaisteach de dh’fhoirmichean-iarrtais Bòrd na Gàidhlig gus am bi luchd-iarrtais mothachail air na dleastanasan aca gus co-ionannas is cothroman a bhrosnachadh do chloinn a tha, no a th’ air a bhith, ann an cùram.			
5.10	Buaidhean air an àrainneachd			

Cha bhi mòran buaidh air an àrainneachd leis na pròiseactan seo, is thèid iarraidh air buidhnean/daoine a bhith mothachail air seo is na ceumannan a mhineachadh a bhios iad a' gabhail airson na buaidh aca a' lùghdachadh.
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A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	07/05/2024
Àite:	Air MS Teams
Nì a' Chlàir-ghnothaich	3.2

Tìotal a' Phàipeir	PGR009 E02 Plana Gàidhlig Comhairle Baile Dhùn Èideann	
Moladh do Bhuill	Airson Aontachadh	
Neach labhairt:	Iain Mac a' Mhaoilean, Stiùiriche Leasachaidh	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba Stiùiridh	29/04/2024	Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 – PGR009 E03 Plana Gàidhlig Comhairle Baile Dhùn Èideann	
1.0	Adhbhar	
1.1	A' sireadh aonta air plana reachdail fo Achd na Gàidhlig (Alba) 2005.	
2.0	Cùl-fhiosrachadh	
2.1	Geàrr iomradh air adhartas le E02 – Comhairle Baile Dhùn Èideann	
2.2	Tha Comhairle Baile Dhùn Èideann air adhartas a dhèanamh le bhith a' leasachadh mothachadh na Gàidhlig san àite-obrach. Thairis an dàrna eagan den phlana aca, tha a' Chomhairle air goireasan a' cruthachadh is seiseanan a chur air dòigh gus fàs a thoirt air ionnsachadh a' chànain san àite-obrach. Tha e cudromach gun lean a' Chomhairle orra le bhith a' brosnachadh na goireasan seo agus gan leasachadh thar an eagan den phlana aca.	
2.3	Thathar air adhartas a dhèanamh le bhith ag obair ann am com-pàirteachas le buidhnean poblach eile a tha stèidhichte ann an Dùn Èideann tron a' phròiseict Capital Gaelic. Tha adhartas air a bhith ann a thaobh a' cur deagh ìomhaigh air adhart airson na Gàidhlig tron duilleag Facebook Capital Gaelic agus le bhith a' toirt taic dhan Bhuidhinn Ùidh Ghàidhlig Choimhearsnachd. Tha e air leth cudromach gun lean a' Chomhairle orra le bhith ag obair ann an com-pàirteachas tro Capital Gaelic gus fàs a thoirt air cleachdadh agus ionnsachadh na Gàidhlig san sgìre.	
2.4	Tha Comhairle Baile Dhùn Èideann air adhartas a dhèanamh sna tràth-bhliadhnaichean le bhith a' fastadh Oifigear Leasachaidh sna Tràth-bhliadhnaichean (FtG) gus co-thàthadh agus leantanas a leasachadh thar seirbheisean 0-5. Tha an dreuchd seo air com-pàirteachasan a mheudachadh agus a leasachadh gus leantanas agus adhartas a leasachadh mar a bhios teaghlaichean is clann a' gluasaid tro ìrean solar tràth-bhliadhnaichean.	
2.5	Tha cothroman ann do Chomhairle Baile Dhùn Èideann barrachd adhartas a dhèanamh le bhith a' dèanamh cinnteach gu bheil cultar is ealain na Gàidhlig gam brosnachadh agus gan glèidheadh gu sòisealta agus gu h-eaconamach. Tha a' Chomhairle air obair a dhèanamh gus Gàidhlig a' gabhail a-steach anns na cuairtean airson an iomairt <i>Invisible Cities</i> . Ge-tà, tha cothroman a bharrachd ann far a dh' fhaodadh a' Chomhairle a bhith a' brosnachadh cultar is ealain na Gàidhlig san sgìre.	
2.6	Tha cothroman ann do Chomhairle Baile Dhùn Èideann barrachd adhartas a dhèanamh le bhith a' brosnachadh agus a' toirt taic gu foghlam inbheach sa bhaile. Tha a' Chomhairle air beagan adhartas a dhèanamh thar na bliadhnaichean tro Capital Gaelic ach tha cothroman ann fhathast gus seo a leasachadh san ath-eagan den phlana aca.	
3.0	Prìomh Aithris/Fiosrachadh	

3.1	Chaidh measadh a dhèanamh air an dreachd phlana seo le Bòrd na Gàidhlig. Thug an Sgioba-stiùiridh sùil mhionaideach air a' phlana agus mhol iad atharrachaidhean.		
3.2	Ghabh Comhairle Baile Dhùn Èideann ri molaidhean an Sgioba-stiùiridh.		
3.3	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.		
3.4	Thathas a' moladh gun tèid aontachadh ris a' phlana seo.		
4.0	Moladh		
4.1	Aire a thoirt don fhiosrachadh ann am PT1.		
4.2	Aonta a chur ris na dreachd phlana ann am PT1.		
5.0	Prìomh Bhuidhean Ro-innleachdach		
5.1	Buidhean air Ionmhas		
	Cha bhi buaidh air ionmhas.		
5.2	Buidhean air Luchd-obrach		
	Cha bhi buaidh air luchd-obrach.		
5.3	Buidhean air Trèanadh		
	Cha bhi buaidh air trèanadh.		
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra		
	Tha dlùth cheangal ann eadar am plana reachdail seo agus a bhith a' cur air adhart cleachdadh, ionnsachadh agus ìomhaigh na Gàidhlig gu nàiseanta.		
	Bidh am plana seo a' cur air adhart na trì amasan anns a' Phlana Chorporra aig Bòrd na Gàidhlig.		
5.5	Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta		
	AR N-ADHBHAR		AR LUACHAN
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmach agus 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
	AR LUACHAN BUILEAN NÀISEANTA		
	Còraichean daonna	<input type="checkbox"/>	Clann <input checked="" type="checkbox"/>
	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan <input checked="" type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn <input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-Nàiseanta <input type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh <input checked="" type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach		<input type="checkbox"/>
5.6	Buidhean air Cliù		
	Cha bhi buaidh air cliù.		
5.7	Buidhean air Slàinte is Sàbhailteachd		
	Cha bhi buaidh air slàinte is sàbhailteachd.		
5.8	Buidhean Laghail		
	Tha am pròiseas seo stèidhichte air na dleastanasan reachdail aig Bòrd na Gàidhlig gus Achd na Gàidhlig (Alba) 2005 a chur an gnìomh.		
5.9	Buidhean air Co-ionannas		
	Chan eil buaidh dhìreach air co-ionannas tron phlana seo ach bidh oifigearan a' Bhùird a' cumail sùil air cùisean co-ionannachd mar phàirt den phròiseas dearcnachaidh ann an co-bhonn leis an ùghdarras seo.		
5.10	Buidhean air an àrainneachd		
	Cha bhi buaidh air an àrainneachd.		

The City of Edinburgh Council



Draft Gaelic Language Plan

2024-29



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

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Executive Summary

Under the Gaelic Language (Scotland) Act 2005, the City of Edinburgh Council has a statutory obligation to support Gaelic through the development of a Gaelic Language Plan to help ensure that Gaelic continues to thrive. This is the Council's third plan, setting out the next phase of work to promote Gaelic and increase its learning and use in Edinburgh.

The plan builds on the extensive progress made in Edinburgh since 2012 when the first plan was published. Progress has included:

- Improving the quality and provision of Gaelic Medium Education (GME) from early years to senior phase.
- Promoting and embedding the Gaelic language and culture within the Council and externally throughout the city through signage on key buildings and historic graveyards, a wide range of cultural events and the development of career opportunities.
- Strengthening partnership across the city through the Capital Gaelic project, led by the Council in partnership with the National Library of Scotland.

The third plan seeks to build on the progress made, focussing on:

- Continuing to develop high quality Gaelic Medium Education 0-18, aligned to national guidance, the aims and vision of Edinburgh Learns for Life and the Edinburgh Imperatives: people, curriculum and inclusion, which form the Council's strategic framework for Education, and shaped by stakeholder participation.
- Embedding Gaelic language education in schools through the development of learning and teaching resources for all schools (in line with the Scottish Government's 1+2 Approach to language learning).
- Extending engagement with Gaelic through opportunities for adult and family learning and cultural activity – open to everyone.
- Continuing to develop the cultural, social and employment opportunities which are needed for Gaelic to flourish beyond the classroom, supported by the Capital Gaelic network and wider partnership working.

The plan clarifies the Council's position on GME schools, which is to focus on the learner experience. It also states that the actions in the plan are dependent on continued specific financial support from the Scottish Government and Bòrd na Gàidhlig.

Foreword

The City of Edinburgh Council is committed to supporting and growing the use of Gaelic amongst our staff, our communities, in our schools and in our wider culture.

As Scotland's capital city, Edinburgh has a special responsibility to nurture and help cultivate the Gaelic language. Gaelic is an integral part of our shared heritage and national identity, a unique and essential feature of Scotland's rich cultural tapestry.

Our approach to developing and delivering our Gaelic Language Plan (GLP) is underpinned by the principles of Gaelic having equal respect to English, and of making an active offer of our Gaelic services to our employees and the public. Delivery will continue to be progressed in keeping with the city's wider '2050 Edinburgh City Vision' which states that Edinburgh aspires to be a connected, inspired, fair and thriving city. The Gaelic language and Gaelic communities are an integral part of this vision.

Over the life of our last Gaelic Language Plan, the Council has continued to make strong steps towards a more vibrant and visible Gaelic language and culture. We have continued to deliver high-quality Gaelic Medium Education (GME)-from early years, through primary and on to high school, meeting the challenges of Covid and then supporting staff teams, families and learners to move forward beyond the pandemic. Provision for GME has expanded and improved considerably over the life of the first and second iterations of our GLP.

We have continued to work towards a sustainable future for Gaelic across the city and have benefited greatly from a dedicated post, which was part funded by Bòrd na Gàidhlig, bringing knowledge, expertise and creativity to greatly boost the visibility of Gaelic in the city. This created the foundations for Capital Gaelic, a partnership with the National Library of Scotland, working together with partners across the city to embed Gaelic as a vibrant part of life in Edinburgh for the benefit of citizens and visitors.

This plan will be delivered with the leadership of elected members and the support and dedication of council staff. Importantly we will also look for every opportunity to increase the visibility and support for Gaelic in our wider communities.

While recognising that this plan will be implemented in a time of the widely documented challenge to public sector finances, over the next five years, we will work alongside our Gaelic communities and an increasingly diverse range of partners and organisations to deliver a vibrant and sustainable approach to Gaelic language and culture in the city.

Councillor Cammy Day, Chair of the Gaelic Implementation Group

Andrew Kerr, Chief Executive

Introduction

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

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

This is the City of Edinburgh Council's third Gaelic Language Plan. It sets out the high level aims and actions for the next five years, in line with the National Gaelic Language Plan, to ensure the sustainable future of Gaelic and to:

- Increase the use of Gaelic
- Increase the learning of Gaelic
- Promote a positive image of Gaelic.

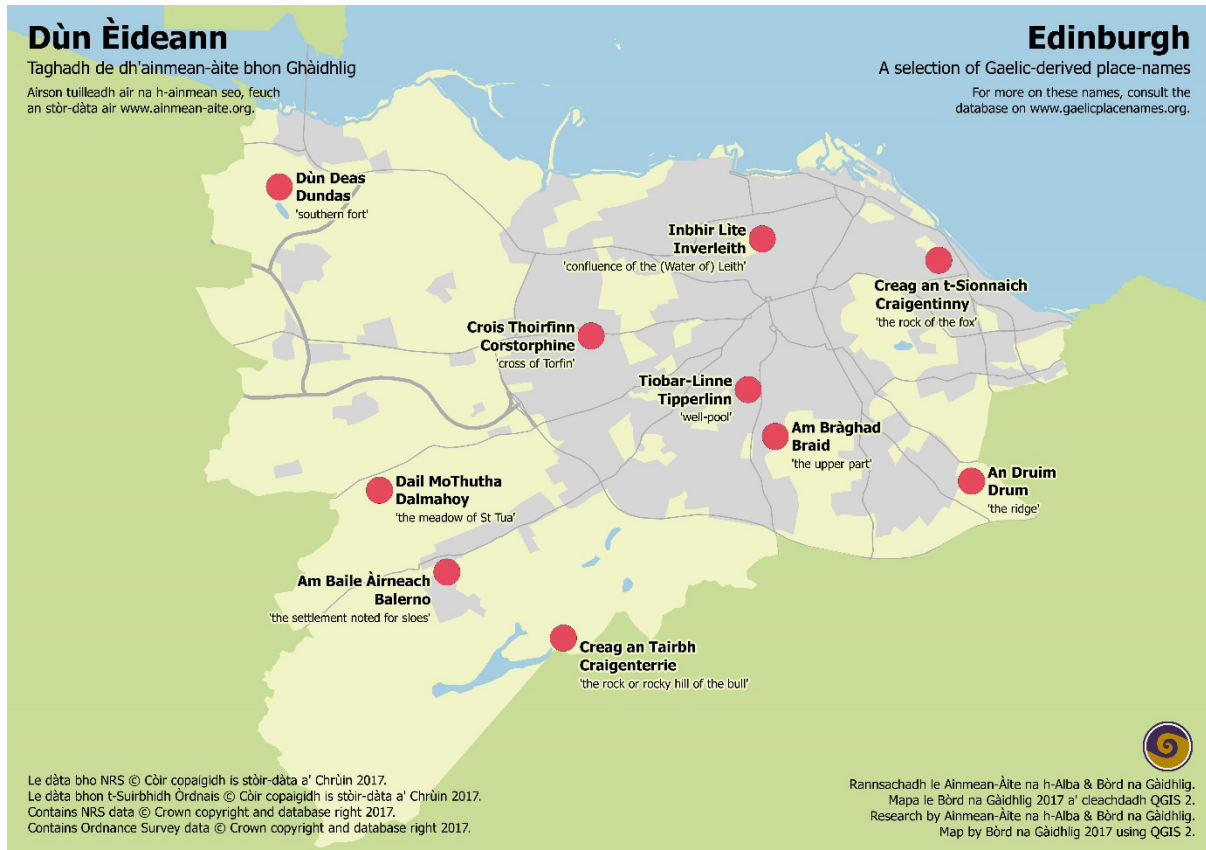
This GLP aligns with the key priorities of the [City of Edinburgh Council Business Plan](#), which are to :

- Create good places to live and work in Edinburgh
- Take all the local actions needed to end poverty in Edinburgh, and
- Work to deliver a net zero city by 2030.

The GLP also aligns with the city's wider '2050 Edinburgh City Vision' which states that Edinburgh aspires to be a connected, inspired, fair and thriving city; and with the aims and vision of Edinburgh Learns for Life and the Edinburgh Imperatives: people, curriculum and inclusion. These form the Council's strategic framework for Education, of which the Gaelic language and Gaelic communities are an integral part.

Gaelic in Edinburgh

As Scotland's capital city, Edinburgh has a special responsibility to nurture and help cultivate the Gaelic language and culture. Gaelic is an integral part of our shared heritage and national identity and is a unique and essential feature of Scotland's rich cultural tapestry. Edinburgh has played a key role in Gaelic life for centuries with many place names having Gaelic origins. For example, Craightinny comes from the Gaelic Creag an t-Sionnach which means the rock of the fox. Further details of Gaelic in Edinburgh are available from [this link](#) to a page on the Forever Edinburgh website.



Key principles

The City of Edinburgh Council is committed to the following principles in the development and delivery of this plan:

Equal Respect

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.

Active Offer

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 language services.

Normalising

We recognise that the normalisation, or mainstreaming, of Gaelic as part of the day-to-day fabric of modern Scottish life is key to sustaining and growing the Gaelic language and associated culture, and we will ensure that opportunities for the public and our staff to use Gaelic are normalised, in support of the National Gaelic Language Plan's aims.

Consultation Findings

The Act requires public authorities to consult on their draft Gaelic Language Plan before submitting it to Bòrd na Gàidhlig.

The Council consulted on a draft of the 2023-2028 plan on the Consultation Hub for a six week period alongside two sessions with key stakeholder groups, one in person and one online. There were 83 responses to the online survey: 77 from individual citizens and 6 from organisations/community groups; and an additional email response.

There was overall agreement that the priorities set out are the right ones. Other priority areas identified include:

- Ensure there is sufficient planning and a robust strategy to support GME sustainability and development; and expansion of provision from early years onwards
- Extend and promote priorities to the non-Gaelic community to increase awareness, interest and engagement, and make Gaelic more inclusive
- Improve adult education and boost employment opportunities
- Meaningful and transparent engagement with Gaelic community.

Similarly, there was overall agreement that the actions set out are the right ones. Other actions which respondents would like to see include:

- Improving education staff recruitment, training, development and retention
- Embedding Gaelic language across the English medium curriculum, widening access to all pupils
- Improve engagement with parents and school communities
- Improve employment pathways
- Improve Gaelic signage
- Provide more financial commitment.

Further details are provided in Appendix 2.

Strong foundations

This GLP sets out ambitions and plans for the next phase of embedding and promoting Gaelic in Edinburgh to ensure that it has a thriving future.

Its key aims are to have strong and effective Gaelic Language Education and importantly, the opportunity to use and learn about the language and culture beyond the classroom, so that Gaelic becomes more relevant, accessible and interesting for the whole population.

The plan continues to build on the progress made since 2012, when the first plan was published.

Progress made in Gaelic Medium Education (GME) includes:

- Improved and increased **early years GME** provision (for children aged 0-5 years) through Scottish Government-funded Early Learning and Childcare, including engagement with partner providers to increase capacity; the creation of a dedicated Development Officer post, part funded by Bòrd na Gàidhlig, to support improvement and alignment across early years services.
- Improvement of the **learning estate** including the creation of additional capacity and enhancement to acoustics within the primary school building; transition to the GME base at the refurbished Darroch campus; the creation and recruitment to dedicated GME Secondary Deputy Head Teacher (DHT) post; and securing of additional Scottish Government capital funding for IT, science equipment and a nurture base.
- Ongoing expansion of the **GME curriculum offer** across our provision, within the Broad General Education (in this context, from primary 1 to S2) and into the senior phase.
- Provision of career-long **professional learning** opportunities for school teams.
- Development of partnership work to enhance and extend **immersion for learners** and to maximise opportunities for meaningful engagement with Gaelic language and culture within and beyond the classroom.

Progress in promoting and embedding Gaelic language and culture within the Council and beyond includes:

- Continuing to **support Council staff and Elected Members** with the learning and use of Gaelic across the Council, including the language, history and culture.
- **Increasing the visibility of Gaelic** in a range of ways, including external signs (e.g. historic graveyard sites, Meadowbank Sports Stadium and the new Castlebrae Community Campus); two exhibitions held at the City Art Centre ([William McLean](#) and [Donald Smith](#)) which the Capital Gaelic Development Officer (CGDO) developed links with JGHS so that pupils had the opportunity to visit and engage; and group visits with advance Gaelic language learners.
- Working with partner organisations (including the National Library of Scotland, National Museum of Scotland, National Galleries of Scotland, Edinburgh University and Edinburgh Local Mòd to deliver a **programme of Gaelic events and exhibitions**, again involving the Gaelic community and GME pupils.

- Continuing to promote **Gaelic in tourism**, working with Invisible Cities to develop a “Gaelic in Edinburgh” tour and with Visit Scotland as a member of their Gaelic Implementation Group
- Continuing to develop **career opportunities** for GME pupils, for example, the Young Female Leadership Programme, involving the National Library of Scotland, James Gillespie’s High School and supported by Baillie Gifford. In addition, we are contributing to the development of routes into Foundation Apprenticeships as part of city-wide collaborative work with schools and external partners.

A major development has been the Capital Gaelic project, in partnership with the National Library of Scotland, and part funded by Bòrd na Gàidhlig. The project, initially funded for one year, started in late 2021, aims to bring a co-ordinated and creative partnership approach to embedding Gaelic as a vibrant part of life in Edinburgh for the benefit of citizens and visitors. By building partnership working across the public bodies in Edinburgh, it aligns with the aims and ambitions of the Gaelic Language Act. See Appendix 4.

Further details of progress to date are available in the Council’s annual reports to Bòrd na Gàidhlig. The most recent progress report is available [here](#).

The next phase: 2024-29

The two key aims of the next phase of our Gaelic Language Plan for 2023-28 are:

- Continuing to develop high quality Gaelic Language Education for 0-18 years
- To develop the cultural, social and employment opportunities which are needed for Gaelic to flourish for the benefit of everyone living, working or visiting the city.

Our overarching vision for education is that all learners experience the best quality teaching and learning. Our objectives for Gaelic Medium are clearly set out in the Gaelic Medium Education Improvement Plan. Developing the curriculum, professional learning and leadership to support this remain our most significant area of focus for achievement within the life of the plan.

The future shape and location of GME provision in the city has been under consideration for a number of years, with an options appraisal for new secondary provision initially presented to parents in January 2020. The Education, Children and Families Committee in January 2022 decided to pause plans for statutory consultation on the proposed new GME provision so that officers could undertake further pre-consultation engagement with parents and partners. This activity is underway and will inform timescales for the actions to improve GME provision wherever GME and GLE are delivered, including the Darroch annexe at James Gillespie’s High School.

At this time, no budgets are allocated in the Council’s Capital Investment Programme for either a GME primary or secondary school in Edinburgh and therefore no work on development of this project is currently being progressed. The Scottish Government

have also confirmed that they do not have funding allocated to the building of a new Gaelic school in Edinburgh.

We plan an added emphasis on bilingualism and cultural capital, which will link with languages education across our schools. Opportunities for learners to engage with Gaelic for Learners will be developed and promoted in all schools. We will introduce a Gaelic Learning Week, to coincide with World Gaelic Week, as a means of encouraging wider engagement with Gaelic language and culture across our school communities. We will conduct a thematic review of Gaelic Language Learning provision for children, families and adults as a basis for future planning and development across the life of this plan.

Building cultural, social and employment opportunities

Education needs strong links with cultural, social and employment opportunities for Gaelic to flourish, which in turn need:

1. Meaningful opportunities for Gaelic to be used beyond classroom settings, particularly for young people. The development of youth employment opportunities for Gaelic speakers is crucial.
2. Wider knowledge, understanding and respect for Gaelic among the general population of residents and visitors to the city through increased opportunities to see, hear and use Gaelic.
3. Increased engagement with Gaelic language and culture across generations and across communities.

To support this ambition, the Council will continue to work with other public bodies across Edinburgh to build the foundations for Capital Gaelic. By collaborating and sharing resources, the Capital Gaelic network aims to increase opportunities to learn about the language and culture for as many people as possible, embedding Gaelic as a vibrant part of life in the city for the benefit of citizens and visitors.

Priorities for 2024-2029

Supporting the aims described above, the priorities for the next iteration of the Council's Gaelic Language Plan are summarised below. Details of the actions to support these, including timescales, are described in the implementation plan, shown in [Appendix 1](#).

1. Using Gaelic

- Ensure that children and young people in GME develop a strong sense of Gaelic culture and community, linked to the ethos, vision and aims of their schools:
 - Review the school aims and vision
 - Develop and enhance partnerships and networks
- Provide activities outside school for learners and families to engage actively with Gaelic language and culture, linked with the Capital Gaelic project:
 - Work with our school communities, Spòrs Gàidhlig, Commun na Gàidhlig, Ionad Gàidhlig Dhùn Èideann and Fèis Dhùn Èideann to create opportunities for learners to participate in collaborative activities through the Gaelic language
- Actively support the development of a Gaelic centre
- Continue to improve engagement with Gaelic communities
- Develop links with employment opportunities.

2. Learning Gaelic

- Continue to improve the quality of provision of GME from 0-18 in line with national guidance and shaped by stakeholder participation, which includes the voices of children and young people:
 - Continue to strengthen our 0-3 Croileagan provision and our 0-5 provision
 - Engage in a Learner-led Consultation Programme
 - Continue to implement our GME Improvement Plan
 - Continue to consider the best way to expand provision of GME at secondary level
- Undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic medium and Gaelic learner education:
 - Continue to support early bilingualism and language learning and connect with other minority language groups
 - Carry out a thematic review of provision for Gaelic Learner Education for children in schools, families and adult learners
 - Create and promote teaching and learning materials for Gaelic Learner Education
 - Continue to offer Gaelic awareness and Gaelic language courses for Council staff
 - Continue to support opportunities for parents to improve their Gaelic speaking.

3. Promoting Gaelic

- Increase awareness, interest and take up of Gaelic opportunities for all ages:
 - Continue to develop and embed the Capital Gaelic project with key partners across the city

- Work with stakeholders to identify how best to tap into Gaelic expertise in Edinburgh
- Promote opportunities to use and learn about Gaelic language and culture.

The implementation plan, shown in [Appendix 1](#), gives details of the actions which will support these aims.

Resourcing the plan

Funding for all aspects of the GLP comes from a variety of sources, and the actions set out in the plan are dependent on continued specific financial support from the Scottish Government:

- Education per capita funding for schools
- Rising rolls funding for schools
- Scottish Government Grant (annual)
- Additional capital funding from the Scottish Government
- Grants from Bòrd na Gàidhlig to support specific posts and projects.

Publishing and Publicising the Plan

Internal

Council staff will be informed of the publication of the new plan through the Council's intranet, managers' updates and internal Newsbeat platform, which is also used to let staff know about opportunities to build their knowledge and awareness of the language and culture.

External

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

- issue a bilingual press release announcing the plan
- publicise the plan through a variety of social media platforms including LinkedIn and the Gaelic Facebook page
- send links to the published plan to arms-length organisations and other third-party organisations, as part of our engagement with them to support its implementation
- send links to the published plan to key stakeholders in the public, private and third sectors; and to relevant Gaelic organisations and other interested bodies.

Implementation and monitoring

The implementation of the Gaelic Language Plan 2023-27 will be overseen by the Gaelic Implementation Group (GIG), which comprises Elected Members, Council officers and key stakeholders and representatives from the Gaelic community. It meets on a quarterly basis to consider progress and to identify priorities for further action.

Monitoring of GME is detailed in the GME Improvement Plan and is overseen by the Bòrd Ionnsachaidh na Gàidhlig.

The Gaelic Language Plan in the Public Authority

Overall responsibility for the plan

The Executive Director of Corporate Services has overall responsibility for preparation, delivery and monitoring of The City of Edinburgh Council's Gaelic Language Plan. They can be contacted as follows:

Dr Deborah Smart
Executive Director, Corporate Services
The City of Edinburgh Council
4 East Market, EDINBURGH, EH8 8BG
0131 529 482; Deborah.smart@edinburgh.gov.uk

The Lead Officer, Policy and Insight and the Senior Development Officer for Languages and Gaelic Education have day-to-day responsibility for the delivery and monitoring of the Council's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

Eleanor Cunningham
Lead Policy Officer, Corporate Services
The City of Edinburgh Council
4 East Market, EDINBURGH, EH8 8BG
0131 553 8220; eleanor.cunningham@edinburgh.gov.uk

Bethan Owen
Senior Development Officer for Languages and Gaelic Education
Children, Education & Justice Services
The City of Edinburgh Council
4 East Market, EDINBURGH, EH8 8BG
0131 469 3039; bethan.owen@edinburgh.gov.uk

Appendix 1. Implementation Plan

Priority 1. Using Gaelic

1.1 Ensure that children and young people in Gaelic Medium Education (GME) develop a strong sense of Gaelic culture and community, linked to the ethos, vision and aims of their schools.

This will be delivered through our Gaelic Medium Education (GME) Improvement Plan [see Appendix 3]. Actions will be taken forward in collaboration with partners, including Comunn na Gàidhlig.

	Actions	Lead
1.1.1	<p>In line with Edinburgh Learns for Life and national guidance, revisit and update school aims and vision in consultation with learners and families so that:</p> <ul style="list-style-type: none"> • The ethos and identity of our Gaelic learning communities is strengthened and celebrated. • All learners and families within our GME communities feel equally valued, respected and included, in line with the UNCRC and Equality Act 2010 • Awareness of the benefits of bilingualism are understood, recognised and celebrated by our learners, their families and throughout wider school communities • Gaelic learning becomes more visible and prominent across our schools' learning communities. <p>Timescale: Year 1 and revisit throughout the life of the plan.</p>	Children, Education & Justice Services (CEJS)
1.1.2	<p>Develop and enhance partnerships to support improvement in:</p> <ul style="list-style-type: none"> • Gaelic language skill and confidence (learners, staff, families) • Learners' ability to use Gaelic in a range of situations within and outside school 	CEJS

	Actions	Lead
	<ul style="list-style-type: none"> • Approaches to teaching through Gaelic (Immersive pedagogy, for staff) • Understanding of and engagement with Gaelic culture (learners, staff, families) • Curriculum development and pathways to enhance learner experience for all groups in our GME cohorts, aligned to needs and interests of children and young people • Wider achievement activity • Connecting with Gaelic communities to enhance intergenerational activity. <p>We will do this by:</p> <ul style="list-style-type: none"> • Ongoing audit and evaluation of existing partnerships and their impact, in consultation with school communities which will allow us to measure impact in terms of: <ul style="list-style-type: none"> ○ Levels of participation ○ Enhanced use of Gaelic language ○ Improved connection to Gaelic culture and communities. • Based on outcomes of the evaluation process we will, from Year Two be in a position to: <ul style="list-style-type: none"> ○ Scope out opportunities to adapt, extend and strengthen existing partnerships ○ Identify potential new partnerships through links with communities and local/national/international networks ○ Develop a Framework for Partnership. • Developing an improved communications strategy for schools, including with GME parents, as per action in GME Improvement Plan (see Appendix 3); as part of the development of the strategy, we will explore options for sound files for people who are visually impaired. <p>Timescale:</p>	

	Actions	Lead
	<ul style="list-style-type: none"> • Year 1: Audit and evaluation of partnerships will take place at the beginning and end of academic session; pilot and evaluate communications strategy • Year 2: Respond to audit findings and develop the framework • Year 3: Framework in place. 	
1.1.3	<p>Establish and strengthen supportive networks including partnerships with local authorities and national bodies and organisations through active participation in:</p> <ul style="list-style-type: none"> • Gaelic Local Authority Network (GLAN) • Cabinet Secretary’s Faster Rate of Progress network (FROP) workstreams: Recruitment and Retention of Teachers; Digital Learning and Media; Economy and Labour Market; Community Engagement; Usage and Learner Support, Participation. <p>Close collaboration with:</p> <ul style="list-style-type: none"> • Bòrd na Gàidhlig • Education Scotland • HMIE. <p>Timescale: as per 1.1.2 above and reviewed and evaluated annually as appropriate to activity and needs of learners, staff and communities.</p>	<p>CEJS</p> <p>Corporate Services (CS)</p>

1.2 Provide opportunities outside of school for using Gaelic.

<p>1.2.1</p>	<p>Linked with the Capital Gaelic project, continue to develop opportunities for rich language engagement for learners beyond the classroom, Gaelic groups in the community, and adult learner groups:</p> <ul style="list-style-type: none"> • Continue to engage with Capital Gaelic partners National Library of Scotland (NLS) and National Galleries of Scotland (NGS) to arrange opportunities for visits and projects (e.g. John Francis Campbell exhibition at the NLS, ongoing development of Gaelic glossary for the new Scottish Gallery with Taobh na Pàirce • Establish a core of at least 3 significant events and activities to be offered each year. This will coincide with Seachdain na Gàidhlig (SnaG), Local Mòd and Gaelic Schools Week • Plan responsively to develop further Capital Gaelic activity in consultation with learners, staff and communities to match evolving needs and interests. Survey with Council support to be carried out in the Gaelic community by Ionad Gàidhlig Dhùn Èideann. • Develop monitoring and evaluation to measure: <ul style="list-style-type: none"> ○ levels of participation ○ impact on breadth and volume of community links ○ increase in use of Gaelic language in a range of contexts ○ confidence in use of Gaelic language. <p>Timescale:</p> <ul style="list-style-type: none"> • Year 1 <ul style="list-style-type: none"> • Establish a core of at least 3 significant events and activities • Plan responsively to develop further activity in consultation with learners, staff and communities to match evolving needs and interests • Develop monitoring of activity and impact throughout the life of the plan, carry out an annual review and evaluation. • Throughout the life of the plan, carry out an annual review and evaluation. 	<p>CS CEJS</p>
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1.2.2	<p>Work with our school communities, other GME settings, Spors Gaidhlig and Comunn na Gàidhlig (CnaG) to create opportunities for learners to participate in collaborative activities through Gaelic language:</p> <ul style="list-style-type: none"> • Establish inter-school partnerships in the primary sector; strengthen secondary partnerships and plan a framework for collaboration, for example, a cycle trip between Edinburgh and Glasgow including the development of a “trail” for each city • Establish a core of significant events and activities to be participated in/offered each year. <p>Timescale: years 1 and 2</p>	CEJS
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1.3 Actively support the Gaelic community in their efforts to develop a Gaelic centre, linked to GME provision, through close partnership with the Gaelic language community in the city.

1.3	<p>The CGDO, as a member of the committee, will support Ionad Gàidhlig Dhùn Èideann to develop plans for a centre for Gaelic in Edinburgh by working collaboratively with the newly appointed Ionad Officer to:</p> <ul style="list-style-type: none"> • provide advisory support in identifying opportunities to attend various Gaelic Community events/workshops to raise the status of the Ionad • support Ionad Gàidhlig Dhùn Èideann and Capital Gaelic to deliver a pop-up Ionad project during Seachdain na Gàidhlig Week 2024, to provide a glimpse of an Edinburgh Gaelic Hub of the future, including creation of a Gaelic-speaking space where the language will be spoken and heard in a natural social environment. Supported Ionad with successful funding bid to Bòrd na Gàidhlig for a community day in 2024. This day will involve support from the CGDO, the Early Years officer and other organisations within the Capital Gaelic Network. • promote engagement between Gaelic groups and enhancing the sense of a Gaelic community • Support our school settings to engage with the planning and development of the centre. <p>Timescale: Ongoing from year 1</p>	CS Place CEJS
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1.4 Continue to improve engagement with Gaelic communities to support greater involvement with GME schools.		
1.4	<p>As set out in our GME Improvement Plan and linked to the Capital Gaelic project:</p> <ul style="list-style-type: none"> • Ensure our Gaelic partnerships are fully collaborative and effective in delivering goals of increased use of and confidence in Gaelic language in a range of contexts; broadening the range of engagement with Gaelic communities. (e.g. by using information gathered through schools partnership audit) • Improve learning together through the medium of Gaelic (Parental Engagement and Involvement) • Conduct a survey of parents’ and carers’ needs and learning preferences in collaboration with School Parent Councils • Provide opportunities for parents to learn Gaelic to support their children aligned to the results of surveys, in terms of: <ul style="list-style-type: none"> ○ In-person and on-line language learning opportunities ○ Signposting to publicly available resources ○ Awareness raising events in schools. • Create a cycle of evaluation in terms of: <ul style="list-style-type: none"> ○ levels of parental engagement ○ impact on participants’ language proficiency and confidence ○ increase in levels of support parents/carers are able to give our learners. <p>Timescale: Initial survey to be carried out in Year 1 and repeated annually, aligned with an evaluation of engagement activities offered in collaboration with parents, staff and children.</p>	CEJS

1.5 Promote GME provision.

1.5	<p>Create and disseminate promotional video of GME provision to support community engagement and recruitment in schools.</p> <p>Timescale: Year 1.</p>	CEJS
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1.6 Employment opportunities.

1.6	<p>Ensure learners have opportunities to link their skills in Gaelic language and understanding of Gaelic Culture to employment opportunities:</p> <ul style="list-style-type: none"> • Develop the range of pathways available during the senior phase, including Foundation Apprenticeships, in line with city-wide work on broadening pathways for senior pupils • Organise annual Developing the Young Workforce/Careers events for learners across the BGE and in the senior phase with partners, including employers. Evaluate the impact of these events in terms of: <ul style="list-style-type: none"> ○ Levels of participation ○ Perceptions of how useful events are to stakeholders ○ Impact on awareness of opportunities and choices made by young people and families. • Create opportunities for a range of work placements and internships (in-person and digital) to suit both needs and interests of learners and those of hosting institutions, with Capital Gaelic partners and school/0-3 settings working towards at least one opportunity with each Capital Gaelic organisation 	CEJS
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- Introduce and develop a Gaelic Language Ambassadors programme with senior phase pupils and Edinburgh University students, aligned to existing successful models employed to support language learners in Edinburgh schools and universities
- Establish an ongoing cycle of evaluation and improvement in line with evolving learner needs and interests, to measure:
 - Levels of participation
 - Impact on proficiency and confidence in Gaelic language use
 - Pupil awareness of pathways for work and study linked to GME
 - Effectiveness of model for all stakeholders.

Timescale: Year 1.

- Establish an initial working group of stakeholders in Year 1 to set out a framework across the life of the plan
- Pilot careers events and establish annual consultative stakeholder evaluation process to drive subsequent improvement over the life of the plan
- Carry out a consultation process during Year 1 to determine models for work placements and internships to be piloted in Year 2
- Establish annual consultative stakeholder evaluation process to drive subsequent improvement over the life of the plan. Pilot Language Ambassador programmes in Year 1. Establish annual consultative stakeholder evaluation process to drive subsequent improvement over the life of the plan.

Priority 2. Learning Gaelic

<p>2.1 Continue to improve the quality of provision of Gaelic Medium Education (GME) from 0-18 in line with national guidance and shaped by stakeholder participation, which includes the voices of children and young people.</p>		
2.1.1	<p>Continue to strengthen our 0-3 Croileagan provision and extend reach across city:</p> <ul style="list-style-type: none"> • Extend choice and range of activity on offer citywide including the range of pop-up sessions, including pop-up sessions hosted by local libraries, botanic gardens, etc. • Strengthen use of digital to provide more support for home learning • Continue to audit provision and survey parents. <p>Timescale: Year 1 and annual review/evaluation.</p>	CEJS
2.1.2	<p>Improve cohesion of 0-5 provision, including with our partner provider, by:</p> <ul style="list-style-type: none"> • Developing a Strategic Improvement Plan for 0-3 services, linked to EY Improvement Planning and local/national priorities • Creating shared professional development opportunities in Gaelic, where possible and appropriate • Co-creating linked curriculum frameworks across 0-5 services • Ensure continued support from the Quality Improvement Team. <p>Timescale: Developed Year 1 and reviewed and evaluated annually.</p>	CEJS
2.1.3	<p>Support strategic improvement and development of GME through stakeholder engagement in a Learner-led Consultation Programme.</p> <p>Timescale: Year 1.</p>	CEJS
2.1.4	<p>As set out in our GME Improvement Plan (See Appendix 3), our main authority and school actions will develop provision across the key themes of:</p> <ul style="list-style-type: none"> • Leadership and management of staff 	CEJS

	<ul style="list-style-type: none"> • The Curriculum • Transitions • Partnerships. <p>Timescale: Annual evaluation and review of plan; further three-year iteration of plan will be developed following the learner-led consultation process and will be in place for academic year 2024-2025.</p>	
2.1.5	<p>The Council will continue to engage with the Scottish Government, the Gaelic community in Edinburgh and other stakeholders to consider the best way to ensure that we have the capacity to accommodate evolving demand for GME based on analysis of relevant data.</p> <p>Timescale: Ongoing throughout the life of the plan.</p>	CEJS

<p>2.2 Undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic Medium and Gaelic Learner Education to Council residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education.</p>		
2.2.1	<p>Continue collaborative working with organisations that support early bilingualism and language learning and connect with other minority language groups so that:</p> <ul style="list-style-type: none"> • The benefits of bilingualism are widely understood, recognised and celebrated • The methodology that underpins GME is better understood by learners and families. <p>We will:</p>	CEJS

	<ul style="list-style-type: none"> Ensure events highlighting bilingualism are included in the programme of engagement events for families and wider communities. <p>Timescale: Initial series of events to be planned in Year 1 and reviewed and adapted annually, according to need of learners and families.</p>	
2.2.2	<p>Carry out a thematic review of provision for Gaelic Learner Education for children in schools, families and adult learners to evaluate current provision and inform improvement planning so that engagement with learning Gaelic is enhanced. This will enable us to ensure that Gaelic is offered in a greater number of primary and secondary schools.</p> <p>Timescale: Year 1.</p> <p>Early Years Officer and Capital Gaelic Development Officer to offer Gaelic awareness to staff and pupils at all schools and early years centres with new or refreshed bilingual signage. Ongoing support for staff who wish to introduce some Gaelic to Early Years settings will be offered.</p> <p>Timescale: 2025 onwards.</p>	CEJS
2.2.3	<p>Create and promote teaching and learning materials for Gaelic Learner Education including training for teachers and tutors:</p> <ul style="list-style-type: none"> Initial roll-out of resources <p>Timescale: Year 1.</p> <ul style="list-style-type: none"> Refresh promotion and support for schools to engage with resources. <p>Timescale: Annually in May and August throughout life of plan.</p>	CEJS
2.2.4	<p>Continue to offer Gaelic awareness and Gaelic language courses for Council staff and all funding Capital Gaelic Network partners, weekly throughout the year.</p> <p>Timescale: Year 1 from September 2023, reviewed and adapted annually to meet staff requirements.</p>	CS

2.2.5	<p>Continue to support opportunities for parents to improve their Gaelic speaking through working with the Council’s Education and community learning and development teams including:</p> <ul style="list-style-type: none"> • Signposting resources and external opportunities through school and Council websites, social media and school communications, and Parent Councils. <p>Timescale: Initial identification, evaluation, selection and signposting of resources in Year 1, to be reviewed and adapted annually, according to the needs of learners and families, and evolution of available resources.</p>	CEJS CS
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2.3 Opportunities to learn about the language and culture		
2.3.1	<p>Continue to provide opportunities for staff to learn about the Gaelic language and culture:</p> <ul style="list-style-type: none"> • Continue to provide weekly term-time ‘Gaelic Lunch and Learn’ for staff and all funding Capital Gaelic partners • Continue to support Elected Members (EMs) by providing one awareness-raising session each year; plus support EM requests for brief translations • Annual promotion of the eLearning module and YouTube course (2020) • Continue to support the staff community group (across Capital Gaelic organisations) – Gaelic Phrase of the Week, and quarterly social meetings. <p>Timescale: Year 1, reviewed and adapted annually to meet staff requirements.</p>	CS
2.3.2	Continue to provide opportunities for adults to learn and use the language:	CS

	<ul style="list-style-type: none">• Adult class run by the Council – continue efforts to provide evening classes (dependent on uptake and the availability of a tutor)• Promote existing resources for language learning and use on the Capital Gaelic Facebook page (there are lots of existing opportunities to learn and use the language (See Appendix 4))• Capital Gaelic staff support Cofaidh and Cabadaich (Coffee and Chat) groups, hosted by Edinburgh University. <p>Timescale: Annual assessment of offer and resources available to fit level of interest.</p>	
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Priority 3. Promoting Gaelic

<p>3.1 Embedding Capital Gaelic</p>	<p>Work with Capital Gaelic Network members, BnaG and SG to explore ways to further develop Capital Gaelic as a sustainable brand.</p> <p>Timescale: Years 1 and 2.</p>	<p>CS CEJS</p>
<p>3.2 Developing Capital Gaelic</p>	<p>Continue to develop and sustain effective partnerships with a range of stakeholders, working together to deliver the aims of the Capital Gaelic Project, including identifying opportunities for collaboration and sharing knowledge and expertise:</p> <ul style="list-style-type: none"> • Commit to a Capital Gaelic-led community event during Seachdain na Gàidhlig (World Gaelic Week 2024) with opportunities for Gaelic projects and organisations across the city to come together to develop networking and explore opportunities for collaboration • Reconvene Capital Gaelic Facebook steering group to review progress which aims to provide a one-stop-shop for finding out about Gaelic activity and events • Identify opportunities through Comann Oifigearan Na Gaidhlig Albannaich (Scottish Gaelic Officers Group) for collaboration with national partners to build capacity and share expertise. <p>Timescale: Year 1.</p> <ul style="list-style-type: none"> • Develop a co-ordinated programme of Gaelic cultural or arts events such as the inaugural Seachdain na Gàidhlig and Edinburgh Local Mòd. <p>Timescale: Year 1.</p>	<p>CS CEJS</p>

<p>3.3 Promoting opportunities</p>	<p>Develop a communication strategy to ensure that people are aware of the opportunities to use and learn about Gaelic language and culture.</p> <p>As part of this work, we will ensure that information is available in formats to suit all groups of people, including exploring options for sound files for people who are visually impaired.</p> <p>Timescale: Year 1.</p>	<p>CS CEJS</p>
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Standard Corporate, Staffing and Corpus Aims

The section below summarises progress with the standard corporate, staffing and corpus aims. Further details of progress are provided in our latest annual progress to Bord na Gaidhlig for 2021-22, which forms Appendix 2 of a [report to the Council's Policy and Sustainability](#) in March 2023.

Corporate Services Aims	Current practice, actions needed and timescales	Lead
<p>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.</p>	<p>We have committed to doing this but there is no renewal planned at present.</p>	<p>CS</p>
<p>Signage will include Gaelic and English as part of any renewal process.</p> <p>Increase the use of Gaelic signage in key Council sites.</p>	<p>There is an agreed approach to including Gaelic in new and replacement signs on main Council buildings, especially where there is high footfall (main entrance signs only).</p> <p>The Council will review current guidance with a view to extend the scope and scale of implementation of Gaelic</p>	<p>All Directorates</p>

Corporate Services Aims	Current practice, actions needed and timescales	Lead
	<p>signage and to increase awareness of staff of their responsibilities to deliver this ambition.</p> <p>Timescale: Year 1 for review.</p>	
<p>Communication in Gaelic: increase the amount across media.</p>	<p>Bi-monthly meetings will be introduced with key stakeholders from service areas and the Communications Team to identify opportunities to provide reports, posts and news articles in Gaelic over the subsequent two months.</p> <p>Explore opportunities for learners to create content.</p> <p>Timescale: Introduce in Year 1.</p>	<p>CS, CEJS</p>
<p>Promotion: positive messages that communication from the public in Gaelic is always welcome are regularly repeated.</p>	<p>This is well-embedded in the Gaelic schools, where it is most relevant; and several Corporate staff use the BnaG “happy to communicate” footer on emails.</p>	<p>CEJS</p>
<p>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>This is in place. No further actions are needed.</p>	<p>CEJS CS</p>
<p>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. If there are not staff</p>	<p>This is in place in key locations (Bun-sgoil Taobh na Pàirce and Àrd-sgoil Sheumais Ghilleasbuig (James Gillespie’s High School). No further actions are needed.</p>	<p>CEJS</p>

Corporate Services Aims	Current practice, actions needed and timescales	Lead
available to deliver this, capacity will be built through training and recruitment.		
Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted. In those geographical locations in which the percentages or numbers of Gaelic speakers is greater, working towards this will be expected as standard.	Opportunities tend to relate to school events; translation resources would be required.	CEJS
High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.	News releases related to Gaelic are routinely issued in both languages. A quarterly planning meeting will be introduced to support this.	CS
Gaelic content distributed regularly through social media , working towards fully bilingual social media.	This is progressing through Capital Gaelic Facebook Page and the Early Years Services.	CS CEJS
Gaelic content should be available on the public authority's website , with emphasis given to the pages with the highest potential reach, working towards fully bilingual website in those geographical locations in which the percentages or numbers of Gaelic speakers is greater, speakers in the community, this will be expected as standard.	In progress e.g. May 2021 - Gaelic version of school term dates; a Capital Gaelic page will be developed for the Council's website. Benchmarking planned to identify good practice in other areas and consider options for Edinburgh.	CS CEJS
Corporate Publications: produced in Gaelic and English, with priority given to those with	The GLP will be produced in Gaelic and English.	CS

Corporate Services Aims	Current practice, actions needed and timescales	Lead
the highest potential reach and impact.	Consideration will be given to other documents, depending on relevance.	
A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.	The CGDO provides the necessary advice on ensuring that the quality and accessibility is high, with external support sought as required.	CS
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.	This is done as part of the role and activity of the Capital Gaelic project.	CS
STAFF		
Internal audit: Conduct an internal audit of Gaelic skills and training needs through the life of each edition of the plan.	Council-wide staff survey undertaken November 2020. An update for key service areas will be undertaken in the first year of this plan.	CS CEJS
Knowledge of the public authority's Gaelic Language Plan and training opportunities are embedded in new staff inductions .	Complete: this was introduced in March 2019.	CS
Gaelic language skills training and development, delivered to staff, particularly in relation to implementing the public authority's Gaelic Language Plan.	We continue to offer Gaelic awareness and Gaelic language courses for front line staff.	CS
Using Gaelic: Staff are encouraged to use Gaelic in their work.	This is done in key areas (schools and early years).	CS

Corporate Services Aims	Current practice, actions needed and timescales	Lead
		CEJS
<p>Awareness training: Gaelic awareness training delivered, with priority given to senior staff, other key decision makers and staff dealing directly with the public.</p>	<p>The CGDO supports this by delivering:</p> <ul style="list-style-type: none"> • Weekly “Lunch and Learn Gaelic” sessions for staff and Elected Members • Elected Members Gaelic Awareness sessions. 	CS CEJS
<p>Recruitment: Gaelic language skills are recognised and respected within the recruitment process throughout the public authority.</p>	<p>This is part of our standard recruitment process as essential and desirable knowledge, skills and experience.</p>	CS CEJS
<p>Recruitment: Gaelic named as an essential and/ or desirable skill in job descriptions in order to deliver the Gaelic Language Plan and in accordance with the Bòrd na Gàidhlig recruitment advice.</p>	<p>This is part of our standard recruitment process as essential and desirable knowledge, skills and experience.</p>	CS CEJS
<p>Recruitment: Bilingual or Gaelic-only job adverts for all posts where Gaelic is an essential skill.</p>	<p>This is part of our standard recruitment process as essential and desirable knowledge, skills and experience.</p>	CS CEJS
<p>Gaelic Language Corpus</p>		
<p>Gaelic Orthographic Conventions: The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p>	<p>Relevant written materials comply.</p>	CS

Corporate Services Aims	Current practice, actions needed and timescales	Lead
Place-names: Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.	This is done as standard.	CS

Gaelic Language Plan 2023-28

Consultation survey results

Background

- Under the Gaelic Language (Scotland) Act 2005, the City of Edinburgh Council has a statutory obligation to support Gaelic through the development of a Gaelic Language Plan to help ensure that Gaelic continues to thrive.
- The Council shared its third plan, setting out the next phase of work to promote Gaelic and increase its learning and use in Edinburgh.
- An online survey ran alongside engagement sessions with key stakeholder groups to gather views on the draft plan.
- The survey asked respondents to give their views on proposed priorities and actions in the draft plan.

Method

- Online survey between March – May inviting the public and organisations to give their views on the draft plan.
- Promoted through social media and Gaelic networks.
- 83 responses to the online survey in total:
 - 77 from individual citizens.
 - 6 from organisations/community groups.
- One additional email response.
- The results of the survey are not representative of the Edinburgh population due to the numbers responding and the self selecting nature of the survey.
- To account for this, the online survey was carried out alongside two engagement sessions with those most likely to be impacted or with high interest.

Key findings

- Overall agreement that priorities are the right ones.
- Other priority areas include:
 - Extend and promote priorities to non-Gaelic community to increase awareness, interest, take-up, Build a sustainable GME model, Improve adult education and accessibility, improve use of Gaelic language in public/private services, make Gaelic more inclusive, meaningful and transparent engagement with Gaelic community, boost employment opportunities.
- Overall agreement that the actions are the right ones.
- Other actions which respondents would like to see include:
 - Including Gaelic in the school curriculum, improving education staff recruitment, training, development and retention, increase accessible adult education, improve employment pathways, provide more Gaelic events, improve Gaelic signage, skill-sharing and collaboration between Gaelic community and organisation, and provide more financial commitment.

Priorities

- 76% of respondents believed that these were the right priorities. This included all organisations who responded.
- Most of those who disagreed they were the right priorities generally disagreed with supporting the development of Gaelic language in Edinburgh and felt that funding should be focussed elsewhere.
- Others who disagreed stated:
 - *"This is isolating the Gaelic speakers instead of promoting non Gaelic speakers to learn the language".*
 - *"Aspirations around use of Gaelic should not be confined to links with schools but should include everyone in the city, adult residents and visitors as well as young people, who should all have increased opportunities to see, hear and use Gaelic."*
 - *"Promoting Gaelic needs more emphasis. Educating the public on the history and value of the language can only help to improve Scottish identity and community values."*
 - *"Broadly yes [they are the right priorities], although there is quite a focus specifically on the Gaelic community and not so much on the wider "non Gaelic" community."*
 - *"Gàidhlig needs to be at the heart of the council".*

Priorities not included in the plan:

- Extend priorities to non-Gaelic community to increase awareness, interest, take-up. Raise awareness of Gaelic culture and support Gaelic events. Recognise and promote Gaelic locally, nationally and internationally and improve signage.
- Build on support for Gaelic Medium Education (GME) for all age groups, including:
 - Raising awareness and education in all public schools.
 - Providing a high school in Edinburgh, with close links to the primary.
 - Work with partners to ensure there is sufficient planning and a robust strategy to support GME sustainability and development
 - Improve adult education and accessibility.
- Improve use of Gaelic language in public/private services.
- Make Gaelic more inclusive by supporting Gaelic BAME and ASN people/groups.
- Meaningful and transparent engagement with Gaelic community.
- Support employers in the Gaelic sector to boost employment opportunities.

Respondents' Priorities

- *"All priorities listed are generally focused on GME only. This is an important aspect of Gaelic development in the city but not the only one. Opportunities for the support of Gaelic events beyond education badly needed."*
- *"urgent need to raise awareness of the Gaelic connection in Edinburgh to school children outside of Gaelic medium education."*
- *"Make more visible and available the wealth of Gaelic culture and artefacts held in CEC archives. Prioritise exhibitions about Gaelic culture in City Art Centre. The recent Glean exhibition being an exemplar of what could be done."*
- *"A high school in Edinburgh with close links to the primary".*
- *"work with partners to ensure there is sufficient planning and a robust strategy to support GME sustainability and development. There should be a long term plan and enough details / short term aims."*
- *"Expect commitment to training, recruitment and retention of professional development of GME."*

Respondents' Priorities 2

- *"Use of the language is very important - where possible public (and private) services should be available in Gaelic and effort should be made to make it visible throughout the city and throughout Scotland by making signage bilingual and promoting Gaelic place names."*
- *"I would like to see more classes run for adults. I think this is important if we want to support and encourage younger members of our families to speak Gaelic. The classes I have attended ... are excellent but there isn't much choice in times or days to fit around work and other commitments."*
- *"Support and promote the inclusiveness of Gaelic by supporting Gaelic BAME and ASN people/groups."*
- *"there appears to be no clear objective to increase the number of speakers, fluent or otherwise, of Gaelic...This is fundamental to the long-term health of the language in the capital and should therefore be considered a priority"*
- *"Employment opportunities are required to ensure that Gaelic learners and speakers have pathways into employment"*

Actions

- 71% of respondents believed that these were the right priorities. 12% did not know/did not answer.
- Again, most of those who disagreed that these were the right actions felt that funding should be focussed elsewhere. One person stated, *"The Council should meet the minimum commitments as required by ... Scottish Government legislation & no more."*
- Others who disagreed, stated:
 - *"Each action needs to be Specific, Measurable, Achievable, Realistic and Time bound - have a date by which it will be implemented."*
 - *"The actions you have mentioned aren't bad but for education I would be more committal about what you are going to do and when to provide Gaelic medium secondary education as this initiative seems to have stalled."*

Other actions we could take:

- Build Gaelic into the curriculum for all schools.
- Align early years and primary GME provision and build capacity to ensure sustainable growth and continue to develop Gaelic options.
- Greater capacity building of Gaelic speaking teachers, including support for EME to transition to GME as an ongoing commitment. Improve recruitment, training, retention.
- Ongoing and meaningful collaboration between the council and all parents of GME.
- Build links with schools across Scotland and other local authorities.
- Ongoing and meaningful collaboration with parents of GME pupils.
- Increase adult education capacity and improve accessibility in the community.
- Provide opportunities for CEC employees to learn about Gaelic language and culture.
- Support to families to continue to use Gaelic language at home.
- Extend funding for Gaelic Development Officer role(s) and Capital Gaelic Officer.

Other actions we could take 2:

- Employment pathways:
 - Improve employment opportunities and pathways into Gaelic in the workplace.
- Gaelic culture and awareness raising:
 - Support culture and provide Gaelic entertainment in schools and out with school life.
 - “Establish a programme of promotion and access to Gaelic cultural artefacts” and events.
 - Increase Gaelic signage to normalise culture.
- Capitalising on resource:
 - Skill-sharing and collaboration within the Gaelic community and organisations.
- More detail on actions and how this will be measured - including goals, targets, timelines, staffing, responsibility, finance.
- Financial
 - “clear financial backing in order to fulfil the aims and actions of the plan”.

Actions – what respondents said:

- *"instead of a dedicated community support building it into the normal curriculum"*
- *"Commit to increasing the number of available GME places and locations at early years education ... and increasing the number of subjects available through Gaelic at high school as a stepping stone to a dedicated GME high school."*
- *"More support for families so we can speak together in Gaelic and encourage our young people."*
- *"providing learning opportunities to those adults who are interested in learning Gaelic but don't have children/have children in GME and which are designed to not exclude people who work."*
- *"explicit commitment to training (incl CPD), recruitment and retention and continuous professional development of GME teaching and support staff at all levels from 0-18 years to underpin planned continued improvement in quality of GME provided."*
- *"It would be great to support pop-ups at, for example, Farmers Market ... and events, e.g. morning coffee near the Gaelic schools. Outreach work is what is needed, I would say, to recreate a community."*

Actions – what respondents said 2:

- *"More support for pathways into Gaelic in the workplace, examples provided including ensuring Gaelic was available at an appropriate, higher level, subject to allow for pathways into education in Gaelic. Linkages with local employers including Fèis with the possibility of exploring apprenticeships."*
- *"We would like explicit collaboration between the Council and all parents of GME pupils"*
- *"There should be a presumption that signage/branding is bilingual unless exceptional reasons are provided."*
- *"Encourage young Gaelic musicians and singers to come into school for workshops or concerts."*
- *"We would also suggest that CEC staff are given the opportunity to take short residential courses within the Gàidhealtachd on Gaelic language and culture. This would strengthen staff understanding of Gaelic language and culture."*
- *"Gàidhlig needs to be at the heart of the council, with clear guidelines, clear goals that can be measured, and all new plans for anything should have a phase in which scope for Gàidhlig is considered and budgeted for. "*

Other comments

- *"The spirit of the Gaelic Language (Scotland) Act 2005 is that public authorities should play their part in promoting Gaelic as a language commanding equal respect with English. This cannot be achieved at no cost to the council, but progress could be made with modest investment which we would urge the City of Edinburgh Council to consider."*
- *"Gaelic learners in schools should not be ignored in the future. There should be renewed support for this stream of learning."*
- *"Currently, there is no place in Edinburgh where Gaelic groups and Gaelic speakers in the city can come together and there is no 'safe space' for the language. A Gaelic centre would make a big difference."*
- *"We believe ... that there is an opportunity in the plan to maintain meaningful support for the important work done by community groups."*

Gaelic Language Plan 2023-2028

Consultation – Summary of
engagement sessions

Overview

- Under the Gaelic Language (Scotland) Act 2005, the City of Edinburgh Council has a statutory obligation to support Gaelic through the development of a Gaelic Language Plan to help ensure that Gaelic continues to thrive.
- The Council shared its third plan, setting out the next phase of work to promote Gaelic and increase its learning and use in Edinburgh.
- Two engagement sessions were held with stakeholder groups to gather views on the draft plan. This was in addition to the online survey.
- The sessions gathered useful suggestions and additions to improve the priorities and actions in the plan. A summary of these can viewed on the following pages.

Suggested priorities and actions

- Commitments are a good start, however, there is a need for an **strong, ambitious and decisive plan** that can be **measured** year on year.
- **Create national opportunities and develop links and collaboration:**
 - Put pressure on Scottish Government to provide additional support to Gaelic.
 - Collaborate with other local authorities to increase the breadth of opportunity.
- **Create and support social opportunities and events to build Gaelic community:**
 - Provide activities in Gaelic for children out with school, including non-Gaelic specific activities, e.g. Football, Dynamic Earth, etc.
 - Develop a Gaelic community centre with a reach beyond the school environment.
- **Develop and support education needs:**
 - Improve workforce planning, retention and resilience through ongoing recruitment, support, training and development of staff. Invest in supporting more teachers to learn Gaelic.

Suggested priorities and actions (continued)

- Improve connections with local resource to support workforce development, e.g. apprenticeships, tutors, etc.
- Provide a Gaelic secondary school, expand on nursery, primary and secondary places, maintain visibility and mitigate against isolation.
- Create links with other local authorities.
- Provide Gaelic activities in schools, e.g. Active Schools using Gaelic.
- Improve engagement with parents and school communities.
- Make Gaelic learning more accessible to public.
- **Increase Gaelic/bilingual signage** and make use of opportunities to normalise Gaelic in the community.
- **Commit funding** to improve Gaelic opportunities and accessibility. *“It is much more difficult to find opportunities in Gaidhlig when so much is available in English.”*

GAELIC MEDIUM EDUCATION IMPROVEMENT PLAN 2021



Introduction

Within the overarching city vision and aims of Edinburgh Learns for Life, we aim to develop the provision of high-quality Gaelic Medium education. The actions we are taking forward are the result of the audit of provision in 2018 across primary and secondary schools, and which led to the creation of the first Gaelic Medium Education Improvement Plan.

That plan has subsequently been developed but retains its clear links with the development of education through Edinburgh Learns and Edinburgh Learns for Life. The additional significant dimension is the emphasis on bilingualism and culture which is provided through Gaelic medium, enriching and supporting education and learning for life.

On the following pages we have set out our main authority and school actions which will develop provision across the key themes of:

- Leadership and management of staff
- The Curriculum
- Transitions
- Partnerships

Edinburgh learns for life

Our vision

A fairer, healthier, greener future for everyone, where learning for life happens at home, in school, in the wider community and in the workplace.

Our mission

To create a world class learning city where everyone's skills, knowledge, creativity and relationships with people and places are equally valued.

To create an environment of collaboration that inspires connections, improves wellbeing and reduces poverty.

Our goals

Transform

We will provide inclusive, equitable, valuable learning opportunities for everyone.

Connect

We will use a Place-based approach to build collaborative and sustainable learning, communities and networks.

Empower

We will co-create the environments where learners can lead and shape their own learning.

Key school and authority actions

Quality Indicator 1.4 Leadership and Management of Staff

- We will establish and maintain a culture of high quality, Gaelic Medium learning, learner engagement and an ethos of success
- We will build and sustain a professional staff team fluent in Gaelic
- We will ensure that a culture of equalities promotes staff wellbeing and pastoral support

Action number	Action	2022	2023	2024
1.4.1	Audit staff skills and refresh databases	✓	✓	✓
1.4.2	Create Teachers' Charter and Support Staff Charter for Gaelic Medium Education, including Early Years and Croileagan.		✓	✓
1.4.3	Develop Career-long CLPL Framework matched to GME Teacher's and Support Staff Charter (include pre-service and leadership)		✓	✓
1.4.4	Develop career education pathways including FA for Early Years and Support Staff to support recruitment and retention linked to our Grow Your Own strategy.	✓	✓	✓
1.4.5	Develop career education pathways for GTCS staff from GME and EME backgrounds	✓	✓	✓
1.4.6	Develop, in partnership, learning and development opportunities for support staff	✓	✓	✓
1.4.7	Review and update Induction policies for GME schools/centres - sector specific position statement for on-boarding		✓	
1.4.8	Develop effective comms strategy for recruitment, drawing on local and national resources.	✓	✓	
1.4.9	Prepare effective workforce plan for full GME provision 0-18, linked to immersion, curriculum development, rising rolls and improvement planning	✓	✓	✓
1.4.10	Review PRD policy for Gaelic Medium Staff to reflect specific needs across settings		✓	✓

Quality Indicator 2.2 The Curriculum

- We will work together to develop, promote and maintain an aspirational vision for the curriculum to be delivered as far as possible through the medium of Gaelic
- We will continue to review and refresh the curriculum in line with the Education Reform recommendations and a culture of learning for sustainability
- We will assertively promote bilingualism
- We will develop pathways specific to careers in Gaelic Medium

Action number	Action	2022	2023	2024
2.2.1	Produce a shared Gaelic Medium curriculum (Learner Led) rationale and framework reflecting skills for learning, life and work for BGE and Senior Phase, and within context of learning for sustainability		✓	✓
2.2.2	Produce and publish a revised Vision Statement, linking Gaelic Education to activity in culture and economy, in conjunction with the Capital Gaelic initiative and tied to the aims of CEC and national Gaelic Language Plans		✓	
2.2.3	Promote the relevance of bilingualism and associated benefits for enriching and supporting education and learning for life.	✓	✓	✓
2.2.4	Work with partners to broaden and strengthen curriculum offer in BGE through cooperative projects and hybrid models of teaching and learning, including use of e-egoil and digital consortia	✓	✓	✓
2.2.5	Assess progress in learning through ACEL/MCNG	✓	✓	✓
2.5.6	Develop coherent, relevant, ambitious learning pathways, delivered through medium of Gaelic	✓	✓	✓
2.5.7	Increase diversity of available pathways through the Senior Phase by exploring options leading to apprenticeships, Languages for Life and Work Awards, Baccalaureate ❖ Foundation Apprenticeships in Early Years and Childcare in partnership with CEC EYC Academy ❖ Link to CEC Development of FA Programmes across schools	✓	✓ ✓	✓ ✓

2.5.8	Collaborate with partners (Storlann and SQA) to enable curriculum choice of learners to influence the development of national resources to support GME	✓	✓	✓
2.5.9	Audit of gaps in language proficiency and impact on access to teaching and learning following school closures; establish tracking and monitoring mechanisms in each school	✓	✓	✓

Quality Indicator 2.6 Transitions

- We will ensure our learners and families are supported
- We will collaborate to plan and deliver learning
- We will ensure continuity and progression in learning

Action number	Action	2022	2023	2024
2.6.1	Develop an over-arching transitions policy to ensure children and young people are supported at transition into GME, through EY, primary and onto secondary and beyond school onto positive destinations. Link to Pupil Voice findings.	✓	✓	✓
2.6.2	Implement Transitions GME Policy ensuring high levels of social and emotional support. Review yearly.		✓	✓
2.6.3	Develop learning transitions at P7 to S1 with a focus on the uniqueness of children's experiences as learners in an immersive GME context (progression and continuity of Gaelic language learning) and any associated barriers to moving into S1.	✓	✓	✓

2.6.4	Implement Buddy system with senior pupils (develop this into Gaelic Language Ambassador Programme longer-term, working with languages CLs in CEC schools to develop model).		✓	✓
2.6.5	Develop policy for involvement of GME volunteers to enhance immersion and learner experience. (parents/students/community members/partner organisations) Link to QI 2.7 Partnerships	✓	✓	✓
2.6.6	Review and update policy on Immersive Practice and Pedagogy for use across sectors and settings		✓	✓
2.6.7	Implement authority Tracking and Monitoring Database	✓	✓	
2.6.8	Develop Learning Community Pupil Support Group and refine GIRFEC processes		✓	✓
2.6.9	Establish Wellbeing Hub and alternative Pathways	✓	✓	✓

Quality Indicator 2.7 Partnerships

- We will develop and promote local and national Gaelic partnerships
- We will ensure our Gaelic partnerships are fully collaborative and effective
- We will improve learning together in the medium of Gaelic (Parental Engagement and Involvement)

Action number	Action	2022	2023	2024
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2.7.1	Develop Communications Strategy and Partnership strategy which ensure inclusion of all relevant groups in collaborative activity, particularly parents		✓	✓
2.7.2	Audit impact of existing partnerships on: <ul style="list-style-type: none"> ○ Gaelic language skills of learners and families; ○ Staff language skills and confidence; ○ Staff understanding and skill in immersive pedagogy; 	✓	✓	
2.7.3	Develop and enhance partnerships to support improvement in: <ul style="list-style-type: none"> ● Gaelic language skill and confidence (learners, staff, families) ● Immersive pedagogy (staff) ● Understanding of and engagement with Gaelic culture (learners, staff, families) ● Curriculum – learner experience 	✓	✓	✓
2.7.4	Develop opportunities for rich language engagement for learners beyond the classroom, Gaelic groups in the community – choirs, adult learner groups, etc. Link to Capital Gaelic Project and partners.	✓	✓	✓
2.7.5	Establish and strengthen supportive networks including partnerships with Local Authorities and national bodies and organisations, at school and local authority levels	✓	✓	✓

Appendix 4

Capital Gaelic

- a co-ordinated and creative partnership approach to embedding Gaelic as a vibrant part of life in Edinburgh for the benefit of citizens and visitors.

As Scotland's capital city, Edinburgh has a special responsibility to nurture and help cultivate the Gaelic language. Gaelic is an integral part of our shared heritage and national identity, a unique and essential feature of Scotland's rich cultural tapestry.

Capital Gaelic is led by the City of Edinburgh Council in partnership with the National Library of Scotland. We realised that, by getting the key organisations in Edinburgh to work together, we could share and grow skills, knowledge and expertise to promote and embed Gaelic in Edinburgh and beyond. By working together, we can identify opportunities, share knowledge and expertise, and shape a vision for the future of Gaelic in the city.

Over time, we will build the partnership. Our current partners are:

- The City of Edinburgh Council
- National Museum of Scotland
- National Galleries of Scotland
- Skills Development Scotland (SDS)
- Comunn na Gàidhlig (CnaG)
- Edinburgh University
- The Scottish Parliament

Capital Gaelic partners believe that Gaelic is for everyone – people who live and work in the city, visitors and tourists.

Capital Gaelic is working to support a sustainable future for Gaelic in Edinburgh by:

1. Making Gaelic more visible as part of the city's culture
2. Providing opportunities to use Gaelic beyond classroom settings for young people, including employment opportunities for Gaelic speakers
3. Seeking and building on opportunities through solid, dynamic links to bodies engaged in cultural activity, tourism, business and industry
4. Promoting the wide range of opportunities which already exist including places to hear and use the language and experience and learn about the culture
5. Holding special events – exhibitions, concerts
6. Building capacity and confidence among staff
7. Strengthening networks and promoting activity in Gaelic language and culture city-wide and beyond.
8. Wider knowledge, understanding and respect for Gaelic among the general population for Gaelic to truly flourish.

Our work together so far has included:

- A dynamic programme of events for Seachdan na Gaidhlig in February 2023
- John Francis Campbell exhibition at the NLS
- Pupil Video Tour (Ann, NLS, Invisible Cities and CnaG)
- Labelling Project (Ann, Galleries, CnaG, JG's)
- Local Mod Fringe (Ann, Sorcha, Laura, Kirsteen, Isla)
- Gaelic documentary film Calman nan Loch (Ann, NLS)

Appendix 5. Key Resources

Learning Gaelic:

- Speak Gaelic <https://speakgaelic.scot/>; Learn Gaelic, <https://learngaelic.net/>
- Gaelic for Parents: <https://www.gaelic4parents.com/>

Using the language in Edinburgh:

- Evening conversation classes for adults: Cearcall Còmhradh, <https://www.cearcall.net/>;
- Saturday coffee and cake: Cànan is Ceic – <https://www.facebook.com/Canan.is.Ceic/>;
- Cofaidh is Cabadaich, via Capital Gaelic Facebook page – <https://www.facebook.com/CapitalGaelic>
- Non Gaelic speaking kids: reading club (0-5 and parents/carers) at Central Library – info via Capital Gaelic Facebook
- Gaelic choir and Bothan Dun Eideann (<https://www.facebook.com/BothanDE>) – all via CG Facebook page – open to all with the opportunity to hear Gaelic
- Weekly Gaelic service at Greyfriars (all welcome): <https://greyfriarskirk.com/services/gaelic-worship/>



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	07/05/2024
Àite:	Air MS Teams
Nì a' Chlàir-ghnothaich	3.3

Tìotal a' Phàipeir	PGR022 E04 Plana Gàidhlig Comhairle na Gàidhealtachd	
Moladh do Bhuill	Airson Aontachadh	
Neach labhairt:	Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba Stiùiridh	29/04/2024	Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 – PGR022 E04 Plana Gàidhlig Comhairle na Gàidhealtachd	
1.0	Adhbhar	
1.1	A' sireadh aonta air plana reachdail fo Achd na Gàidhlig (Alba) 2005.	
2.0	Cùl-fhiosrachadh	
2.1	Geàrr iomradh air adhartas le eagan a trì (E03) de phana Gàidhlig Comhairle na Gàidhealtachd	
2.2	Tha Comhairle na Gàidhealtachd air adhartas a dhèanamh le bhith ag obair ann an com-pàirteachas le buidhnean eile gus fàs a thoirt air cleachdadh na Gàidhlig san sgìre. Mar eisimpleir, thathar air seisean ball-coise a chur air dòigh ann an com-pàirteachas le FC Sonas.	
2.3	Thathar air adhartas a dhèanamh le bhith a' lìbhrigeadh Gàidhlig mar L2 is L3 anns na sgoiltean san sgìre agus le bhith a' toirt taic gu tidsearan tro goireasan teagaisg gus an cuideachadh.	
2.4	Tha Comhairle na Gàidhealtachd air adhartas a dhèanamh a thaobh leudachadh so-ruigsinneachd do dh'ionnsachadh a' churraicealam FLi tro <i>Highland Virtual Academy</i> .	
2.5	Thathar air adhartas a dhèanamh sna tràth-bliadhnaichean a thaobh leudachadh nan cothroman-inntrigidh. Mar eisimpleir, dh'fhosgail Sgoil-àraich Ghlinn Urchadain ri linn an treas eagan den phlana Gàidhlig aca.	
2.6	Tha Comhairle na Gàidhealtachd air adhartas a dhèanamh a thaobh fàs ann an àireamhan sgoilearan anns na bun-sgoiltean Gàidhlig.	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	Chruthaich Comhairle na Gàidhealtachd prìomhachasan ro-innleachdail airson eagan a ceithir (E04) den phlana Gàidhlig aca a tha stèidhte air na prìomhachasan ro-innleachdail a chaidh aontachadh eadar Comhairle na Gàidhealtachd agus Bòrd na Gàidhlig.	
3.2	Chaidh measadh a dhèanamh air an dreachd E04 le Bòrd na Gàidhlig. Thug an Sgioba-stiùiridh sùil mhionaideach air E04 agus mhol iad atharrachaidhean.	
3.3	Thug oifigearan sgioba planaichean Bòrd na Gàidhlig taic don Chomhairle tron phròiseas measaidh seo.	
3.4	Ghabh Comhairle na Gàidhealtachd ri molaidhean an Sgioba-stiùiridh.	
3.5	Thathas a' moladh gun tèid aontachadh ris a' phlana seo.	

4.0	Moladh		
4.1	Aire a thoirt don fhiosrachadh ann am PT1.		
4.2	Aonta a chur ris na dreachd E04 de phlana Gàidhlig Comhairle na Gàidhealtachd ann am PT1.		
5.0	Prìomh Bhuidhean Ro-innleachdach		
5.1	Buidhean air Ionmhas		
	Cha bhi buaidh air ionmhas.		
5.2	Buidhean air Luchd-obrach		
	Cha bhi buaidh air luchd-obrach.		
5.3	Buidhean air Trèanadh		
	Cha bhi buaidh air trèanadh.		
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corpóra		
	Tha dlùth cheangal ann eadar am plana reachdail seo agus a bhith 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 Chorpóra aig Bòrd na Gàidhlig.		
5.5	Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta		
	AR N-ADHBHAR		AR LUACHAN
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach
	AR LUACHAN BUILEAN NÀISEANTA		
	Còraichean daonna	<input type="checkbox"/>	Clann <input checked="" type="checkbox"/>
	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan <input checked="" type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn <input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-Nàiseanta <input type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh <input checked="" type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach		<input type="checkbox"/>
5.6	Buidhean air Cliù		
	Cha bhi buaidh air cliù.		
5.7	Buidhean air Slàinte is Sàbhailteachd		
	Cha bhi buaidh air slàinte is sàbhailteachd.		
5.8	Buidhean Laghail		
	Tha am pròiseas seo stèidhichte air na dleastanasan reachdail aig Bòrd na Gàidhlig gus Achd na Gàidhlig (Alba) 2005 a chur an gnìomh.		
5.9	Buidhean air Co-ionannas		
	Chan eil buaidh dhìreach air co-ionannas tron phlana seo ach bidh oifigearan a' Bhùird a' cumail sùil air cùisean co-ionannachd mar phàirt den phròiseas dearcnachaidh ann an co-bhonn leis an ùghdarras seo.		
5.10	Buidhean air an àrainneachd		
	Cha bhi buaidh air an àrainneachd.		



Plana Gàidhlig Chomhairle na Gàidhealtachd **2024–29**

Chaidh am plana seo ullachadh fo Earrainn 3 de dh'Achd na Gàidhlig (Alba) 2005 agus chaidh aontachadh le Bòrd na Gàidhlig air *[ceann-latha aonta foirmeil Bhòrd na Gàidhlig]*.



Facal-tòiseachaidh

Mar Cheannard agus Àrd-Oifigear Chomhairle na Gàidhealtachd, tha sinn le chèile fìor thoilichte Plana Gàidhlig Chomhairle na Gàidhealtachd 2024–29 fhoillseachadh. Tha am Plana a’ cur an cèill amasan is miannan na Comhairle airson cànan is cultar na Gàidhlig thairis air na còig bliadhna a leanas, agus mar a thèid an coileanadh.

Tha am Plana a’ mìneachadh taic Chomhairle na Gàidhealtachd do chànan is chultar na Gàidhlig, ag adhartachadh obair a rinneadh roimhe fhad ’s a thathar a’ stèidheachadh iomairtean ùra agus targaidean soilleir.

Tha an ceathramh deasachadh dhen Phlana Ghàidhlig a’ togail air agus a’ cur ri àrd-amas nan gealltanasan, soirbheachasan is coileanaidhean leantainneach aig Comhairle na Gàidhealtachd ann a bhith a’ cur air adhart is a’ cumail suas leasachadh cànan is cultar na Gàidhlig sna Planaichean Gàidhlig a bh’ againn roimhe.

Tha am Plana a’ faighinn taic tro Phrògram Chomhairle na Gàidhealtachd (2022–27), ‘Ar Gàidhealtachd ri Teachd’, a tha a’ cur an cèill na lèirsinn againn agus a’ mìneachadh nam prìomhachasan ro-innleachdail againn airson nan còig bliadhna a tha romhainn.

Fhad ’s a thathar a’ leasachadh a’ Phrògram ri linn staing ionmhasail cho mòr ’s a tha air a bhith againn ann an iomadh bliadhna, feumaidh am Plana ùraichte a bhith an dà chuid aig prìs a tha a rèir ar comais, agus a bhith àrd-amasach ann a bhith a’ suidheachadh bhun-stèidhean airson àm ri teachd nas soilleire is nas seasmhaiche dha na coimhearsnachdan againn, gu h-àraid dhan ghinealach as òige. Tha builean is ceumannan sa Phlana gus na prìomhachasan ro-innleachdail airson na Gàidhlig a libhrigeadh anns a’ Ghàidhealtachd, agus thèid seo a sgrùdadh mar phàirt dhen Phlana Chorporra.

Tha fòcas soilleir aig Comhairle na Gàidhealtachd air a bhith a’ cur ri cleachdadh na Gàidhlig agus àireamh luchd-labhairt na Gàidhlig. Tha a’ Chomhairle a’ leantainn air adhart le gealltanasan a bhith a’ solarachadh is a’ neartachadh Foghlam tron Ghàidhlig – ag aithneachadh seo mar aon de na prìomh rudan a chumas suas is a leasaicheas a’ Ghàidhlig. Tha a’ Chomhairle a’ leantainn air adhart a’ toirt taic dhan chànan thar a seirbheisean agus le prìomh chom-pàirtichean, gus cur ri luach is soirbheas foghlaim, agus ri cùisean sòisealta, cultarach is eaconamach na Gàidhealtachd san fharsaingeachd.

An Comhairliche Raymond Bremner
Ceannard Chomhairle na Gàidhealtachd



Derek MacIlleDhuinn
Àrd-Oifigear Chomhairle na Gàidhealtachd



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Plana Gàidhlig Chomhairle na Gàidhealtachd – foir-shealladh

'S e seo an ceathramh deasachadh de Phlana Gàidhlig (PG) Chomhairle na Gàidhealtachd, air ullachadh taobh a-staigh frèam Achd na Gàidhlig (Alba) 2005. Tha am PG a' còmhach còig bliadhna bho 2024 gu 2029 agus a' togail air an adhartas a rinneadh leis na trì deasachaidhean roimhe.

Tha PG ùraichte na Comhairle a' leantainn air adhart le mòran dhen obair a chaidh a mhìneachadh san treas deasachadh. Bidh a' Chomhairle a' cleachdadh Siostam Coileanaidh is Rianachd Cunnairt (SCRC) airson sùil a chumail air adhartas agus buileachadh PG. Thathar ag aithris air SCRC gach ràith agus a' toirt cunntas do Chomataidh Gàidhlig na Comhairle. Bidh a' Chomhairle cuideachd a' toirt cunntas bliadhnail do Bhòrd na Gàidhlig a thaobh adhartas làithreach. Gheibhear na cunntasan bliadhnail air làrach-lìn na Comhairle.

Tha am PG a' leantainn nan ceithir cuspairean a leanas:

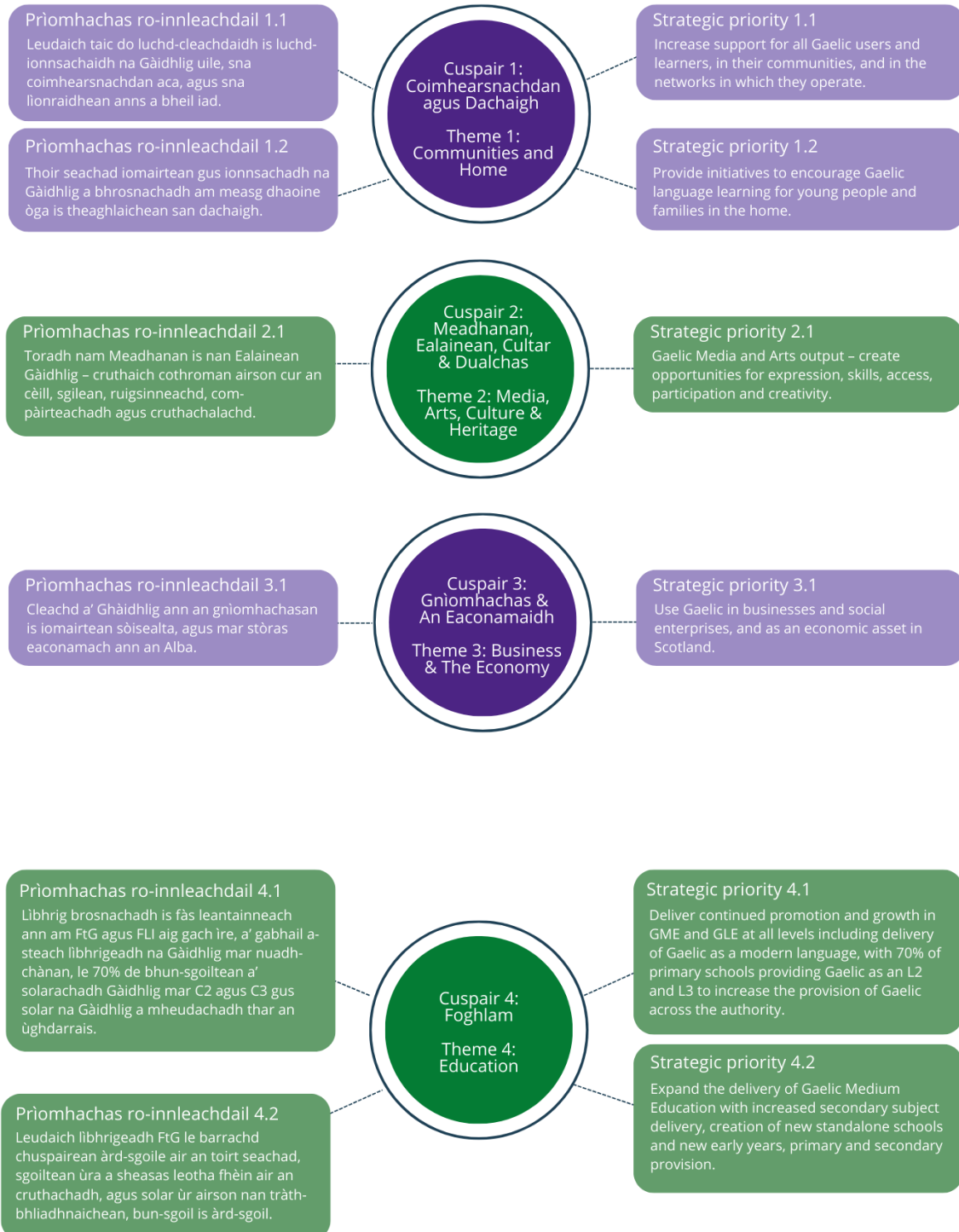
1. Coimhearsnachdan agus Dachaigh
2. Meadhanan, Ealainean, Cultar agus Dualchas
3. Gnìomhachas agus an Eaconamaidh
4. Foghlam

Tha Bòrd na Gàidhlig agus Comhairle na Gàidhealtachd air obrachadh còmhla gus seata de prìomhachasan ro-innleachdail a chur air dòigh airson a' cheathramh deasachadh de Phlana Gàidhlig na Comhairle. Tha iad seo a' cumail fòcas air a bhith a' cur air adhart nam prìomhachasan de bhith: 'a' toirt fàs air cleachdadh na Gàidhlig'; 'a' toirt fàs air ionnsachadh na Gàidhlig' agus 'a' cur deagh ìomhaigh air adhart airson na Gàidhlig.' Tha na prìomhachasan ro-innleachdail san sgrìobhainn seo stèidhichte air an fheadhainn a chaidh aontachadh leis a' Bhòrd. Thathar cuideachd a' gabhail a-steach nan gnìomhan a tha a dhìth gus na prìomhachasan ro-innleachdail a libhrigeadh.

Tha an ceathramh deasachadh seo dhen PG a' toirt cunntas air mar a thèid gach prìomhachas ro-innleachdail a libhrigeadh, agus a' comharrachadh nan gnìomhan a tha a dhìth gus an toirt gu buil.

Tha earrann mu Amasan na Seirbheise Corporra cuideachd sa PG. Thèid na h-amasan seo a chleachdadh gus prìomh sheirbheisean Gàidhlig a dhèanamh cunbhalach is àbhaisteach thar seirbheisean na Comhairle air fad tro bheatha a' Phlana.

Geàrr-chunntas – prìomhachasan ro-innleachdail Chomhairle na Gàidhealtachd



1. Ro-ràdh

'S e Comhairle na Gàidhealtachd an t-ùghdarras ionadail as motha san Rìoghachd Aonaichte, le meall-fearainn a tha cha mhòr uimhir ris a' Bheilg. Tha an sgìre a' gabhail a-steach sia eileanan air a bheil daoine a' fuireach, faisg air 7,000km de rathaidean, 90 caladh is goireas mara, 198 sgoil agus 14,500 taigh comhairle.

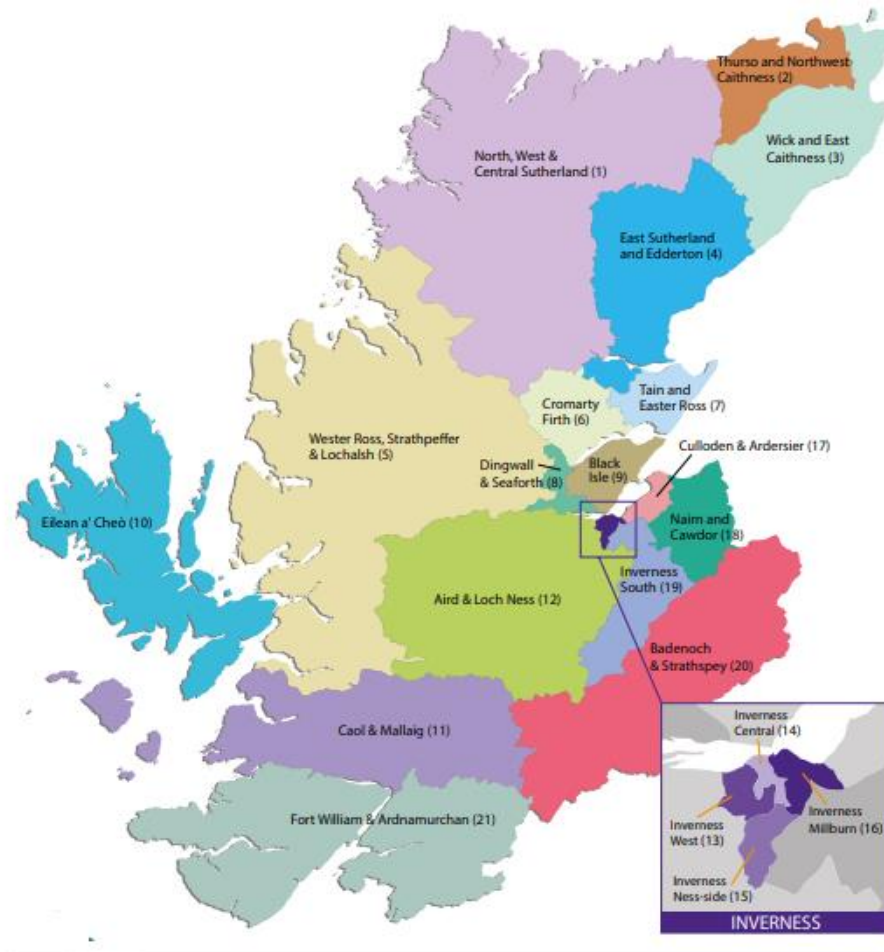
Dh'aithris Cunntas-sluaigh na h-Alba 2011 gun robh àireamh-sluaigh na Gàidhealtachd aig 224,606.

Tha ainmean-àite Gàidhlig bitheanta thar na Gàidhealtachd agus nam fianais air an dualchas bheairteach againn a thaobh cànan is cultar na Gàidhlig.

Ann an Ràith 3 dhen bhliadhna 2023–24, tha a' Chomhairle a' toirt cosnadh do 10,746 neach.

Tha Prògram Calpa £900M, 15-bliadhna aig a' Chomhairle, agus buidseat teachd-a-steach lom de £703M gach bliadhna gus seirbheisean a lìbhrigeadh do 238,060 neach-còmhnaidh agus na mìltean de luchd-tadhail gach bliadhna.

Tha a' Chomhairle a' frithealadh sgìre chruinn-eòlasach de 26,484 cilemeatair ceàrnagach, mar a tha air a shealltainn sa mhapa gu h-ìosal:



Comataidhean

Bidh buill comataidh a' frithealadh air grunn chomataidhean ro-innleachdail agus sgèireil. Bidh na comataidhean ro-innleachdail a' coinneachadh aig Prìomh Oifis Chomhairle na Gàidhealtachd, Rathad Ghlinn Urchadain, Inbhir Nis. Tha comataidhean fosgailte dhan phoball. Gheibhear cinn-latha choinneamhan agus clàran-gnothaich air an làraich-lìn againn aig: www.bit.ly/HC-CommitteeStructure

Co-bhùird

Tha buill a' frithealadh air Co-bhòrd Luachaidh na Gàidhealtachd agus nan Eilean Siar, còmhla ri buill bho Chomhairle nan Eileanan Siar.

Com-pàirteachasan coimhearsnachd ionadail

Fo chumhaichean Achd Cumhachdachadh nan Coimhearsnachd, tha dleastanas aig còig com-pàirtichean ainmichte airson planadh coimhearsnachd – Poileas Alba, Seirbheis

Smàlaidh is Teasairginn na h-Alba, Iomairt na Gàidhealtachd 's nan Eilean, NHS na Gàidhealtachd, agus Comhairle na Gàidhealtachd.

Tha naoi com-pàirteachasan ionadail thar sgìre na Gàidhealtachd airson taic a chur ri rèiteachaidhean planaidh ionadail, le riochdachadh bhon treas roinn agus le riochdachadh eile mar a tha iomchaidh.

Is iad na com-pàirteachasan:

- Gallaibh
- Loch Abar
- Cataibh
- Sgìre Cathair-bhaile Inbhir Nis
- Ros an Ear
- Inbhir Narann
- Meadhan Rois
- Bàideanach agus Srath Spè
- An t-Eilean Sgitheanach, Loch Aillse agus Ros an Iar.

Structar na Comhairle

Tha an t-Àrd-Oifigear a' faighinn taic bho na seirbheisean a leanas:

- Iar-Àrd-Oifigear
- Coimhearsnachdan agus Àite
- Foghlam agus Ionnsachadh
- Slàinte agus Cùram Sòisealta
- Bun-structair agus Àrainneachd
- Coileanadh agus Riaghlachas
- Seilbh agus Taigheadas
- Goireasan agus Ionmhas

Gheibhear tuilleadh fiosrachaidh mu structar Chomhairle na Gàidhealtachd an seo:

www.highland.gov.uk/downloads/file/4610/know_your_council

Far a bheil na h-oifisean

Tha Prìomh Oifis Chomhairle na Gàidhealtachd stèidhichte air Rathad Ghlinn Urchadain ann an Inbhir Nis agus tha lionra de dh'oifisean aig a' Chomhairle, agus ionadan-seirbheise

airson seirbheisean ionadail a lìbhrigeadh, a' toirt cothrom dhan phoball comhairle is fiosrachadh fhaighinn agus cunntasan Comhairle a phàigheadh.

Ann an cuid de dh'ionadan-seirbheise, tha a' Chomhairle cuideachd a' toirt seachad seirbheis chlàrachaidh airson breith, pòsadh is bàs a chlàrachadh a bharrachd air a bhith a' dèanamh phòsaidhean is chom-pàirteachasan catharra. Gheibhear seirbheisean clàrachaidh tron fòn cuideachd.

Plana Corporra Chomhairle na Gàidhealtachd 2022–27

Tha Plana Corporra Chomhairle na Gàidhealtachd 2022–27 a' gabhail a-steach nam prìomhachasan ro-innleachdail bho Phrògram na Comhairle. Tha e a' mìneachadh nan ceumannan is nan gnìomhan riatanach airson prìomhachasan na Comhairle airson 2022–27 a lìbhrigeadh is a sgrùdadh. Tha mòran àrd-amasan sa Phlana Chorporra, agus 's e aon dhiubh sin gum bithear a' leantainn air adhart a' brosnachadh cànan na Gàidhlig, foghlam Gàidhlig agus leasachadh cultarach.

Plana na Gàidhlig anns an structar chorporra

Tha PG Chomhairle na Gàidhealtachd 2024–29 a' mìneachadh structar foirmeil airson a bhith a' neartachadh nan leasachaidhean a th' ann mar-thà agus a' toirt a-steach iomairtean ùra agus targaidean soilleir. Tha Prògram Chomhairle na Gàidhealtachd agus Plana Corporra Chomhairle na Gàidhealtachd a' cur taic ris a seo.

Tha Sgioba Gàidhlig na Comhairle stèidhichte ann an Seirbheis an Fhoghlaim agus an Ionnsachaidh, agus tha dleastanas corporra aig Seirbheis a' Choileanaidh agus an Riaghlachais airson leasachadh ro-innleachdail agus lìbhrigeadh a' Phlana Ghàidhlig. 'S e Àrd-Oifigear Gnìomhach a' Choileanaidh agus an Riaghlachais an t-Oifigear Stiùiridh Ro-innleachdail airson na Gàidhlig.

Am measg buill Sgioba na Gàidhlig aig a bheil dleastanas obrachail bho latha gu latha, tha:

- Manaidsear Leasachaidh Gàidhlig aig a bheil raon-ùghdarrais Oifigear Taic Foghlaim
- Oifigear Leasachaidh Gàidhlig
- Oifigear Poileasaidh Gàidhlig
- Prìomh Oifigear Eadar-theangachaidh
- trì Oifigearan Ionnsachadh is Leasachadh Coimhearsnachd (Gàidhlig); agus
- taic rianachd Gàidhlig air chùmhnannt.

Mu dheireadh, tha e cudromach a dhèanamh soilleir gu bheil am PG so-fhreagrach gus an urrainn dhan Chomhairle a bhith co-fhreagrach do shuidheachaidhean a tha ag atharrachadh, agus tha am PG cuideachd a' toirt subailteachd dhan Chomhairle freagairt air cothroman a dh'fhaodadh tighinn am bàrr a thaobh a libhrigeadh is a bhuileachadh.

A' Ghàidhlig taobh a-staigh raon-obrach Chomhairle na Gàidhealtachd

Tha Comhairle na Gàidhealtachd ag aithneachadh gu bheil a' Ghàidhlig na pàirt bunaiteach de dhualchas, dearbh-aithne nàiseanta agus beatha chultarail na h-Alba. Tha a' Chomhairle dealasach a thaobh nan amasan, raointean prìomhachais agus gealltanasan mar a thathar a' mìneachadh ann am PNG 2018–23.

Tha am PG seo stèidhichte air na trì prìomh amasan a tha air am mìneachadh ann am PNG 2018–23:

- A' toirt fàs air cleachdadh na Gàidhlig
- A' toirt fàs air ionnsachadh na Gàidhlig
- A' cur deagh ìomhaigh air adhart airson na Gàidhlig

Tha PG Chomhairle na Gàidhealtachd a' leantainn nan ceithir cuspairean a leanas:

- Coimhearsnachdan agus Dachaigh
- Meadhanan, Ealainean, Cultar agus Dualchas
- Gnìomhachas agus an Eaconamaidh
- Foghlam

A' Ghàidhlig mar sho-mhaoin eaconamach agus shòisealta anns a' Ghàidhealtachd

Ann an co-bhann ri Iomairt na Gàidhealtachd 's nan Eilean agus com-pàirtichean eile, choimiseanaich Comhairle na Gàidhealtachd [aithisg neo-eisimeileach](#) a rinn rannsachadh air buaidh na Gàidhlig air gnìomhachasan agus iomairtean sòisealta. B' e an t-adhbhar fiosrachadh a chruinneachadh mu ghnìomhachd eaconamach is dealas a' buntainn ris a' Ghàidhlig, gus am bi fiosrachadh nas fheàrr aig coimhearsnachd na Gàidhlig nuair a thathar a' dèanamh cho-dhùnidhean san àm ri teachd. Cho-dhùin an aithisg gun robh:

- 60 % de na gnìomhachasan a bha san t-suirbhidh dhen bheachd gun robh mar a bha iad a' cleachdadh na Gàidhlig a' cur ri luach a' chànain taobh a-staigh na coimhearsnachd; agus
- a' Ghàidhlig na buannachd, gu h-àraid nuair a bhathar ga cleachdadh gus na gnìomhachasan cruthachail, turasachd agus biadh is deoch a chur air adhart.

B' iad na prìomh thoraidhean bho na gnìomhachasan is na h-iomairtean sòisealta a thug seachad comhairle, gu bheil:

- a' Ghàidhlig air a cleachdadh le còrr is 60% de na gnìomhachasan mar phrìomh eileamaid dhen bhathar no dhen t-seirbheis aca;
- cha mhòr dà thrian ag aithneachadh gun robh a' Ghàidhlig na prìomh eileamaid ann an soirbheachas a' ghnìomhachais aca;
- a' Ghàidhlig gu h-àraid cudromach do ghnìomhachasan a tha ag obrachadh sna gnìomhachasan cruthachail;
- 70% de ghnìomhachasan ag aithneachadh gun robh a' Ghàidhlig na buannachd dhan ghnìomhachas aca;
- cha mhòr 60% de ghnìomhachasan a tha mar-thà a' cleachdadh na Gàidhlig a' faicinn chothroman a bharrachd gus tuilleadh feum a dhèanamh dhen chànain; agus
- aon trian de ghnìomhachasan a tha a' faicinn na Gàidhlig mar bhuanachd, comasach air an luach dhan ghnìomhachas aca a thomhas. De na 34 gnìomhachasan seo, bha a' Ghàidhlig a' cur ri tionndadh-airgid mu £4 millean.

Faodar an aithisg iomlan a leughadh aig <https://www.hie.co.uk/media/5379/ar-st%C3%B2ras-g%C3%A0idhlig-executive-summary.pdf>

Foghlam Gàidhlig ann an sgìre Chomhairle na Gàidhealtachd

Tron deasachadh seo dhen PG, thathar a' toirt iomraidhean air 'foghlam Gàidhlig'. Thathar a' cleachdadh na h-abairte seo nuair a thathar a' bruidhinn mu chùisean a tha a' buntainn an dà chuid ri Foghlam tron Ghàidhlig (FtG) agus Foghlam Luchd-ionnsachaidh na Gàidhlig (FLI).

Chaidh FtG a chur air bhog gu foirmeil sna 1980an. B' ann ann am Bun-Sgoil a' Mheadhain ann an Inbhir Nis a bha a' chiad ionad FtG aig Comhairle na Gàidhealtachd, a' toirt seachad bogadh sa Ghàidhlig, far am faodadh clann an cànan a ghabhail a-steach anns gach taobh dhen ionnsachadh aca, is iad mean air mhean a' leasachadh comas cànan is fileantachd. Tha fàs ann am FtG air a bhith luath is soirbheachail gu nàiseanta, agus 's e Comhairle na Gàidhealtachd an solaraiche as motha de FtG aig an àm seo. Tha foghlam Gàidhlig air fad cudromach, ach thathar a' faicinn FtG mar an dòchas as fheàrr gus dèanamh cinnteach gum

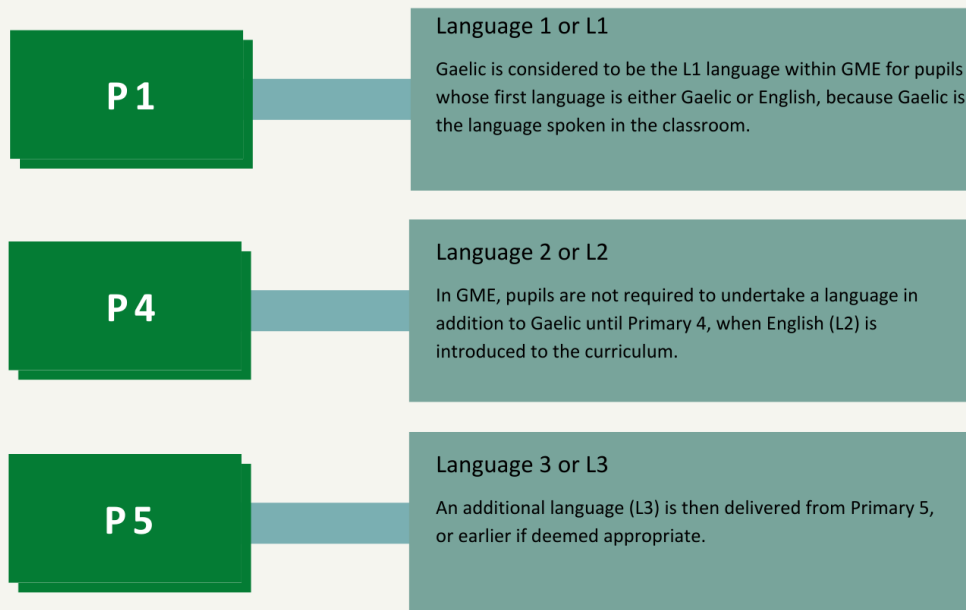
bi a' Ghàidhlig maireannach is gun leasaich i, agus mar sin tha e na phrìomhachas aig Riaghaltas na h-Alba.

Tha Comhairle na Gàidhealtachd a' libhrigeadh FLI agus Gàidhlig Luchd-ionnsachaidh taobh a-staigh modh-obrach 1+2. Bu chòir beachdachadh air FLI ann an co-theacsa ionnsachadh cànan nas fharsainge. Tha dleastanas aig ùghdarrasan ionadail brosnachadh agus taic a thoirt do dh'fhoghlam agus ionnsachadh tron Ghàidhlig (Earrann 15 de dh'Achd 2016). Feumaidh ùghdarras foghlaim comas solarachaidh FtG agus FLI a chur air adhart le eòlas ionnsachadh cànan a tha sàr-mhath agus adhartach ann am FLI, le amas a bhith a' leantainn air adhart leis a seo dhan àrd-sgoil gu teisteanasan is duaisean Gàidhlig (Luchd-ionnsachaidh) san ìre as Àirde.

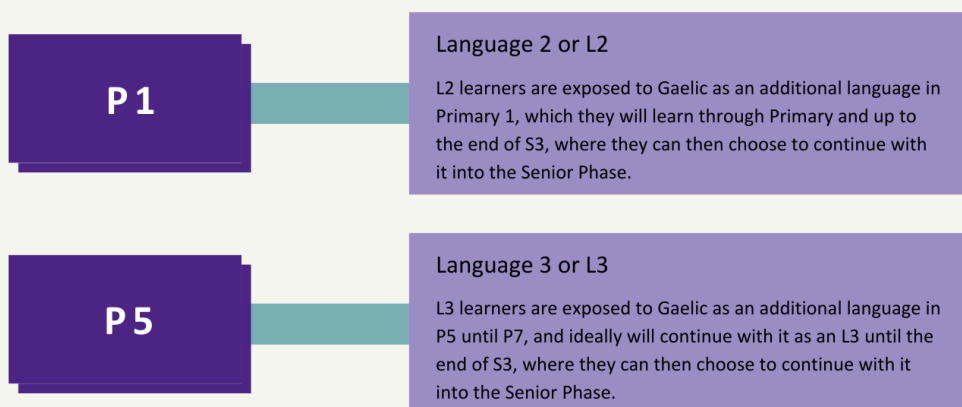
Tha poileasaidh Riaghaltas na h-Alba, Ionnsachadh Cànan ann an Alba: Modh-obrach 1+2, ag amas air dèanamh cinnteach gu bheil cothrom aig a h-uile leanabh nuadh-chànan ionnsachadh (ris an canar C2) bho BS1 gu deireadh Foghlam Farsaing Coitcheann (FFC) (ÀS3). A bharrachd air a seo, tha làn-chòir aig gach leanabh dàrna nuadh-chànan (ris an canar C3) ionnsachadh bho BS5 air adhart.

1+2 Language Learning within Gaelic Education

Gaelic Medium Education



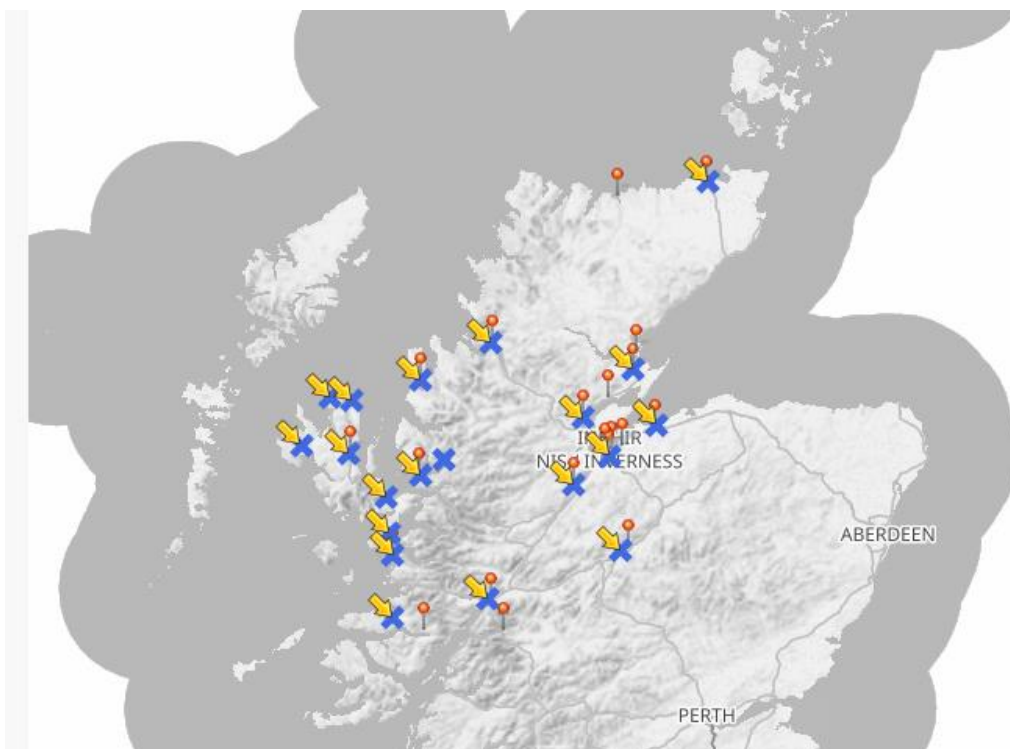
Gaelic Learner Education



Tha [mapa air-loidhne](#) air làrach-lìn na Comhairle a tha a' sealltainn do phàrantan is do luchd-cùraim far a bheil na sgìrean anns a bheil a' Chomhairle a' solarachadh foghlam Gàidhlig sgoil-àraich, bun-sgoile is àrd-sgoile.

Tha am mapa gu h-ìosal a' sealltainn an fhiosrachaidh a leanas:

- Gach solar sgoil-àraich Gàidhlig (saighdean buidhe)
- Gach solar bun-sgoile Gàidhlig (croisean gorma)
- Gach solar àrd-sgoile Gàidhlig (prìneachan dearga)



Tha am fiosrachadh seo ri fhaotainn air làrach-lìn na Comhairle aig:

https://www.highland.gov.uk/info/878/schools/18/gaelic_medium_education

Earrann bho Chunntas-sluaigh na h-Alba 2011		
	Sgìre Chomhairle na Gàidhealtachd (2011)	Alba (2011)
Gach neach aois 3 is nas sine	224,606	5,118,223

Àireamhan sgoilearan foghlam Gàidhlig ann an sgìre Chomhairle na Gàidhealtachd

Tha na clàran a leanas a' toirt seachad fiosrachadh mu àireamhan sgoilearan ann am foghlam Gàidhlig ann an sgìre Chomhairle na Gàidhealtachd.

Tha a' Chomhairle airson dèanamh cinnteach gu bheil a' dèanamh choimeasan iomchaidh a thaobh adhartas ann a bhith ag àrdachadh nan àireamhan a tha a' dol a-steach gu, no a' gabhail, foghlam Gàidhlig. Tha a' Chomhairle a' toirt seachad dàta a' sealltainn na h-àireimh sa cheud de sgoilearan ann am foghlam Gàidhlig mar cho-roinn de chlàran-sgoile iomlan sgoiltean na Gàidhealtachd. Tha seo a' toirt seachad foir-shealladh nas iomlaine air na tha a' gabhail FtG, agus coileanadh ann am FtG.

Thar nan solaran seo, tha àireamh iomlan de 1,827 sgoilear ann an sgìre na Gàidhealtachd aig an àm seo ann am FtG 3–18 le 2,030 air an clàradh ann am FLI ann an àrd-sgoiltean tron dàta a chaidh a chruinneachadh san t-suirbhidh sgoilearan Gàidhlig againn san t-Sultain.

Àireamhan sgoilearan ann am foghlam Gàidhlig ann an sgoiltean Chomhairle na Gàidhealtachd						
Bliadhna	Sgoiltean-àraich FtG	Cròileagain choimiseanaichte	Sgoilearan bun-sgoile FtG	Àrd-sgoiltean		
				FtG – a' dèanamh Gàidhlig	FtG – a' dèanamh chuspairean tron Ghàidhlig	FLI
2020–21	260	23	1,058	414	286	2,208
2021–22	274	33	1,082	438	287	2,204
2022–23	303	36	1,101	436	354	2,030

Thoiribh fa-near, anns a' chlàr gu h-ìosal, gu bheil na figearan airson clàrachaidhean maoinichte iomlan ann an tràth-ionnsachadh is cùram-chloinne ann an sgìre na Gàidhealtachd aig Cunntas na Sultaine 2022 air an cur a-steach aig ìre iomlan, chan ann fa leth, airson gach suidheachadh. Tha sgoilearan a bhios a' frithealadh barrachd air aon ionad air an cunntais anns gach ionad a bhios iad a' frithealadh.

Sgoilearan ann an sgoiltean-àraich a tha air am maoineachadh gu poblach/cròileagain choimiseanaichte – àireamhan sgoilearan aig toiseach na bliadhna acadaimigich		
Bliadhna	2020–21	2021–22
Iomlan Chomhairle na Gàidhealtachd	3,952	4,092

Sgoilearan FtG	283	307
% Sgoilearan FtG	7.16%	7.5%

Sgoilearan ann am bun-sgoiltean a tha air am maoinachadh gu poblach		
Bliadhna	2020–21	2021–22
Iomlan Chomhairle na Gàidhealtachd	16,843	16,799
Sgoilearan FtG	1,058	1,082
% Sgoilearan FtG	6.28%	6.44%

Tha àireamhan sgoilearan ann am FtG air an tomhas ann an dà dhòigh: na sgoilearan a tha a’ dèanamh Gàidhlig do luchd-labhairt fileanta (Gàidhlig), agus sgoilearan a tha a’ dèanamh chuspairean tro mheadhan na Gàidhlig.

Sgoilearan ann an àrd-sgoiltean Chomhairle na Gàidhealtachd a tha air am maoinachadh gu poblach		
Bliadhna	2020–21	2021–22
Iomlan Chomhairle na Gàidhealtachd	13,841	14,046
Gàidhlig	414	438
% Gàidhlig	2.99%	3.12%
Cuspairean FtG	286	287
% Cuspairean FtG	2.07%	2.04%
Gàidhlig (Luchd-ionnsachaidh)	2,208	2,204
% Gàidhlig (Luchd-ionnsachaidh)	15.95%	15.69%

Foghlam Luchd-ionnsachaidh na Gàidhlig (FLI agus Modh-obrach Ionnsachadh Cànan 1+2)

Tha Comhairle na Gàidhealtachd aig an àm seo a’ gabhail os làimh a bhith a’ leasachadh is a’ libhrigeadh trèanadh de chàileachd àrd dhan luchd-obrach air fad a tha a’ libhrigeadh Gàidhlig mar C2 no C3 thar sgìre na Gàidhealtachd.

Sgoiltean C2	27 sgoiltean a’ libhrigeadh Gàidhlig mar C2
Sgoiltean C3	63 sgoiltean a’ libhrigeadh Gàidhlig mar C3

Gàidhlig àrd-sgoile (Luchd-ionnsachaidh)	18 àrd-sgoiltean a' tabhann Gàidhlig (Luchd-ionnsachaidh)
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Sgoiltean a' libhrigeadh na Gàidhlig mar C2 agus C3

Sgìre	C2	C3	Sgoiltean nach eil a' libhrigeadh Gàidhlig	Àireamh iomlan bhun-sgoiltean	Solar C2 is C3 mar cheudad san sgìre
Meadhan	1	9	23	33	30%
Tuath	2	7	21	30	30%
Deas	0	24	26	50	48%
Siar	24	23	7	54	87%

A' Ghàidhlig ann an Alba

Ann an com-pàirteachas le co-obraichean aig Ainmean-Àite na h-Alba (AÀA), tha Bòrd na Gàidhlig air mapa a dhèanamh de dh'ainmean-àite Gàidhlig bho air feadh na h-Alba, a' sealltainn buaidh fharsaing a' chànain. Chithear seo aig: <https://www.ainmean-aite.scot>

Ann an Cunntas-sluaigh na h-Alba 2011, chlàraich 57,375 neach (1.1% de shluagh na h-Alba nas sine na trì bliadhna a dh'aois) gum b' urrainn dhaibh a' Ghàidhlig a bhruidhinn. Chaidh co-dhùnadh, ged a bha lùghdachadh iomlan ann an luchd-labhairt eadar 2001 agus 2011, gun robh an àireamh air àrdachadh am measg nam buidhnean-aoise a b' òige.

Tha an co-rèir as motha de luchd-labhairt na Gàidhlig ann an Comhairle nan Eilean Siar, le sgilean air choreigin anns a' chànain aig 61% de dhaoine aois trì agus nas sine. Ann an sgìre na Gàidhealtachd tha seo aig 7.4% agus ann an Earra-Ghàidheal is Bòd aig 5.9%. Bha Baile Ghlaschu coltach ris a' chuibheas Albannach aig 1.7%.

Achd na Gàidhlig (Alba) 2005

Chaidh Achd na Gàidhlig (Alba) 2005 aontachadh le Pàrlamaid na h-Alba gus inbhe na Gàidhlig a dhaingneachadh mar chànain oifigeil ann an Alba, aig a bheil spèis co-ionann ris a' Bheurla.

'S e aon de prìomh fheartan Achd 2005 gu bheil a' toirt comas do Bhòrd na Gàidhlig iarraidh air ùghdarras ionadail plana Gàidhlig ullachadh. Chaidh an solar seo a chur air dòigh gus dèanamh cinnteach gu bheil an roinn phoblach ann an Alba a' cur ri bhith a' cruthachadh àm ri teachd seasmhach airson na Gàidhlig le bhith a' togail a h-inbhe is a h-ìomhaigh agus le bhith a' cruthachadh chothroman practaigeach airson a bhith ga cleachdadh.

'S e an sgrìobhainn seo an ceathramh deasachadh de Phlana Gàidhlig Chomhairle na Gàidhealtachd, air ullachadh taobh a-staigh frèam-obrach agus slatan-tomhais reachdail Achd na Gàidhlig (Alba) 2005, le aire do Phlana Nàiseanta na Gàidhlig agus an 'Stiùireadh air Deasachadh Phlanaichean Gàidhlig'.

Tha am Plana a' còmhachadh còig bliadhna bho 2024 gu 2029 agus a' togail air an adhartas a rinneadh anns na trì deasachaidhean roimhe. Tha e a' mìneachadh mar a chleachdas Comhairle na Gàidhealtachd a' Ghàidhlig ann an dreuchdan na Comhairle, agus mar a bheir a' Chomhairle cothrom seachad airson a bhith a' cleachdadh, a' leasachadh is a' cur air adhart cànan is cultar na Gàidhlig thar seirbheisean na Comhairle agus le a prìomh chom-pàirtichean.

Plana Nàiseanta na Gàidhlig

Tha Comhairle na Gàidhealtachd a' toirt gealltanais gun cuir i ri bhith a' coileanadh nan amasan ann am PNG le bhith:

- a' cur ri cleachdadh na Gàidhlig taobh a-staigh na buidhne agus a' brosnachadh barrachd dhaoine a bhith a' cleachdadh na Gàidhlig nuair a tha iad a' conaltradh rinn;
- a' cur ris na cothroman a th' ann do dhaoine a' Ghàidhlig ionnsachadh mar phàirt dhen obair againn bho latha gu latha; agus
- a' cur deagh ìomhaigh air adhart airson na Gàidhlig.

Buidhean planaigidh is poileasaidh airson na Gàidhlig agus ceanglaichean ri prìomhachasan nàiseanta

Tha Comhairle na Gàidhealtachd ag aithneachadh gun tèid na diofar raointean prìomhachais a tha air an comharrachadh ann am PNG a chur an gnìomh gu ìre tro PG Chomhairle na Gàidhealtachd, ach gun tig cothroman am bàrr cuideachd gus cànan is cultar na Gàidhlig a

bhrosnachadh is a leasachadh tro phlanaichean is phoileasaidhean a th' ann mar-thà. Bidh a' Chomhairle gu cunbhalach a' dèanamh ath-sgrùdadh air aithrisean is gealltanasan poileasaidh, airson raointean a chomharrachadh far am faod a' Ghàidhlig a bhith air a toirt a-steach gu gnìomhach, a bharrachd air na prìomhachasan ann am PNG a tha air an tòiseachadh tro na modhan-obrach seo.

Tha na poileasaidhean, ro-innleachdan agus planaichean a leanas aig Comhairle na Gàidhealtachd a' gabhail a-steach gealltanasan Gàidhlig:

- [Plana Corporra 2022-27](#)
- [Prògram Chomhairle na Gàidhealtachd](#)
- Plana na Gàidhlig
- [Stiùireadh mu Chleachdadh na Gàidhlig ann an Seirbheisean Chomhairle na Gàidhealtachd](#)
- Measadh Buaidh air Coimhearsnachdan nan Eilean
- Teamplaidean aithisg comataidh
- [Ro-innleachd Conaltraidh](#)
- Poileasaidh agus Leabhar-làimhe Shoidhnichean Gàidhlig (ann an dreachd)
- [Raon-ùghdarras Chomataidh na Gàidhlig](#)
- [Ro-innleachd Foghlam tron Ghàidhlig](#) agus
- An gealltanais againn do bhith a' lìbhrigeadh [chlasaichean Gàidhlig](#).

A' dèanamh na Gàidhlig àbhaisteach taobh a-staigh phoileasaidhean Chomhairle na Gàidhealtachd

Tha Comhairle na Gàidhealtachd dhen bheachd gu bheil an leasachadh seo a' cur ri bhith a' dèanamh na Gàidhlig àbhaisteach ann am beatha làitheil.

Plana Gàidhlig Chomhairle na Gàidhealtachd 2024–29

Tha Comhairle na Gàidhealtachd air a gealltanais ro-innleachdail agus a gnìomhan comasachaidh a mhìneachadh a rèir nan raointean prìomhachais a leanas:

- Coimhearsnachdan agus Dachaigh
- Meadhanan, Ealainean, Cultar agus Dualchas
- Gnìomhachas agus an Eaconamaidh
- Foghlam

In-sgrùdadh air comas Gàidhlig

Thèid measadh a dhèanamh air sgilean Gàidhlig luchd-obrach na Comhairle sa chiad bhliadhna dhen Phlana seo. Thèid an dàta is am fiosrachadh bhon mheasadh air sgilean Gàidhlig a chur ri chèile agus thèid ath-sgrùdadh a dhèanamh air gu cunbhalach tro bheatha a' Phlana.

Co-chomhairleachadh mun Phlana Ghàidhlig

Dh'fhosgail an co-chomhairleachadh airson an dreachd PG air 10 Màrt 2023 agus bha e fosgailte airson sia seachdainean, gu 21 Giblean 2023.

Chaidh puist a chur a-mach air na meadhanan sòisealta agus chaidh fiosan naidheachd a sgaoileadh gus an co-chomhairleachadh poblach, agus na tachartasan co-chomhairleachaidh a bha co-cheangailte ris, a shanasachd.

Bhathar a' brosnachadh dhaoine freagairtean a chur a-steach air-loidhne tro shuirbhidh cho-chomhairleachaidh, a bha ri faotainn air làrach-lìn na Comhairle.

Chaidh trì tachartasan, far am faodadh daoine tadhal a-staigh, a chumail ann an Inbhir Nis, Port Rìgh agus Loch Abar.

Chaidh puist-d a chur gu cunbhalach gu luchd-ùidhe, a leithid bhuidhnean Gàidhlig, gus freagairtean a bhrosnachadh. Chaidh pasgan fiosrachaidh a thoirt dhaibh cuideachd mun dreachd PG. Bha na leanas sa phasgan:

- Lethbhreacan dhen dreachd PG
- Geàrr-chunntas dhen dreachd PG
- Sgrìobhainn a' mìneachadh nam prìomh atharrachaidhean eadar an treas is an ceathramh deasachadh dhen PG
- Seata de shlaighdean mun PG, airson deasbaireachd a bhrosnachadh am measg bhuidhnean.

Chaidh còrr is 500 beachd fhaotainn a thaobh an dreachd PG. Bha seo a' riochdachadh àrdachadh còrr is 13 uimhir an coimeas ris an àireimh fhreagairtean a chaidh fhaotainn tron cho-chomhairleachadh phoblach airson an treas deasachadh dhen PG.

Gheibhear tuilleadh fiosrachaidh mun cho-chomhairleachadh poblach ann an Eàrr-ràdh 1.

2. Prìomh phrionnsapalan

Spèis cho-ionann

Fo chumhaichean Achd 2005, tha Bòrd na Gàidhlig ag obair gus inbhe na Gàidhlig a dhaingneachadh mar chànan oifigeil ann an Alba, aig a bheil spèis co-ionann ris a' Bheurla. Tha am Bòrd ag iarraidh air ùghdarrasan poblach sealltainn anns na planaichean aca mar a thèid am prionnsapal seo a choileanadh is a chumail suas ann an gnìomh.

Nì Comhairle na Gàidhealtachd cinnteach, far a bheilear a' toirt na Gàidhlig an lùib nan obraichean is nan seirbheisean againn, gum bi iad co-dhiù dhen aon inbhe is dhen aon chàileachd ris an fheadhainn a bhios sinn a' solarachadh sa Bheurla.

Tairgse ghnìomhach

Bheir Comhairle na Gàidhealtachd seachad tairgse ghnìomhach de na seirbheisean Gàidhlig againn dhan luchd-obrach againn agus dhan phoball. Nì seo cinnteach, far a bheil sinn a' toirt seachad seirbheisean Gàidhlig, gu bheil fios aig luchd-cleachdaidh na Gàidhlig mun deidhinn, agus gu bheilear gam brosnachadh gus an cleachdadh.

Bheir seo an dleastanas air falbh bho dhaoine fa leth a bhith ag iarraidh na seirbheise agus bheir seo misneachd do luchd-cleachdaidh na Gàidhlig gum bi fios aca gun tèid an cuid feumalachdan a choileanadh, mas e sin a tha iad a' roghnachadh.

Àbhaisteachadh

'S e prìomh amas na h-Achd cànan is cultar na Gàidhlig a chumail suas agus fhàs. Airson seo a choileanadh, tha a bhith a' dèanamh na Gàidhlig na pàirt àbhaisteach de bheatha Alba an latha an-diugh na phrìomh ghnìomh agus tha ùghdarrasan poblach aig cridhe seo.

Nì Comhairle na Gàidhealtachd cinnteach gu bheil na cothroman a tha aig a' phoball is aig an luchd-obrach againn a' Ghàidhlig a chleachdadh air an dèanamh àbhaisteach, mar thaic do dh'amasan Plana Nàiseanta na Gàidhlig.

3. Gealltanasan a' Phlana

Àrd-amasan

Tha àrd-amasan a' Phlana seo a' co-thaobhadh ri amasan Plana Nàiseanta na Gàidhlig 2018–23. Is iad:

- Cuir ri cleachdadh na Gàidhlig
- Cuir ri ionnsachadh na Gàidhlig
- Cuir deagh ìomhaigh air adhart airson na Gàidhlig

Prìomhachasan ro-innleachdail

Tha na clàran a leanas a' toirt geàrr-chunntas air na gnìomhan riatanach a tha a dhìth gus na prìomhachasan ro-innleachdail a lìbhrigeadh. Tha iad stèidhichte air na prìomhachasan ro-innleachdail a chaidh aontachadh eadar a' Chomhairle agus Bòrd na Gàidhlig.

Cuspair 1: Coimhearsnachdan agus Dachaigh – prìomhachasan ro-innleachdail

Prìomhachas ro-innleachdail 1.1

Meudaich taic do luchd-cleachdaidh is luchd-ionnsachaidh na Gàidhlig uile, sna coimhearsnachdan aca, agus sna lìonraidhean anns a bheil iad ag obair.

Buil rùnaichte

Leasaichidh Comhairle na Gàidhealtachd planaichean airson ionnsachadh is leasachadh coimhearsnachd Gàidhlig timcheall air na sgoiltean anns a bheil Gàidhlig a-mhàin, agus timcheall air sgoiltean le roinn Foghlam tron Ghàidhlig airson taic a chur ri sgoilearan Foghlam tron Ghàidhlig (FtG) agus Foghlam Luchd-ionnsachaidh na Gàidhlig (FLI).

1	
Cleachdadh làithreach	'S e iomairt ùr a tha seo ri lìbhrigeadh.
Gnìomhan riatanach	Rannsaich iomairtean le buidhnean com-pàirteach airson dèanamh a-mach far a bheil sgoilearan a bha an lùib FtG air cumail a' dol le foghlam adhartach. Thèid toraidhean an rannsachaidh a cho-roinn le luchd-ùidhe.
Ceann-latha targaide	2027
Dleastanas	Sgioba na Gàidhlig

2	
Cleachdadh làithreach	<p>Ann an com-pàirteachas le sgoiltean FtG, tha sinn a' leantainn air adhart a' gleidheadh maoinachadh bhon taobh a-muigh gus taic a chur ri bhith a' leasachadh ghnìomhan neo-churraicealach agus iomairtean coimhearsnachd.</p> <p>Tha a' Chomhairle air gnìomhan taic cànan a chruthachadh timcheall air Buidhnean Sgoiltean Co-cheangailte na Comhairle, far a bheil FtG ri fhaotainn.</p> <p>Tha sinn a' leantainn air adhart ag obair ann an com-pàirteachas le buidhnean Gàidhlig a leithid Comunn na Gàidhlig (CnaG), Iomain Cholm Cille (ICC) agus FC Sonas, agus le High Life na Gàidhealtachd (HLG) airson tachartasan spòrs Gàidhlig ionadail is nàiseanta a libhrigeadh. Tha sinn cuideachd a' leantainn air adhart a' libhrigeadh thachartasan coisidh airson Ceannardas Spòrs Gàidhlig Àrd-sgoile.</p> <p>Tha sinn a' leantainn air adhart ag obair ann an com-pàirteachas le buidhnean Gàidhlig a leithid Fèis Rois agus Taigh-cluiche Cùirt an Easbaig gus taic a chur ri bhith a' libhrigeadh thachartasan a' buntainn ri dràma, na meadhanan agus cultar.</p>

	Ann an com-pàirteachas le Sabhal Mòr Ostaig (SMO), bidh sinn a’ cur air dòigh agus a’ lìbhrigeadh pròiseact Seachdain nan Deugairean gach bliadhna.
Gnìomhan riatanach	Meudaich an taic lìonrachaidh do sgoilearan FtG anns na h-àrd-sgoiltean a tha co-cheangailte ris na sgoiltean anns a bheil Gàidhlig a-mhàin.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig

3	
Cleachdadh làithreach	Tha sinn air tòiseachadh air planaichean pìleatach a leasachadh airson ionnsachadh is leasachadh coimhearsnachd.
Gnìomhan riatanach	Obraich ann an co-bhann le sgoiltean FtG gus planaichean ionnsachadh is leasachadh coimhearsnachd a chur air dòigh, gus taic a thoirt do na sgoiltean, do na sgoilearan, agus dhan choimhearsnachd Ghàidhlig san fharsaingeachd.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig

4	
Cleachdadh làithreach	<p>Bidh sinn a’ libhrigeadh raon thachartasan coimhearsnachd, a’ gabhail a-steach cothroman airson gnìomhan eadar-ghinealaich.</p> <p>Tha sinn a’ leantainn air adhart ag obair ann an com-pàirteachas le buidhnean ionadail agus nàiseanta gus gnìomhan cultarach Gàidhlig a libhrigeadh.</p> <p>Tha sinn a’ leantainn air adhart a’ toirt taic do bhuidhnean coimhearsnachd leis na prògraman ghnìomhan Gàidhlig aca, a’ gabhail a-steach a bhith a’ toirt seachad taic ionmhasail.</p> <p>Bidh sinn a’ cur air dòigh tursan còmhnaidheach Gàidhlig do dh’òigridh a bhios a’ brosnachadh na Gàidhlig, agus ceanglaichean cànan is cultair eadar na dùthchannan Ceilteach.</p> <p>Bidh sinn ag obair ann an com-pàirteachas le Leasachadh Sgìlean na h-Alba agus prìomh bhuidhnean ionadail is nàiseanta gus tachartas dreuchdan Gàidhlig a chur air dòigh do sgoilearan àrd-sgoile gach bliadhna.</p>
Gnìomhan riatanach	Meudaich libhrigeadh gnìomhan cultarach Gàidhlig air feadh na Gàidhealtachd.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29

Dleastanas	Sgioba na Gàidhlig
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5	
Cleachdadh làithreach	Tha sinn a’ leantainn air adhart a’ leasachadh phlanaichean ionnsachadh agus leasachadh coimhearsnachd Gàidhlig ann an com-pàirteachas le sgoiltean FtG, a’ cur thachartasan togail-aire air dòigh, agus bidh sinn a’ leantainn air adhart a’ co-obrachadh le ùghdarrasan ionadail tron bhuidhinn nàiseanta Gàidhlig GLAD.
Gnìomhan riatanach	Neartaich is thoir tuilleadh leasachaidh air ionnsachadh is leasachadh coimhearsnachd taobh a-staigh nan sgoiltean anns a bheil Gàidhlig a-mhàin ann an sgìre na Gàidhealtachd.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig

6	
Cleachdadh làithreach	Tha sinn a’ leantainn air adhart a’ toirt taic do bhuidhnean coimhearsnachd len cuid prògraman de ghnìomhan Gàidhlig. Ann an com-pàirteachas le sgoiltean FtG, tha sinn a’ leantainn air adhart a’ gleidheadh maoinachadh bhon taobh a-muigh gus taic a chur ri bhith a’ leasachadh

	<p>ghnìomhan neo-churraicealach is iomairtean coimhearsnachd, a' lìbhrigeadh làithean cultarach Gàidhlig ann an com-pàirteachas le sgoiltean FtG cuimsichte, agus a' leantainn air adhart a' tabhann chlasaichean ealain sa Ghàidhlig do chloinn.</p> <p>Bìdh sinn cuideachd ag obair còmhla ri raon de bhuidhnean Gàidhlig gus gnìomhan neo-churraicealach a lìbhrigeadh ann an spòrs, dràma, ceòl agus na h-ealain.</p> <p>Tha sinn a' leantainn air adhart a' toirt seachad prògraman de ghnìomhan is de thachartasan Gàidhlig tro làithean-saora na sgoile gus cur ri cleachdadh na Gàidhlig taobh a-muigh foghlam foirmeil.</p>
Gnìomhan riatanach	Lean air adhart a' toirt taic do, is a' meudachadh, ghnìomhan neo-churraicealach a tha air an lìbhrigeadh tron Ghàidhlig.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig

7	
Cleachdadh làithreach	Tha sinn a' leantainn air adhart ag obair le raon de bhuidhnean Gàidhlig gus gnìomhan spòrs agus cothroman ann an ceannardas spòrs a lìbhrigeadh do sgoilearan FtG ann an sgìre na Gàidhealtachd.

	Tha sinn a’ leantainn air adhart a’ toirt taic do thachartasan spòrs ann an sgìre na Gàidhealtachd agus gu nàiseanta, a leithid Cuach na Cloinne agus Cupa Iomain na h-Òige do sgoilearan FtG aois bun-sgoile.
Gnìomhan riatanach	Ann an co-bhann le HLG agus buidhnean Gàidhlig, meudaich cothroman airson spòrs is ionnsachadh air a’ bhlàr a-muigh airson sgoilearan FtG ann an sgìre na Gàidhealtachd.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig

8	
Cleachdadh làithreach	Tha sinn a’ leantainn air adhart ag obair le raon de bhuidhnean Gàidhlig gus gnìomhan ealain, ciùil is cultarach Gàidhlig a libhrigeadh.
Gnìomhan riatanach	Ann an co-bhann le buidhnean Gàidhlig, meudaich cothroman do sgoilearan FtG ceangal a thogail le ealain, ceòl is cultar na Gàidhlig.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig

9	
Cleachdadh làithreach	<p>Tha sinn a’ leantainn air adhart ag obair còmhla ri sgoiltean agus raon de bhuidhnean Gàidhlig gus gnìomhan ealain, ciùil is cultarach Gàidhlig a libhrigeadh do sgoilearan FtG.</p> <p>Ann an com-pàirteachas le sgoiltean FtG, tha sinn a’ leantainn air adhart a’ gleidheadh maoinachadh bhon taobh a-muigh gus taic a chur ri bhith a’ leasachadh ghnìomhan neo-churraicealach is iomairtean coimhearsnachd, agus ann an com-pàirteachas le sgoiltean FtG cuimsichte, air làithean cultarach Gàidhlig a libhrigeadh.</p>
Gnìomhan riatanach	Meudaich is thoir tuilleadh leasachaidh air tachartasan cultarach ann an com-pàirteachas le sgoiltean Gàidhlig.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig Seirbheis Foghlaim agus Ionnsachaidh

10	
Cleachdadh làithreach	Tha sinn a’ leantainn air adhart a’ tabhann prògram adhartach de chlasaichean Gàidhlig do dh’inbhich, stèidhichte sa choimhearsnachd.

	<p>Gach bliadhna, bidh sinn a' cur air dòigh tachartas trènaidh do dh'oidean Gàidhlig ann an sgìre na Gàidhealtachd.</p> <p>Tha sinn a' leantainn air adhart a' lìbhrigeadh latha cultar Gàidhlig coimhearsnachd gach bliadhna.</p>
Gnìomhan riatanach	Lìbhrig cothroman gus taic a thoirt do luchd-ionnsachaidh inbheach ann an co-theacsa coimhearsnachd, a leithid tursan còmhnaidheach is tursan iomlaid do dh'inbhich.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig

11	
Cleachdadh làithreach	Bidh a' Chomhairle gu cunbhalach a' conaltradh le AÀA, airson dèanamh cinnteach gu bheilear a' cleachdadh chruthan cearta is ùghdarrasach de dh'ainmean-àite Gàidhlig air soidhnichean agus sgrìobhainnean uile.
Gnìomhan riatanach	Lean air adhart ag obair còmhla ri AÀA gus cùrsa ainmean-àite Gàidhlig a leasachadh do sgoilearan bun-sgoile FtG.
Ceann-latha targaide	Lùnastal 2026
Dleastanas	Sgioba na Gàidhlig

Prìomhachas ro-innleachdail 1.2

Thoir seachad iomairtean gus ionnsachadh na Gàidhlig a bhrosnachadh am measg dhaoine òga is theaghlaichean san dachaigh.

Buil rùnaichte

Cruthaich cothroman airson taic a thoirt do phàrantan is do theaghlaichean gus a' Ghàidhlig a chleachdadh anns an dachaigh.

1	
Cleachdadh làithreach	<p>Tha sinn a' leantainn air adhart a' cur bhùithtean-obrach 'FtG agus Buannachdan Dà-chànanaid' air dòigh, le amas air pàrantan thràth-bhliadhnaichean.</p> <p>Tha sinn a' leantainn air adhart a' leasachadh raon de chothroman is thachartasan ionnsachadh teaghlaich.</p> <p>Chuir sinn air dòigh iomairtean ionnsachadh teaghlaich agus tachartasan brosnachaidh gus taic a thoirt do phàrantan is sgoilearan FtG.</p> <p>Chaidh Seachdain Ionnsachadh Gàidhlig Teaghlaich a libhrigeadh ann an com-pàirteachas le SMO.</p>

	Tha sinn a' leantainn air adhart a' tabhann chlasaichean Gàidhlig adhartach airson taic a chur ri cànan na Gàidhlig san dachaigh.
Gnìomhan riatanach	Cruthaich goireas cànan Gàidhlig air-loidhne do phàrantan FtG, airson taic a thoirt dhan Ghàidhlig anns an dachaigh.
Ceann-latha targaide	Cruthaichte gun a bhith nas anmoiche na 2025 agus ùraichte mar a bhios a dhìth
Dleastanas	Sgioba na Gàidhlig Seirbheis Foghlaim agus Ionnsachaidh

2	
Cleachdadh làithreach	Leasaich sinn an goireas Fàs Foghlaim gus FtG a bhrosnachadh am measg phàrantan thràth-bhliadhnaichean.
Gnìomhan riatanach	Leasaich an goireas Fàs Foghlaim, agus dèan cinnteach gu bheil e a' co-thaobhadh le PNG, le bhith a' leasachadh duilleag-fiosrachaidh mu FtG. Ùraich an leabhar-làimhe fiosrachaidh FtG do phàrantan aig Comhairle na Gàidhealtachd.
Ceann-latha targaide	Dùbhlachd 2025
Dleastanas	Sgioba na Gàidhlig

3	
Cleachdadh làithreach	Tha sinn air a dhol an sàs ann an com-pàirteachas ro-innleachdail Gàidhlig Breith gu Trì le Bòrd na Gàidhlig agus Care and Learning Alliance (CALA) airson fàs a thoirt air roinn Ghàidhlig Breith gu Trì ann an sgìre na Gàidhealtachd.
Gnìomhan riatanach	Lìbhrig am plana trì-bliadhna Breith gu Trì Gàidhlig.
Ceann-latha targaide	Sultain 2024–27
Dleastanas	Sgioba na Gàidhlig Seirbheis Foghlaim agus Ionnsachaidh

4	
Cleachdadh làithreach	'S e iomairt ùr a tha seo.
Gnìomhan riatanach	Rannsaich agus comasaich cothroman gus clubaichean tèarainte/stiùirichte airson geamaireachd Gàidhlig a chruthachadh do dhaoine òga.
Ceann-latha targaide	2025
Dleastanas	Sgioba na Gàidhlig Seirbheis Foghlaim agus Ionnsachaidh

Cuspair 2: Meadhanan, Ealainean, Cultar, Dualchas – prìomhachasan ro-innleachdail

Prìomhachas ro-innleachdail 2.1

Toradh nam Meadhanan is nan Ealainean Gàidhlig – cruthaich cothroman airson cur an cèill, sgilean, ruigsinneachd, com-pàirteachadh agus cruthachalachd.

Buil rùnaichte

Bidh Comhairle na Gàidhealtachd a’ co-obrachadh le iomairtean ionadail is nàiseanta a’ buntainn ris na meadhanan is na h-ealainean Gàidhlig, agus a’ toirt taic dhaibh.

1	
Cleachdadh làithreach	Tha sinn a’ leantainn air adhart ag obair ann an com-pàirteachas leis a’ Chomunn Ghàidhealach gus am Mòd Nàiseanta Rìoghail a libhrigeadh ann an sgìre na Gàidhealtachd aon uair anns gach ceithir bliadhna.
Gnìomhan riatanach	Obraich ann an com-pàirteachas leis a’ Chomunn Ghàidhealach gus am Mòd Nàiseanta Rìoghail a libhrigeadh ann an sgìre na Gàidhealtachd as t-fhoghar 2025.
Ceann-latha targaide	Foghar 2025
Dleastanas	Sgioba na Gàidhlig

2	
Cleachdadh làithreach	<p>Tha sinn a’ leantainn air adhart ag obair ann an com-pàirteachas le buidhnean ionadail agus nàiseanta eile airson taic a thoirt do ghnìomhan cultarach air feadh na Gàidhealtachd. Tha sinn a’ leantainn air adhart a’ togail deagh chom-pàirteachadh le riochdairean bho roinnean nam meadhanan is nan ealainean Gàidhlig.</p> <p>Tha sinn air taic tabhartas ionmhasail a thoirt seachad gach bliadhna do phrìomh chom-pàirtichean airson cuideachadh le bhith a’ libhrigeadh phrògraman taobh a-staigh roinn nam meadhanan is nan ealainean Gàidhlig, a’ gabhail a-steach nan gnìomhachasan cruthachail. Nam measg: Fèisean nan Gàidheal, Fèis Rois, Fèis Bhlàs, am Mòd Nàiseanta Rìoghail, agus AÀA.</p> <p>Tha sinn a’ leantainn air adhart a’ toirt taic do Dheasbad Nàiseanta nan Àrd-sgoiltean.</p> <p>Bidh sinn a’ co-obrachadh le SMO a thaobh a’ Mheòrachain Thuigse a th’ ann an-dràsta.</p> <p>Air stèidh bhliadhnail, bidh sinn a’ gabhail com-pàirt ann an Seachdain na Gàidhlig.</p>

	Tha sinn a’ leantainn air adhart a’ toirt taic do dh’ionadan cultarach Gàidhlig, a leithid Cultarlann Inbhir Nis agus tha sinn a’ leantainn air adhart ag obair còmhla ri HLG gus cothroman a thoirt seachad dhan Ghàidhlig ann an cultar, cur-seachad, slàinte is sunnd.
Gnìomhan riatanach	Meudaich na thathar a’ lìbhrigeadh de ghnìomhan cultarach Gàidhlig air feadh na Gàidhealtachd.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig

3	
Cleachdadh làithreach	Tha sinn a’ leantainn air adhart a’ toirt taic do phròiseact FilmG, a’ gabhail a-steach com-pàirteachadh le sgoiltean, daoine fa leth agus buidhnean coimhearsnachd.
Gnìomhan riatanach	Obraich còmhla ri pròiseact FilmG airson dèanamh cinnteach gum bi sgoiltean is riochdairean coimhearsnachd bho air feadh na Gàidhealtachd a’ gabhail pàirt ann am FilmG gach bliadhna.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig Seirbheis Foghlaim agus Ionnsachaidh

4	
Cleachdadh làithreach	'S e iomairt ùr a tha seo.
Gnìomhan riatanach	Obraich ann an com-pàirteachas le buidhnean-gnìomha ceòl traidiseanta iomchaidh airson Duaisean Ceòl Traidiseanta Albannach MG ALBA a lìbhrigeadh ann an sgìre na Gàidhealtachd.
Ceann-latha targaide	2024–25
Dleastanas	Sgioba na Gàidhlig High Life na Gàidhealtachd

5	
Cleachdadh làithreach	'S e iomairt ùr a tha seo.
Gnìomhan riatanach	Obraich ann an com-pàirteachas le Fèis nam Meadhanan Ceilteach gus an fhèis a lìbhrigeadh anns a' Ghàidhealtachd.
Ceann-latha targaide	2024–29
Dleastanas	Sgioba na Gàidhlig High Life na Gàidhealtachd

Cuspair 3: Gnìomhachas agus an Eaconamaidh – prìomhachasan ro-innleachdail

Prìomhachas ro-innleachdail 3.1

Cleachd a' Ghàidhlig ann an gnìomhachasan is iomairtean sòisealta, agus mar stòras eaconamach ann an Alba.

Buil rùnaichte

Bidh Comhairle na Gàidhealtachd a' co-obrachadh le gnìomhachasan agus iomairtean sòisealta ionadail is nàiseanta, agus a' toirt taic dhaibh, gus cur ri cleachdadh na Gàidhlig anns na seirbheisean aca agus taobh a-staigh nan àiteachan-obrach aca.

1	
Cleachdadh làithreach	<p>Tha sinn a' leantainn air adhart ag obair còmhla ri buidhnean agus gnìomhan Gàidhlig cultarach, ciùil, dràma is ealain a libhrigeadh.</p> <p>Tha Aonta Ìre Seirbheis aig Comhairle na Gàidhealtachd leis a' Chomunn Ghàidhealach a tha a' tighinn gu crìch ann an 2025. 'S e pàirt dhen aonta sin gum feum An Comunn Gàidhealach Measadh Buaidh Eaconamach a chur a-steach às dèidh dhan Mhòd Nàiseanta Rìoghail a bhith air a chumail ann an sgìre na Gàidhealtachd.</p>

	<p>Cuideachd, tha sinn ag iarraidh gun cuir Fèis Bhlas a-steach mion-fhiosrachadh mu bhuidh eaconamach gach bliadhna.</p> <p>Tha sinn a’ leantainn air adhart ag obair gu soirbheachail còmhla ri buidhnean a leithid Fèisean nan Gàidheal, Fèis Rois agus Fèis Bhlas gus gnìomhan cultarach, ciùil, dràma is ealain a lìbhrigeadh.</p> <p>Tha na tachartasan seo air cothrom a thoirt do dhaoine a tha a’ tadhal air a’ Ghàidhealtachd a’ Ghàidhlig a chluinntinn agus tha seo a’ cur ris an eòlas chultarach aca. Thug sinn fa-near gun do dh’fhiosraich VisitScotland gu bheil ùidh aig 1 a-mach à 3 neach-tadhail ann a bhith ag ionnsachadh mun Ghàidhlig nuair a tha iad a’ tadhal air Alba. Mar sin, tha na tachartasan seo nan so-mhaoin eaconamach is chultarach do sgìre na Gàidhealtachd.</p>
Gnìomhan riatanach	<p>Obraich còmhla ri buidhnean is com-pàirtichean iomchaidh a leithid Iomairt na Gàidhealtachd ’s nan Eilean, Leasachadh Sgìlean na h-Alba, VisitScotland, SMO, Alba Chruthachail, Àrainneachd Eachdraidheil Alba agus Bòrd na Gàidhlig gus buannachdan eaconamach cànan is cultar na Gàidhlig a thoirt gu buil.</p>
Ceann-latha targaide	Dùbhlachd 2026
Dleastanas	Sgioba na Gàidhlig

2	
Cleachdadh làithreach	'S e iomairt ùr a tha seo.
Gnìomhan riatanach	Obraich còmhla ri Leasachadh Sgilean na h-Alba gus fiosrachadh bhon mhargadh-obrach a ghlacadh a thaobh slighean dreuchdail dhaoine òga às dèidh foghlam Gàidhlig. Tha seo a' ceangal ri gnìomh 1 fo phrìomhachas ro-innleachdail 1.1.
Ceann-latha targaide	2027
Dleastanas	Sgioba na Gàidhlig

3	
Cleachdadh làithreach	Bidh Comhairle na Gàidhealtachd ag obair còmhla ri VisitScotland agus buidhnean is fòraman turasachd ionadail gus leantainn air adhart a' brosnachadh na Gàidhlig mar mheadhan airson a bhith a' tarraing luchd-turais agus airson a bhith a' cur ris an turas aca.
Gnìomhan riatanach	Brosnaich buannachdan eaconamach na Gàidhlig dhan roinn ghnothachais ionadail.
Ceann-latha targaide	2026 agus gach bliadhna às dèidh sin tro bheatha PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig

4	
Cleachdadh làithreach	'S e iomairt ùr a tha seo.
Gnìomhan riatanach	Obraich le buidhnean is com-pàirtichean iomchaidh gus Sgrùdadh Buaidh Eaconamach nan Gnìomhachasan Cruthachail (Ealain) a leasachadh. Tha an gnìomh seo a' ceangal ris a' chuspair Meadhanan, Ealainean, Cultar agus Dualchas.
Ceann-latha targaide	2026–29
Dleastanas	Sgioba na Gàidhlig Sgioba Eaconamach

5	
Cleachdadh làithreach	'S e iomairt ùr a tha seo.
Gnìomhan riatanach	Cuir toraidhean Sgrùdadh Buaidh Eaconamach nan Gnìomhachasan Cruthachail (Ealain) ann an gnìomh 4 fa chomhair Chomataidh na Gàidhlig.
Ceann-latha targaide	2026–29
Dleastanas	Sgioba na Gàidhlig

6	
Cleachdadh làithreach	'S e iomairt ùr a tha seo.
Gnìomhan riatanach	Cruthaich goireas Gàidhlig air-loidhne dhan choimhearsnachd ghnothachais, a chomharraicheas na buannachdan eaconamach a tha an lùib a bhith a'

	cleachdadh na Gàidhlig airson brìgh na Gàidhealtachd a dhaingneachadh.
Ceann-latha targaidhe	2026
Dleastanas	Sgioba na Gàidhlig Sgioba Teicneòlas Fiosrachaidh Sgioba Lìn Sgioba Leasachaidh agus Ath-bheòthachaidh Eaconamaich

7	
Cleachdadh làithreach	<p>Bidh a’ Chomhairle gu cunbhalach a’ conaltradh le AÀA, airson dèanamh cinnteach gu bheil a’ cleachdadh chruthan cearta is ùghdarrasach de dh’ainmean-àite Gàidhlig air soidhnichean agus sgrìobhainnean uile.</p> <p>Tha sinn a’ leantainn air adhart a’ brosnachadh nam buannachdan eaconamach a tha an lùib a bhith a’ buileachadh poileasaidh dà-chànanach Chomhairle na Gàidhealtachd, a tha a’ gabhail a-steach a bhith a’ cleachdadh shoidhnichean dà-chànanach.</p>
Gnìomhan riatanach	Obraich còmhla ri AÀA gus buannachdan eaconamach ainmean-àite is shoidhnichean Gàidhlig a bhrosnachadh.
Ceann-latha targaidhe	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig

8	
Cleachdadh làithreach	Tha sinn air taic ionmhasail is oifigeir a thoirt do Chultarlann Inbhir Nis agus tha sinn a' leantainn air adhart ag obair còmhla ri buidhnean coimhearsnachd Gàidhlig.
Gnìomhan riatanach	Lean air adhart a' brosnachadh is a' toirt gu buil buannachdan eaconamach is cultarach cho-ionadan coimhearsnachd is chultarlannan, mar a tha air an stèidheachadh le buidhnean coimhearsnachd.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig

Cuspair 4: Foghlam – prìomhachasan ro-innleachdail

Prìomhachas ro-innleachdail 4.1

Lìbhrig brosnachadh is fàs leantainneach ann am FtG agus FLI aig gach ìre, a' gabhail a-steach lìbhrigeadh na Gàidhlig mar nuadh-chànan, le 70%* de bhun-sgoiltean a' solarachadh Gàidhlig mar C2 agus C3 gus solar na Gàidhlig a mheudachadh thar an ùghdarras.

*Tha an àireamh sa cheud seo a' buntainn ri bun-sgoiltean Foghlam tron Bheurla (a' gabhail a-steach Foghlam tron Bheurla taobh a-staigh sgoil FtG) a tha a' tabhann Gàidhlig mar C2 no mar chànan C3 a bharrachd.

Buil rùnaichte

Bidh Comhairle na Gàidhealtachd a' leudachadh agus a' toirt taic do lìbhrigeadh na Gàidhlig mar nuadh-chànan, an lùib na h-iomairte 1+2. Thèid modail-taice sònraichte a thaobh ionnsachadh proifeiseanta agus taic airson teagasg a lìbhrigeadh do sgoiltean ainmichte airson solar Gàidhlig mar C2 agus C3 a leudachadh.

Cruthaichidh a' Chomhairle feallsanachd airson Foghlam tron Ghàidhlig (FtG) agus Foghlam Luchd-ionnsachaidh na Gàidhlig (FLI) a lìbhrigeadh. Leasaichidh a' Chomhairle lèirsinneachd ro-innleachdail airson stiùireadh a thoirt seachad a thaobh na thathar a' tabhann sa churraicealam Ghàidhlig air feadh na Gàidhealtachd, a' dèanamh feum cho math 's a ghabhas de na cothroman didseatach is teicneòlach a tha rim faotainn.

1	FtG
Cleachdadh làithreach	'S e iomairt ùr a tha seo.
Gnìomhan riatanach	Le luchd-ùidhe, cruthaich feallsanachd àrd-sgoile FtG gus na thathar a' tabhann aig ìrean Foghlam Farsaing Coitcheann (FFC) is aig an Ìre as Àirde ann an àrd-sgoiltean Chomhairle na Gàidhealtachd a shealltainn.
Ceann-latha targaide	2026
Dleastanas	Seirbheis Foghlaim agus Ionnsachaidh

2	FtG
Cleachdadh làithreach	Bidh Comhairle na Gàidhealtachd a' tabhann taic dhidseatach agus cothroman ionnsachaidh beò air an lìbhrigeadh le tidsear Gàidhlig do dh'àrd-sgoiltean a tha air FLI iarraidh airson ÀS1–ÀS3.
Gnìomhan riatanach	Lean air adhart a' leasachadh tairgse dhidseatach air feadh na Gàidhealtachd gus taic a chumail ri feallsanachd àrd-sgoile FtG, le bhith ag àrdachadh àireamh nan sgoilearan a bhios a' faighinn cothrom air foghlam Gàidhlig tro ionnsachadh didseatach.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Seirbheis Foghlaim agus Ionnsachaidh

3	FLI
Cleachdadh làithreach	Tha cothrom a-nis aig luchd-teagaisg na Comhairle air fad air goireas didseatach le taic trèanaidh na lùib. Thug an trèanadh seo sgoiltean neo-eisimeileach gu buil, far a bheil luchd-teagaisg a' planadh is a' lìbhrigeadh Gàidhlig C2 is C3. Tha am modail nas seasmhaiche na feallsanachd 'cuir aithne air a' chànan'.
Gnìomhan riatanach	Meudaich an àireamh sgoiltean a tha a' lìbhrigeadh C2 is C3 le bhith ag àrdachadh na h-àireimh de luchd-teagaisg Gàidhlig a th' air an trèanadh airson Gàidhlig 1+2 a lìbhrigeadh, tro bhith a' cur air adhart an trèanadh air-loidhne a tha ri fhaotainn.
Ceann-latha targaide	2025–29
Dleastanas	Seirbheis Foghlaim agus Ionnsachaidh

4	FLI
Cleachdadh làithreach	Chaidh modail-trèanaidh seasmhach a chruthachadh airson Gàidhlig C2 agus C3 fhad 's a bhathar a' lìbhrigeadh PG 2018–23. Rè ùine an deasachaidh mu dheireadh de PG Chomhairle na Gàidhealtachd, chaidh trèanadh Gàidhlig 1+2 a lìbhrigeadh do 151 neach-teagaisg.
Gnìomhan riatanach	Dèan mapadh air sgoiltean is suidhich targaidean dhaibh airson taic a thaobh Gàidhlig C2 is C3.
Ceann-latha targaide	2024

Dleastanas	Seirbheis Foghlaim agus Ionnsachaidh
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5	FLI
Cleachdadh làithreach	Bidh sinn ag obair còmhla ri Lìonra nan Ùghdarrasan Ionadail airson Foghlam Gàidhlig Luchd-ionnsachaidh ann an Alba (GLEANS), gus taic a thoirt seachad is meudachadh air na thathar a' lìbhrigeadh an-dràsta de Ghàidhlig mar C2 no C3, a thuilleadh air a bhith a' toirt cothrom gun tèid seo a chleachdadh mar aonad ionnsachaidh eadar-chuspaireil a sheas leis fhèin.
Gnìomhan riatanach	Meudaich an cothrom air Gàidhlig C2 is C3 gu 70% tro thaic dhidseatach (Targaid PNG).
Ceann-latha targaide	2025–26
Dleastanas	Seirbheis Foghlaim agus Ionnsachaidh

6	FtG agus FLI
Cleachdadh làithreach	Bidh Sgioba na Gàidhlig a' comharrachadh gnìomhan leasachadh coimhearsnachd a bheir taic do sgoiltean. Tha Comhairle na Gàidhealtachd cuideachd a' leantainn air adhart a' brosnachadh na Gàidhlig do theaghlaichean uile, an dà chuid ann an clàraidhean tràth-ionnsachaidh is cùraim-chloinne agus bun-sgoile, le fiosrachadh ga thoirt seachad air làrach-lìn na Comhairle agus air na meadhanan sòisealta, a'

	gabhail a-steach nam buannachdan a tha an lùib foghlam Gàidhlig agus dà-chànanas.
Gnìomhan riatanach	Far a bheil foghlam Gàidhlig is Beurla rim faotainn còmhla anns an aon sgoil, co-obrach is cùm taic ris na cothroman a bhios aig na sgoilearan san roinn Bheurla gus ionnsachadh mu chànan is chultar na Gàidhlig mar phàirt de dhearbhaithne na h-Alba (Stiùireadh Reachdail).
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Seirbheis Foghlaim agus Ionnsachaidh

7	FtG agus FLI
Cleachdadh làithreach	Bidh sinn ag obair ann an co-bhann le SMO a thaobh a' Mheòrachain Thuigse a th' ann an-dràsta, a' gabhail a-steach a bhith a' brosnachadh nan cothroman trèanaidh, a' toirt taic a thaobh ghreisean-gnìomhachais oileanach, a' toirt taic a thaobh mhodhan-obrach ann an taghaidhean agallaimh agus co-obrachadh air pròiseactan a bhios a' toirt taic do rannsachadh is leasachadh proifeiseanta.
Gnìomhan riatanach	Gach bliadhna, broснаich agus cùm taic ri Ionnsachadh Proifeiseanta Fad Dreuchd airson a h-uile neach a tha a' solarachadh foghlam Gàidhlig, me, Teisteanas Teagaisg a Bharrachd sa Ghàidhlig airson luchd-teagaisg àrd-sgoile, gus leudachadh air Gàidhlig a bhith na nuadh-chànan ann an àrd-sgoiltean.

Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Seirbheis Foghlaim agus Ionnsachaidh

8	FtG
Cleachdadh làithreach	Tha Comhairle na Gàidhealtachd air thoiseach nuair a thig e gu bhith a’ solarachadh FtG agus FLI ann an Alba. Tha an t-iarrrtas airson foghlam Gàidhlig a’ leantainn, le àireamhan sgoilearan a’ fàs, gu h-àraid ann an roinn na bun-sgoile. Tha Sgioba Gàidhlig na Comhairle ag obair gu dlùth le sgoiltean agus com-pàirtichean gus taic a thoirt do sholarachadh thràth-bhliadhnaichean, bun-sgoile is àrd-sgoile.
Gnìomhan riatanach	Le prìomh luchd-ùidhe, dèan sgrùdadh air amannan sònraichte eadar-ghluasaid ann an sgìre na Gàidhealtachd, airson sùil a chumail air na dùbhlain a th’ aig daoine òga nuair a tha iad a’ taghadh slighe FtG, airson àireamh nan sgoilearan san Ìre as Àirde a chur am meud.
Ceann-latha targaide	2025–27
Dleastanas	Seirbheis Foghlaim agus Ionnsachaidh

9	FtG
Cleachdadh làithreach	Tha FtG air a thoirt an lùib planadh leasachadh càileachd Chomhairle na Gàidhealtachd. Thathar ag amas air targaidean phrìomhachasan leasachaidh Gàidhlig gach bliadhna tro theamplaidean luachaidh sgoiltean.

Gnìomhan riatanach	Gach bliadhna, leasaich na tha san amharc airson curraicealam FtG 3–18 air feadh na Gàidhealtachd, gu h-àraid a thaobh piseach a thoirt air na cothroman FtG a th' ann aig an Ìre as Àirde san àrd-sgoil.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Seirbheis Foghlaim agus Ionnsachaidh

10	FtG agus FLI
Cleachdadh làithreach	Thathar a' toirt cunntas air buileachadh agus coileanadh ann am FtG agus FLI do bhuill thaghte gach bliadhna.
Gnìomhan riatanach	Thoir brosnachadh agus taic do sgoiltean gus slighean a lìbhrigeadh airson Gàidhlig ionnsachadh a tha a' freagairt gu sònraichte air co-theacsa na sgoile. Brosnaich sgoiltean luachadh a dhèanamh air barantachadh agus eòlasan nas fharsainghe, agus an lìbhrigeadh, far an urrainnear.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Seirbheis Foghlaim agus Ionnsachaidh

11	FtG
Cleachdadh làithreach	Tha builean Gàidhlig air an gabhail a-steach ann an teamplaidean Plana Leasachaidh Sgoile airson dèanamh cinnteach gu bheil a' Ghàidhlig air a gabhail a-steach mar phrìomhachas mar phàirt de luachadh sgoile airson aithris bhliadhnail air inbhean agus càileachd.

Gnìomhan riatanach	Cuir air dòigh agus lìbhrig feallsanachd barantachaidh airson litearrachd na Gàidhlig, airson gach sgoilear ann am FtG ro dheireadh ÀS3 gun a bhith nas anmoiche na 2027.
Ceann-latha targaide	Dùbhlachd 2026
Dleastanas	Seirbheis Foghlaim agus Ionnsachaidh

12	FtG
Cleachdadh làithreach	Bidh Sgioba Gàidhlig Chomhairle na Gàidhealtachd a' toirt cunntas ràitheil air prìomh chomharran-coileanadh foghlam Gàidhlig, mar phàirt de ghnòthach leantainneach aig Comataidh Gàidhlig na Comhairle. Bidh Sgioba na Gàidhlig cuideachd a' toirt cunntas bliadhnail air àireamh nan sgoilearan a th' ann am foghlam Gàidhlig, air cothroman curraicealaim agus air fiosrachadh mu bhuileachadh, aig Comataidh Foghlaim na Comhairle. Bidh sinn a' brosnachadh na Gàidhlig do theaghlachan uile, an dà chuid ann an clàraidhean tràth-ionnsachaidh is cùraim-chloinne agus bun-sgoile, le fiosrachadh ga thoirt seachad air làrach-lìn na Comhairle agus air na meadhanan sòisealta, a' gabhail a-steach nam buannachdan a tha an lùib foghlam Gàidhlig agus dà-chànanas.
Gnìomhan riatanach	Cùm taic ri, agus cuir am meud àireamhan sgoilearan FtG sna tràth-bhliadhnaichean, sa bhun-sgoil is san àrd-sgoil, tro bhith an-còmhnaidh a' cumail sùil air àireamhan sgoilearan.

Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Seirbheis Foghlaim agus Ionnsachaidh

13	FtG
Cleachdadh làithreach	Tha Tràth-ionnsachaidh is Cùram-chloinne FtG air a sholarachadh ann am 20 sgoil-àraich, an dà chuid le Comhairle na Gàidhealtachd agus ionadan chom-pàirtichean. Bidh sinn cuideachd a’ toirt seachad taic thràth-bhliadhnaichean tro Oifigear Taice Thràth-bhliadhnaichean le Gàidhlig.
Gnìomhan riatanach	Gabh os làimh co-chomhairleachadh coimhearsnachd air na seòrsachan chothroman a tha rim faotainn a thaobh FtG ann an tràth-ionnsachadh is cùram-chloinne, airson taic a chumail aig amannan eadar-ghluasaid nuair a tha fastadh luchd-obrach ag adhbharachadh dhuilgheadasan leantainneach agus a’ cur bacadh air a bhith a’ toirt seachad 1140 uairean de chùram-chloinne.
Ceann-latha targaide	2026–29
Dleastanas	Seirbheis Foghlaim agus Ionnsachaidh

Prìomhachas ro-innleachdail 4.2

Leudaich libhrigeadh Foghlam tron Ghàidhlig le barrachd chuspairean àrd-sgoile air an toirt seachad, sgoiltean ùra a sheasas leotha fhèin air an cruthachadh, agus solar ùr airson nan tràth-bhliadhnaichean, bun-sgoil is àrd-sgoil.

Buil rùnaichte

Nì Comhairle na Gàidhealtachd sgrùdadh iomchaidheachd air foghlam Gàidhlig 3–18 airson Inbhir Nis, airson dèanamh cinnteach gu bheil lèirsinn ro-innleachdail ann airson leasachaidhean san àm ri teachd agus so-sheasmhachd foghlam Gàidhlig thar na Gàidhealtachd.

Nì a’ Chomhairle sgrùdadh is ath-bhreithneachadh air mar a tha inbhe Ghàidhlig nan sgoiltean air an ainmeachadh. Nì sinn ath-bhreithneachadh air modailean libhrigidh FtG thar na Gàidhealtachd agus nì sinn rannsachadh air modailean libhrigidh is structaran ùra a dh’fhaodadh a bhith air an cleachdadh, nam measg àrdachadh ann an solar 3–18.

1	FtG
Cleachdadh làithreach	<p>Tha sinn a’ leantainn air adhart a’ planadh leasachaidhean FtG thar sgìre na Gàidhealtachd, a’ gabhail a-steach sgrùdaidhean meud-comais/modhan co-chomhairleachaidh a thaobh sgìrean-sgoile. Tha solar FtG ann an 2024 a’ gabhail a-steach:</p> <ul style="list-style-type: none"> • 19 ionadan tràth-ionnsachaidh is cùraim-chloinne agus ionadan chom-pàirtichean; • 20 suidheachadh le FtG bun-sgoile. An lùib an t-solair FtG bun-sgoile seo, tha trì sgoiltean far a bheil FtG a-mhàin,

	<p>dà sgoil Ghàidhlig le solar tro mheadhan na Beurla, agus tha an còrr nan sgoiltean far a bheil solar FtG;</p> <ul style="list-style-type: none"> • tha 20 àrd-sgoil ann an sgìre na Gàidhealtachd a tha an-dràsta a’ solarachadh Ghàidhlig do dh’fhileantaich agus/no Ghàidhlig do luchd-ionnsachaidh. Tha 13 de na sgoiltean seo a’ tabhann Ghàidhlig mar chuspair àrd-sgoile FtG mar phàirt dhen churraicealam Ghàidhlig aca agus tha 17 a’ tabhann slighean FLI aig ìre FFC agus/no an ìre as Àirde; agus • tha seachd de na solaran àrd-sgoile co-cheangailte againn a’ toirt seachad cuspairean a bharrachd tron Ghàidhlig aig ìre FFC agus/no an ìre as Àirde. Tha seo a’ gabhail a-steach cothrom air Ghàidhlig Luchd-ionnsachaidh aig ìre FFC tro shlighean didseatach.
Gnìomhan riatanach	Cleachd sgrùdadh iomchaidheachd air FtG 3–18 airson Inbhir Nis, airson tuigse fhaighinn air iarrtasan phàrant agus a’ bhuidh a dh’fhaodadh a bhith aig na roghainnean a thigeadh am bàrr.
Ceann-latha targaide	2024
Dleastanas	Seirbheis Coileanaidh agus Riaghlachais

2	FtG
Cleachdadh làithreach	Tha sinn a’ leantainn air adhart a’ planadh leasachadh FtG thar sgìre na Gàidhealtachd, a’ gabhail a-steach

	<p>sgrùdaidhean meud-comais/modhan co-chomhairleachaidh a thaobh sgìrean-sgoile.</p> <p>Ann an com-pàirteachas le Riaghaltas na h-Alba, tha sinn air trì sgoiltean anns a bheil FtG a-mhàin a libhrigeadh. Tha FtG brosnachail dha-rìribh ann a bhith a’ dèanamh cinnteach gu bheil a’ Ghàidhlig a’ cumail oirre a’ soirbheachadh is a’ fàs, an dà chuid ann an sgìrean bailteil agus dùthchail. Tha an solar leantainneach FtG a th’ aig Comhairle na Gàidhealtachd a’ dearbhadh an dealais is an aithne gu bheil FtG aig àirde a shoirbheachais nuair a tha làn-bhogadh ann do sgoilearan, agus nuair a ghabhas gach ceum de dh’fhoghlam sgoile a bhith air a libhrigeadh tro mheadhan na Gàidhlig.</p>
Gnìomhan riatanach	Comharraich làrach a dh’fhaodadh a bhith freagarrach airson campas 3–18 ann an Inbhir Nis, a’ gabhail a-steach sgrùdadh air a’ bhuaidh a bhiodh aige air sgìre-sgoile, co-chomhairleachadh, planadh agus còmhhdail.
Ceann-latha targaide	2025
Dleastanas	Seirbheis Foghlaim agus Ionnsachaidh

3	FtG agus FLI
Cleachdadh làithreach	Tha sinn a’ leantainn air adhart a’ solarachadh is a’ cur air adhart ùrlar co-roinn ghoireasan na Comhairle agus seirbheis barantachd càileachd airson stuthan foghlaim.

Gnìomhan riatanach	Leasaich tairgse didseatach ro-innleachdail is freagairteil airson curraicealam air-loidhne a lìbhrigeadh, gus FtG agus FLI a neartachadh is a leudachadh ann an sgoiltean aig ìre bun-sgoile is àrd-sgoile airson taic a chur ris na gealltanasan a rinneadh ann am Plana Nàiseanta na Gàidhlig.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Seirbheis Foghlaim agus Ionnsachaidh

4	FtG
Cleachdadh làithreach	'S e iomairt ùr a tha seo.
Gnìomhan riatanach	Obraichidh sinn gus iall cho-phàirteach FtG a leasachadh airson Litearrachd na Gàidhealtachd. Thoir seachad comhairle mu fhoghlam Gàidhlig tro oifigear stiùiridh Gàidhlig airson dèanamh cinnteach gun tèid dòighean-obrach eòlas-teagaisg làn-bhogaidh a chur an sàs.
Ceann-latha targaide	2025–29
Dleastanas	Seirbheis Foghlaim agus Ionnsachaidh

5	FtG
Cleachdadh làithreach	Tha sinn a' leantainn air adhart a' planadh leasachaidhean FtG thar sgìre na Gàidhealtachd, a' gabhail a-steach sgrùdaidhean meud-comais/modhan co-chomhairleachaidh a thaobh sgìrean-sgoile.

	<p>'S e Comhairle na Gàidhealtachd an solaraidhe as motha a thaobh FtG ann an Alba. Ann an Seirbheis an Fhoghlaim agus an Ionnsachaidh, tha 29 àrd-sgoiltean agus 166 bun-sgoiltean agus 3 sgoiltean speisealta. Mar sin, tha 198 sgoil fosgailte, a' còmhach sgìre chruinn-eòlasach a tha cha mhòr uimhir ris A' Bheilg.</p> <p>Ann an 2023, chuir Comhairle na Gàidhealtachd crìoch air co-chomhairleachaidhean reachdail airson sgìrean-sgoile FtG a chruthachadh do 15 a-mach às na 20 bun-sgoiltean ann an sgìre na Gàidhealtachd a tha a' tabhann FtG.</p>
Gnìomhan riatanach	Dèan ath-sgrùdadh air mar a tha inbhe nan sgoiltean air an ainmeachadh, a' gabhail beachd agus a' toirt taic do bhogadh, le fòcas air a bhith a' meudachadh nan goireasan a tha rim faotainn.
Ceann-latha targaide	2026–27
Dleastanas	Seirbheis Foghlaim agus Ionnsachaidh

6	FtG agus FLI
Cleachdadh làithreach	'S e iomairt ùr a tha seo.
Gnìomhan riatanach	Stèidhich buidhnean luchd-ùidhe 3–18 airson ath-sgrùdadh a dhèanamh air com-pàirteachasan co-obrachail far an toir dòighean-obrach 3–18 thar buidhnean sgoiltean piseach air builean airson sgoilearan Gàidhlig agus far an dèanar am feum as fheàrr de na goireasan a tha rim faotainn.

Ceann-latha targaide	2025–27
Dleastanas	Seirbheis Foghlaim agus Ionnsachaidh

7	FtG agus FLI
Cleachdadh làithreach	Tha sinn a’ leantainn air adhart a’ co-òrdanachadh agus a’ libhrigeadh seiseanan-taice bliadhnail airson sgiobaidhean ceannardais sgoiltean, gu h-ionadail agus tro lìonraidhean nàiseanta, air prionnsabalan ‘Comhairle mu Fhoghlam Gàidhlig’.
Gnìomhan riatanach	Taobh a-staigh shruthan obrach buidhnean luchd-ùidhe 3–18, dèan ath-sgrùdadh is cùm sùil air ceannardas is modailean ceannardais ceumnaichte le cothroman Ionnsachadh Proifeiseanta Fad Dreuchd.
Ceann-latha targaide	2025–27
Dleastanas	Seirbheis Foghlaim agus Ionnsachaidh Sgioba na Gàidhlig

8	FtG
Cleachdadh làithreach	Tha sinn air ath-sgrùdadh is ùrachadh a dhèanamh air teamplaidean planadh leasachaidh, airson iomraidhean air prìomhachasan nàiseanta airson foghlam Gàidhlig a ghabhail a-steach.

	Bidh sinn a’ toirt chunntasan do Chomataidh an Fhoghlaim agus do Chomataidh na Gàidhlig air prìomhachasan airson foghlam Gàidhlig agus sgrùdadh coileanaidh.
Gnìomhan riatanach	Cleachd builean sgrùdadh iomchaidheachd 3–18 a thaobh Plana Nàiseanta na Gàidhlig agus leasachadh nan amasan ro-innleachdail airson foghlam taobh a-staigh PG 2024–29.
Ceann-latha targaide	Thèid builean a leasachadh gun a bhith nas anmoiche na Lùnastal 2025 agus an uair sin thèid an libhrigeadh tro bheatha PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Seirbheis Foghlaim agus Ionnsachaidh

9	FtG agus FLI
Cleachdadh làithreach	Bidh sinn a’ gabhail a-steach targaidean foghlaim Gàidhlig ann am Planadh nan Seirbheisean Corporra agus Foghlaim.
Gnìomhan riatanach	Leasaich modail com-pàirteachaidh. Dèan ceangal le luchd-ùidhe bhon taobh a-staigh is bhon taobh a-muigh – a’ gabhail a-steach: a bhith ag èisteachd ris na th’ aig sgoilearan ri ràdh; riochdairean bhuidhnean phàrant; solaraichean foghlaim (ùghdarrasan ionadail; solaraichean prìobhaideach, saor-thoileach no neo-eisimeileach; Stòrlann Nàiseanta na Gàidhlig, e-Sgoil); agus buidhnean riaghaltais is Gàidhlig airson stiùireadh a thoirt dhan dòigh-obrach a leudaicheas FtG agus FLI.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig

Amasan na Seirbheise Corporra

Tha amasan na Seirbheise Corporra air an cleachdadh le rùn a bhith a' dèanamh prìomh sheirbheisean Gàidhlig coitcheann thar ùine thar Comhairle na Gàidhealtachd. Tha gach amas Seirbheise Corporra a' gabhail a-steach buil rùnaichte a tha Bòrd na Gàidhlig ag iarraidh air gach ùghdarras poblach a choileanadh thairis air ùine.

B' e Comhairle na Gàidhealtachd a' chiad ùghdarras poblach aig an robh Plana Gàidhlig air aontachadh le Bòrd na Gàidhlig (ann an 2008). Ri linn seo, tha gealltanasan air a bhith stèidhichte aig a' Chomhairle dhan chànan fad ùine mhòr thairis air a seirbheisean gu lèir, agus thathar mar-thà a' coileanadh mòran de na builean rùnaichte seo. A bharrachd, tha a' Chomhairle air stiùiridhean a leasachadh mu chleachdadh na Gàidhlig anns na seirbheisean a bhios i a' toirt seachad. Faodar 'Stiùiridhean mu chleachdadh na Gàidhlig ann an seirbheisean Chomhairle na Gàidhealtachd' a leughadh is a luchdachadh a-nuas an seo: (https://www.highland.gov.uk/downloads/file/11857/guidelines_on_the_use_of_gaelic_in_the_services_we_offer).

Thèid stiùiridhean ùra mu chleachdadh na Gàidhlig anns na seirbheisean a tha sinn a' tabhann fhoillseachadh ann an 2024, a' dol an àite deasachadh 2009 a tha an-dràsta ri fhaotainn air làrach-lìn na Comhairle. Bidh na gealltanasan sa phoileasaidh ùraichte a' co-thaobhadh ri gealltanasan a' Phlana Ghàidhlig againn.

Inbhe

Buil rùnaichte	Suaicheantas agus branndachadh Daingnich a bhith a' cleachdadh suaicheantas agus branndachadh corporra na Comhairle ann an Gàidhlig agus Beurla aig a' chiad chothrom agus mar phàirt de phròiseas ùrachaidh sam bith. Bu chòir dhan t-suaicheantas a bhith a' taisbeanadh follaiseachd cho-ionann airson an dà chànan.
Cleachdadh làithreach	<ul style="list-style-type: none"> Tha dearbh-aithne chorporra dà-chànanach aig a' Chomhairle mar-thà, agus thèid seo a chumail suas tro bheatha a' Phlana. Tha Beurla agus Gàidhlig ann an suaicheantas na Comhairle agus tha an aon fhollaiseachd aig an dà chànan.
Gnìomhan riatanach	Lean air adhart a' dèanamh cinnteach gu bheil a' cleachdadh suaicheantas agus branndachadh dà-chànanach.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29

Dleastanas	Sgioba na Gàidhlig Sgioba a' Chonaltraidh Chorporra
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Buil rùnaichte	<p>Soidhnichean</p> <p>Bidh Gàidhlig agus Beurla air soidhnichean mar phàirt de phròiseas ùrachaidh sam bith.</p>
Cleachdadh làithreach	<p>Tha sinn a' leantainn air adhart a' buileachadh nan stiùiridhean ùraichte airson soidhnichean dà-chànanach na Comhairle. Bidh soidhnichean air togalaichean agus cuid-seilbhe uile leis a' Chomhairle (oifisean, sgoiltean, ionadan-spòrs, leabharlannan neo-ghluasadach is gluasadach, taighean-tasgaidh, tasglannan, ionadan-coimhearsnachd, dachaighean-cùraim, taighean-beaga poblach, pàircean-cluiche is cur-seachad, msaa) a' taisbeanadh ainm an togalaich, agus na seirbheisean a tha air an solarachadh taobh a-staigh an togalaich, gu dà-chànanach. Tha seo a' gabhail a-steach togalaichean is cuid-seilbhe a tha air an stiùireadh le High Life na Gàidhealtachd.</p> <p>Ann an sgoiltean anns a bheil Gàidhlig a-mhàin, thathar a' cleachdadh shoidhnichean Gàidhlig aon-chànanach airson feallsanachd bogaidh FtG a neartachadh.</p> <p>Air soidhnichean a-muigh, bidh a' Ghàidhlig os cionn na Beurla agus air soidhnichean a-staigh bidh a' Bheurla os cionn na Gàidhlig. Nuair a bhios soidhnichean ùra a' dol suas no nuair a dh'fheumas seann soidhnichean a bhith air an ùrachadh, thèid soidhnichean dà-chànanach a chleachdadh.</p> <p>Bidh soidhnichean fàilteachaidh gu bailtean, cathair-bhailtean is bailtean beaga, agus soidhnichean rathaid na Comhairle, dà-chànanach. Bidh soidhnichean a' gabhail a-steach suaicheantasan eachdraidheil baile no cathair-bhaile far a bheil sin iomchaidh. Bidh a' Ghàidhlig ann an uaine agus bidh a' Bheurla ann an dubh air na soidhnichean sin.</p> <p>Thèid ainmean Gàidhlig a bhrosnachadh air sràidean is leasachaidhean ùra, a' cleachdadh cheanglaichean eachdraidheil is cultarach nuair a tha am fiosrachadh sin ri fhaotainn. Thèid co-</p>

	<p>chomhairleachadh a chumail le comhairlean coimhearsnachd ionadail agus buill uàird.</p> <p>Seach gur ann bho thùs Gàidhlig a tha a’ mhòr-chuid de dh’ainmean-àite na Gàidhealtachd, is iad gu tric ann an cruth Beurla, tha an cleachdadh dà-chànanach a’ cuideachadh gus an ciall a dhèanamh soilleir agus dualchas Gàidhlig na sgìre a dhaingneachadh.</p> <p>Tha obair leantainneach air soidhnichean rathaid, sràide is togalaich mean air mhean ag àrdachadh follaiseachd a’ chànain ann am bailtean is coimhearsnachdan thar sgìre na Gàidhealtachd.</p> <p>Thathar a’ cur phannalan fiosrachaidh dà-chànanach suas ann an àiteachan a tha cudromach a thaobh eachdraidh, cultar no cruinn-eòlas air feadh na Gàidhealtachd agus tha iad a’ cuideachadh gus dualchas cultarach na sgìre a chomharrachadh agus inbhe a’ chànain a thogail. Tha a’ Ghàidhlig os cionn na Beurla air taisbeanaidhean a tha a-muigh agus thathar a’ cumail ri follaiseachd cho-ionann.</p> <p>(Gheibhear fiosrachadh nas mionaidiche air làrach-lìn na Comhairle aig: www.highland.gov.uk/downloads/file/11857/guidelines_on_the_use_of_gaelic_in_highland_council_services)</p>
Gnìomhan riatanach	Lean air adhart a’ dèanamh cinnteach gu bheilear a’ cleachdadh shoidhnichean dà-chànanach agus gu bheil am poileasaidh ùraichte air a chur air adhart thairis air seirbheisean na Comhairle air fad.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig Sgioba a’ Chonaltraidh Chorpóra Seirbheis Bun-structair agus Àrainneachd Seirbheisean na Comhairle air fad le dleastanas airson a bhith a’ ceannach no ag òrdanachadh shoidhnichean

A' conaltradh leis a' phoball

Buil rùnaichte	<p>Adhartachadh</p> <p>Tha teachdaireachdan misneachail, gu bheil an-còmhnaidh a' cur fàilte air conaltradh sa Ghàidhlig bhon phoball, air an ath-aithris gu cunbhalach.</p>
Cleachdadh làithreach	<p>Bidh fàilte Ghàidhlig aig a' Chomhairle aig tachartasan agus coinneamhan cudromach.</p> <p>Tha e mar riatanas air oifigearan na Comhairle a bhios a' toirt seachad taisbeanaidhean tro PowerPoint agus prògraman Teicneòlas Fiosrachaidh is Conaltraidh (TFC) eile a' Ghàidhlig a thoirt nan lùib. Thathar an dùil gum bi taisbeanaidhean a tha a' buntainn gu dìreach ris a' Ghàidhlig gu tur dà-chànanach.</p>
Gnìomhan riatanach	<p>Foillsich puist air duilleagan meadhanan sòisealta na Comhairle, ag innse dhan phoball gu bheil fàilte air conaltradh sa Ghàidhlig.</p> <p>Cuir air dòigh trèanadh airson Sgioba na Gàidhlig airson 's gun urrainn dhaibh a' bhuil seo a choileanadh.</p> <p>Cuir earrann ri trèanadh Gàidhlig san Àite-obrach airson luchd-obrach na Comhairle, airson dèanamh cinnteach gu bheil fios aca gu bheil fàilte air conaltradh sa Ghàidhlig bhon phoball.</p>
Ceann-latha targaide	<p>Thèid trèanadh a thoirt do Sgioba na Gàidhlig, gun a bhith nas anmoiche na Lùnastal 2025.</p> <p>Thèid earrann mu chonaltradh Gàidhlig a chur ri trèanadh Gàidhlig san Àite-obrach gun a bhith nas anmoiche na Ògmhios 2026.</p> <p>Thèid sanasan brosnachaidh fhoillseachadh air na meadhanan sòisealta gach bliadhna tro bheatha PG Chomhairle na Gàidhealtachd 2024–29.</p>
Dleastanas	<p>Sgioba na Gàidhlig</p> <p>Sgioba a' Chonaltraidh Chorporra</p> <p>Sgiobaidhean seirbheise</p>

Buil rùnaichte	<p>Conaltradh sgrìobhte</p> <p>Thathar an-còmhnaidh a’ gabhail ri conaltradh sgrìobhte (post, post-d agus na meadhanan sòisealta) agus thèid freagairtean a thoirt seachad sa Ghàidhlig a rèir a’ phoileasaidh choitchin.</p>
Cleachdadh làithreach	<p>Tha co-sgrìobhachas a tha a’ tighinn a-steach chun na Comhairle, anns a’ Ghàidhlig, tron phost no tro phost-d, air a fhreagairt anns a’ Ghàidhlig. Ma tha an co-sgrìobhachas a’ buntainn ri gnothach taobh a-muigh raon-ùghdarrais Sgioba na Gàidhlig, tha an co-sgrìobhachas air eadar-theangachadh dhan Bheurla airson freagairtean a chomasachadh agus fiosrachadh a chruinneachadh bhon luchd-obrach iomchaidh. Tha freagairtean an uair sin air an sgrìobhadh sa Bheurla agus air an eadar-theangachadh dhan Ghàidhlig.</p> <p>Thathar a’ brosnachadh luchd-obrach na Comhairle teachdaireachdan ‘tha mi air falbh on oifis’ dà-chànanach a bhith aca, cho math ri fiosrachadh dà-chànanach aig bonn nam post-d aca.</p>
Gnìomhan riatanach	<p>Lean air adhart a’ daingneachadh ‘Stiùiridhean mu chleachdadh na Gàidhlig ann an seirbheisean Chomhairle na Gàidhealtachd’ agus lean air adhart a’ togail aire mu Sheirbheis Eadar-theangachaidh na Gàidhlig.</p> <p>Cumaidh a’ Chomhairle ris an aon raon-ama nuair a thathar a’ freagairt cheistean sa Ghàidhlig agus sa Bheurla.</p>
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig Sgioba a’ Chonaltraidh Chorporra Seirbheisean uile

Buil rùnaichte	<p>Ionad-fàilte agus fòn</p> <p>Far an urrainn do luchd-obrach le Gàidhlig an t-seirbheis seo a thoirt seachad, gheibh iad taic airson seo a dhèanamh, agus tha an t-seirbheis air a cur air adhart am measg a’ phobaill. Mura h-eil luchd-obrach ann airson seo a lìbhrigeadh, thèid comas a thogail tro thrèanadh is fhadhadh.</p>
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Cleachdadh làithreach	Thathar a’ toirt taic do luchd-obrach Ionad-Seirbheise na Comhairle gus fàilte dà-chànanach a thoirt seachad nuair a tha iad a’ freagairt fònaichean agus a’ cur fàilte air a’ phoball. Tha fàilteachaidhean Gàidhlig cuideachd air an gabhail a-steach air an t-siostam fòn fèin-obrachail, a tha air a stiùireadh tron Ionad-Seirbheise.
Gnìomhan riatanach	Comharraich agus dèan am feum as fheàrr de theicneòlasan gus trèanadh a thoirt seachad, ùraich goireasan a th’ ann mar-thà, agus cruthaich pasgan-trèanaidh Gàidhlig do luchd-obrach na Comhairle.
Ceann-latha targaide	Taobh a-staigh a’ chiad bhliadhna dhen Phlana – Foghar 2024.
Dleastanas	Sgioba na Gàidhlig

Buil rùnaichte	Coinneamhan poblach Thathar gu cunbhalach a’ rannsachadh is a’ brosnachadh chothroman gus coinneamhan poblach a chumail gu dà-chànanach no ann an Gàidhlig. Ann an sgìrean cruinn-eòlasach far a bheil àireamhan luchd-labhairt na Gàidhlig nas àirde, thathar an dùil gum bithear ag obrachadh gu ruige a bhith a’ dèanamh seo gu gnàthach.
Cleachdadh làithreach	Aig an àm seo, tha coinneamhan poblach a’ buntainn ris a’ Ghàidhlig air an cumail gu dà-chànanach, agus tha cleachdadh na Gàidhlig air a bhrosnachadh. Tha coinneamhan air-loidhne air an cumail anns a’ Ghàidhlig cuideachd, far an urrainnear. Tha e mar riatanas air oifigearan na Comhairle a tha a’ toirt seachad thaisbeanaidhean tro PowerPoint/Teams agus prògraman TFC eile a’ Ghàidhlig a thoirt na lùib. Thathar an dùil gum bi taisbeanaidhean a tha a’ buntainn gu dìreach ris a’ Ghàidhlig gu tur dà-chànanach.
Gnìomhan riatanach	Comharraich far an urrainnear a’ Ghàidhlig a chleachdadh ann an coinneamhan, a rèir gach suidheachadh fa leth, ag amas air cleachdadh na Gàidhlig a mheudachadh.

	Thèid eadar-theangachadh mar-aon a chleachdadh far an urrainnear. Ro choinneamhan a leithid seo, thèid sanasan fhoillseachadh ag innse gu bheil fàilte air a' Ghàidhlig.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig

Fiosrachadh

Buil rùnaichte	Fiosan-naidheachd Tha fiosan-naidheachd le ìomhaigh àrd agus fiosan-naidheachd uile a' buntainn ris a' Ghàidhlig air an cur a-mach an dà chuid ann an Gàidhlig agus ann am Beurla.
Cleachdadh làithreach	Tha cleachdadh làithreach a' cumail ri poileasaidh na Comhairle: 'Stiùiridhean mu chleachdadh na Gàidhlig ann an seirbheisean Chomhairle na Gàidhealtachd'. Bidh a' Chomhairle gu cunbhalach a' sgaoileadh fiosan naidheachd dà-chànanach mu ghnòthaichean a' buntainn ri cànan is cultar na Gàidhlig. Tha na fiosan-naidheachd a' nochdadh sa Ghàidhlig an toiseach air làrach-lìn na Comhairle, le Beurla ga leantainn, fo thiotal Gàidhlig.
Gnìomhan riatanach	Lean air adhart a' dèanamh cinnteach gu bheil a' cumail ris a' phoileasaidh seo. Cuir a-mach fiosan-naidheachd dà-chànanach mu thachartasan sònraichte le ìomhaigh àrd, nach eil a' buntainn gu dìreach ris a' Ghàidhlig.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig Sgioba a' Chonaltraidh Chorpóra

Buil rùnaichte	Na meadhanan sòisealta Tha susbaint Ghàidhlig ga sgaoileadh gu cunbhalach, ag obair gu ruige meadhanan sòisealta a tha gu tur dà-chànanach.
Cleachdadh làithreach	Tha susbaint Ghàidhlig ga sgaoileadh gu cunbhalach air meadhanan sòisealta na Comhairle, le fòcas sònraichte air tachartasan nàiseanta a leithid Seachdain na Gàidhlig. Tha na

	<p>puist Ghàidhlig a’ buntainn sa bhitheantas ri gnothaichean Gàidhlig, ged a tha puist a’ buntainn ri tachartasan cudromach eile, a leithid taghaidhean Comhairle, air an cur suas bho àm gu àm airson cuideachadh gus cleachdadh na Gàidhlig a dhèanamh àbhaisteach anns gach taobh dhen bheatha.</p>
Gnìomhan riatanach	<p>Thèid ro-innleachd a leasachadh airson nam meadhanan sòisealta Gàidhlig. Bidh an ro-innleachd co-cheangailte ris na ‘Stiùiridhean mu chleachdadh na Gàidhlig ann an seirbheisean Chomhairle na Gàidhealtachd’.</p> <p>Dèan cinnteach gu bheil Sgioba na Gàidhlig air an trèanadh ann a bhith a’ cruthachadh susbaint a dh’fhaodas a bhith air a co-roinn air cunntasan meadhanan sòisealta corporra na Comhairle.</p> <p>Thèid cothroman airson Gàidhlig a chleachdadh air meadhanan sòisealta na Comhairle a chomharrachadh gus an urrainnear barrachd susbaint fhoillseachadh. A bharrachd air puist air na meadhanan sòisealta a’ buntainn ri tachartasan is cuspairean Gàidhlig, thèid an àireamh de phuist mu chuspairean is thachartasan nach eil gu dìreach a’ buntainn ris a’ Ghàidhlig a mheudachadh.</p>
Ceann-latha targaide	Taobh a-staigh a’ chiad bhliadhna dhen Phlana
Dleastanas	Sgioba na Gàidhlig

Buil rùnaichte	<p>Làrach-lìn</p> <p>Bu chòir susbaint Ghàidhlig a bhith ri faotainn air làrach-lìn an ùghdarrais phoblaich, le cuideam ga chur air na duilleagan as trice air am bi daoine a’ tadhal, ag obair gu ruige làrach-lìn a tha gu tur dà-chànanach.</p>
Cleachdadh làithreach	<p>Thathar gu cunbhalach a’ cur susbaint Ghàidhlig ri làrach-lìn na Comhairle. Tha mòran dhen t-susbaint a’ buntainn ris a’ Ghàidhlig, ach thathar a’ cur susbaint dà-chànanach ris na raointean dhen làraich-lìn as trice air am bi daoine a’ tadhal.</p>

	Chaidh trèanadh ann an deasachadh-lìn a thoirt o chionn ghoirid do Sgioba na Gàidhlig; bu chòir gun toireadh seo comas susbaint a chur suas nas trice is nas co-fhreagraiche.
Gnìomhan riatanach	Dèan ath-sgrùdadh air làrach-lìn na Comhairle agus comharraich far am faodadh barrachd susbaint Ghàidhlig a bhith air a cur ris. Le aire do ‘Stiùiridhean mu chleachdadh na Gàidhlig ann an seirbheisean Chomhairle na Gàidhealtachd’, thèid na gnìomhan a leanas a ghabhail a-steach: <ul style="list-style-type: none"> • Thèid susbaint Ghàidhlig làraich-lìn na Comhairle a leasachadh gu bhith a’ co-thaobhadh leis na stiùiridhean gun a bhith nas anmoiche na 2025. • Nì sinn cinnteach gum bi comas dà-chànanach ann an siostam stiùireadh susbaint ùr no ùraichte sam bith, le barrachd susbaint Ghàidhlig na lùib.
Ceann-latha targaide	Taobh a-staigh a’ chiad bhliadhna dhen Phlana
Dleastanas	Sgioba na Gàidhlig Sgioba Làraich-lìn TFC agus Eòlas Luchd-cleachdaidh

Buil rùnaichte	Foillseachaidhean corporra Air an dèanamh ann an Gàidhlig agus Beurla, le prìomhachas ga thoirt dhan fheadhainn aig am faodadh an sgaoileadh is a’ bhuidhe as motha a bhith.
Cleachdadh làithreach	Tha sgrìobhainnean is foillseachaidhean poblach air fad a’ buntainn ris a’ Ghàidhlig – m.e. bileagan, postairean, fiosan-naidheachd, stuth eadar-mhìneachail, sgrìobhainnean fiosrachaidh, aithisgean is clàran-gnothaich is geàrr-chunntasan chomataidhean – air an dèanamh gu dà-chànanach. Far nach eil a leithid de sgrìobhainnean a’ buntainn gu dìreach ris a’ Ghàidhlig, bidh Gàidhlig annta. Tha seo mar as trice air a choileanadh tro thiotalan is fo-thiotalan dà-chànanach.
Gnìomhan riatanach	Lean air adhart a’ dèanamh cinnteach gu bheil Gàidhlig anns gach sgrìobhainn a bhios a’ dol a-mach chun a’ phobail. Thèid barrachd Ghàidhlig a thoirt an lùib raointean nach eil gu dìreach a’ buntainn ris a’ Ghàidhlig. Bidh seo a’ gabhail a-steach solar phrìomh sgrìobhainnean Comhairle agus/no a

	bhith a’ toirt a-steach faclan-tòiseachaidh dà-chànanach, a bharrachd air tiotalan.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig

Buil rùnaichte	Cànan Tha pròiseas suidhichte airson dèanamh cinnteach gu bheil càileachd is so-ruigsinneachd cànan na Gàidhlig ann am fiosrachadh corporra air fad aig ìre àrd.
Cleachdadh làithreach	Tha am fiosrachadh corporra air fad a th’ anns a’ Ghàidhlig air eadar-theangachadh is air a dhearbhadh-leughadh airson dèanamh cinnteach à barantachd càileachd.
Gnìomhan riatanach	Lean air adhart a’ stiùireadh barantachd càileachd.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig

Buil rùnaichte	Taisbeanaidhean Bu chòir sgrùdadh a dhèanamh gu cunbhalach air cothroman gus taisbeanaidhean poblach a libhrigeadh gu dà-chànanach no anns a’ Ghàidhlig, le prìomhachas ga thoirt dhan fheadhainn aig am faodadh a’ bhuidhe a bu mhotha a bhith.
Cleachdadh làithreach	Bidh Sgioba na Gàidhlig ag obrachadh is a’ conaltradh le buidhnean aig astar, HLG nam measg, a’ toirt comhairle is taic dhaibh mu bhith a’ cleachdadh na Gàidhlig ann an taisbeanaidhean poblach.
Gnìomhan riatanach	Nì Sgioba na Gàidhlig conaltradh le Sgioba Taic agus Com-pàirteachas na Coimhearsnachd agus seirbheisean Comhairle eile a bhios a’ dèanamh taisbeanaidhean conaltradh poblach airson dèanamh cinnteach gu bheilear a’ libhrigeadh barrachd taisbeanaidhean sa Ghàidhlig.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig Sgioba Taic agus Com-pàirteachas na Coimhearsnachd

Luchd-obrach

Buil rùnaichte	In-sgrùdadh Dèan in-sgrùdadh air sgilean agus feumalachdan trèanaidh Gàidhlig tro bheatha a’ Phlana.
Cleachdadh làithreach	Tha a’ Chomhairle an-dràsta a’ cur air dòigh sgrùdadh air sgilean Gàidhlig taobh a-staigh na Comhairle.
Gnìomhan riatanach	Thèid sgrùdadh air sgilean Gàidhlig a dhèanamh taobh a-staigh na Comhairle.
Ceann-latha targaide	Taobh a-staigh a’ chiad bhliadhna dhen Phlana
Dleastanas	Sgioba na Gàidhlig, Seirbheis Coileanaidh agus Riaghlachais

Buil rùnaichte	Inntrigeadh Tha eòlas air Plana Gàidhlig an ùghdarras phoblaich agus cothroman trèanaidh air a dhaingneachadh ann an inntrigidhean luchd-obrach.
Cleachdadh làithreach	Thèid leantainn air adhart le bhith a’ cur air dòigh trèanadh mothachadh mun Ghàidhlig do bhuill a tha air an ùr-thaghadh, mar phàirt dhen inntrigeadh aca.
Gnìomhan riatanach	Thèid fiosrachadh mu Phlana Gàidhlig Chomhairle na Gàidhealtachd agus cothroman trèanaidh, a’ gabhail a-steach chlasaichean, a thoirt an lùib inntrigidhean luchd-obrach uile. Thèid cùrsa ‘A’ Ghàidhlig san Àite-obrach’ a chruthachadh agus a chur air adhart.
Ceann-latha targaide	Dàmhair 2024
Dleastanas	Sgioba na Gàidhlig Sgioba TFC Goireasan Daonna

Buil rùnaichte	Trèanadh cànan Tha trèanadh agus leasachadh ann an sgilean Gàidhlig air an lìbhrigeadh do luchd-obrach, gu h-àraid a thaobh a bhith a’ buileachadh Plana Gàidhlig an ùghdarras phoblaich.
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Cleachdadh làithreach	Bidh a' Chomhairle a' cur chlasaichean Gàidhlig air dòigh. Thathar a' brosnachadh bhuill thaghte agus luchd-obrach na Comhairle am frithealadh agus bidh iad a' faighinn lasachadh 50% ann an cosgais nan clasaichean.
Gnìomhan riatanach	Leanaidh Sgioba na Gàidhlig air adhart a' togail aire mu na clasaichean Gàidhlig. Thèid seata de chùrsaichean Gàidhlig a ghabhas luchdachadh a-nuas a chruthachadh. Bidh iad a' gabhail a-steach òraidean bhidio agus slaighdean a thèid a chruthachadh airson taic a thoirt do luchd-obrach gus a' Ghàidhlig ionnsachadh is a chleachdadh.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig Goireasan Daonna

Buil rùnaichte	A' cleachdadh na Gàidhlig Thathar a' brosnachadh luchd-obrach gu bhith a' cleachdadh na Gàidhlig nan obair.
Cleachdadh làithreach	Bidh a' Chomhairle a' leantainn air adhart a' brosnachadh cleachdadh na Gàidhlig san àite-obrach agus ann an conaltraidhean air an taobh a-staigh, tro dhiofar dhòighean, gu h-àraid ann an sgrìobhainnean corporra, aithisgean comataidh, agus air na meadhanan sòisealta. Leanaidh a' Chomhairle air adhart a' brosnachadh trèanadh mothachadh mun Ghàidhlig do bhuill thaghte agus luchd-obrach, mar phàirt de phrògram trèanadh an luchd-obrach.
Gnìomhan riatanach	Leanaidh Sgioba na Gàidhlig air adhart le bhith a' dèanamh cleachdadh na Gàidhlig àbhaisteach. Thèid cothroman gus a' Ghàidhlig a chleachdadh aghaidh ri aghaidh san àite-obrach a mheudachadh. Thèid clasaichean còmhradh Gàidhlig neo-fhoirmeil a thabhann aig àm-lòin. Thèid na clasaichean Gàidhlig againn sa choimhearsnachd a shansachd gu cunbhalach am measg luchd-obrach na Comhairle cuideachd.

Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig Sgiobachd trèanadh luchd-obrach

Buil rùnaichte	<p>Trèanadh mothachadh mun Ghàidhlig</p> <p>Tha trèanadh mothachadh mun Ghàidhlig air a libhrigeadh, le prìomhachas ga thoirt do dh'àrd-luchd-obrach, feadhainn eile a bhios a' dèanamh cho-dhùnidhean, agus luchd-obrach a tha a' dèiligeadh gu dìreach ris a' phoball.</p>
Cleachdadh làithreach	<p>Thathar a' tabhann trèanadh mothachadh mun Ghàidhlig do bhuill a tha air an taghadh às ùr.</p> <p>Leanaidh a' Chomhairle air adhart a' brosnachadh trèanadh mothachadh mun Ghàidhlig agus clasaichean Gàidhlig do bhuill thaghte agus luchd-obrach, mar phàirt de phrògram trèanaidh an luchd-obrach.</p> <p>Thèid seata de chùrsaichean Gàidhlig, anns am bi òraidean bhidio agus slaighdean a ghabhas luchdachadh a-nuas, a chruthachadh agus a shanasachd airson luchd-obrach a chuideachadh gus a' Ghàidhlig ionnsachadh is a chleachdadh.</p>
Gnìomhan riatanach	<p>Leasaich goireas trèanaidh mothachadh mun Ghàidhlig a ghabhas luchdachadh a-nuas agus dèan ath-sgrùdadh air gach bliadhna.</p> <p>Thèid cothroman airson a' Ghàidhlig a bhruidhinn san àite-obrach a mheudachadh.</p> <p>Tha a' Chomhairle ag amas air leantainn air adhart a' brosnachadh trèanadh mothachadh mun Ghàidhlig am measg bhuill thaghte is luchd-obrach, mar phàirt de phrògram trèanaidh an luchd-obrach.</p>
Ceann-latha targaide	Air a leasachadh gun a bhith nas anmoiche na 2024 agus air ath-sgrùdadh gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig

Buil rùnaichte	Trusadh Tha sgilean cànan Gàidhlig air an aithneachadh agus thathar a' toirt spèis dhaibh taobh a-staigh a' phròiseis thrusaidh tron ùghdarras phoblach air fad.
Cleachdadh làithreach	Tha dreuchdan dhan bheil a' Ghàidhlig na sgil riatanach no so-mhiannach air an sanasachd air làrach-lìn na Comhairle. Nuair a tha brathan is sanasan air am foillseachadh gu dà-chànanach, tha an dà chànan co-ionann ann an stoidhle is san dòigh sa bheilear gan taisbeanadh.
Gnìomhan riatanach	Thèid seisean mothachadh mun Gàidhlig a libhrigeadh do luchd-obrach na Comhairle a tha an sàs ann am pròiseasan trusaidh. Tha a' Chomhairle cuideachd air gealltainn In-Sgrùdadh Meud-comais Gàidhlig a ghabhail os làimh. Bheir seo cothrom dhuinn cothroman a chomharrachadh far an urrainn dhuinn a' Ghàidhlig a thoirt an lùib nam pròiseasan trusaidh againn.
Ceann-latha targaide	Air a libhrigeadh dà uair sa bhliadhna tro bheatha PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig Planadh Feachd-obrach

Buil rùnaichte	Trusadh Tha a' Ghàidhlig air a h-ainmeachadh mar sgil riatanach agus/no so-mhiannach ann an tuairisgeulan obrach gus Plana na Gàidhlig a libhrigeadh agus a rèir comhairle trusaidh Bhòrd na Gàidhlig.
Cleachdadh làithreach	Tha dreuchdan air fad a tha air an sanasachd airson taic a chur ri buileachadh Plana na Gàidhlig a' liostadh na Gàidhlig mar fheart riatanach agus/no so-mhiannach anns an tuairisgeul obrach.
Gnìomhan riatanach	Lean air adhart le cleachdadh làithreach.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig Planadh Feachd-obrach Goireasan Daonna

Buil rùnaichte	Trusadh Sanasan-obrach dà-chànanach no anns a’ Ghàidhlig a-mhàin airson dreuchdan far a bheil a’ Ghàidhlig na sgil riatanach.
Cleachdadh làithreach	Tha obraichean a tha ag iarraidh na Gàidhlig air an sanasachd air làrach-lìn agus meadhanan sòisealta na Comhairle. Nuair a tha brathan is sanasan a leithid seo air am foillseachadh gu dà-chànanach, tha an dà chànan co-ionann ann an stoidhle is san dòigh sa bheilear gan taisbeanadh. Nuair a thathar a’ deasachadh is a’ foillseachadh shanasan airson luchd-obrach a thrusadh, bidh a’ Chomhairle a’ cumail ris na h-ullachaidhean a leanas airson sanasachd: Tha sanasan dhan bheil a’ Ghàidhlig na teisteanas riatanach a’ nochdadh ann an: <ul style="list-style-type: none"> • Gàidhlig a-mhàin ann am foillseachaidhean Gàidhlig; agus • Gàidhlig a-mhàin ann am foillseachaidhean Beurla, le nota mìneachaidh sa Bheurla.
Gnìomhan riatanach	Lean air adhart le cleachdadh làithreach.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig Planadh Feachd-obrach Goireasan Daonna Sgioba a’ Chonaltraidh Chorporra

Corpas na Gàidhlig

Buil rùnaichte	Gnàthachas Litreachaidh na Gàidhlig Thèid an tionndadh as ùire de Ghnàthachas Litreachaidh na Gàidhlig a chleachdadh anns na stuthan sgrìobhte air fad a thèid a sholarachadh leis an ùghdarras phoblach.
Cleachdadh làithreach	Tha gealltanais aig a’ Chomhairle cumail ri Gnàthachas Litreachaidh na Gàidhlig agus litreachadh cunbhalach a chleachdadh thar soidhnichean is sgrìobhainnean uile.

	Bidh Sgioba na Gàidhlig a’ gabhail pàirt ann an còmhraidhean is co-chomhairleachadh mu nithean corporra le buidhnean is com-pàirtichean nàiseanta, mar sin a’ cur ri leasachadh na Gàidhlig gu nàiseanta.
Gnìomhan riatanach	Lean air adhart le cleachdadh làithreach.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig

Buil rùnaichte	Ainmean-àite Lean air adhart a’ co-chomhairleachadh le AÀA.
Cleachdadh làithreach	Bidh a’ Chomhairle gu cunbhalach a’ conaltradh le AÀA, airson dèanamh cinnteach gu bheil a’ cleachdadh chruthan cearta is ùghdarrasach de dh’ainmean-àite Gàidhlig air soidhnichean agus sgrìobhainnean uile.
Gnìomhan riatanach	Lean air adhart le cleachdadh làithreach.
Ceann-latha targaide	Gach bliadhna tro PG Chomhairle na Gàidhealtachd 2024–29
Dleastanas	Sgioba na Gàidhlig

Ùghdarrasan poblach – corporra

A bharrachd air amasan coitcheann na Seirbheise Corporra a tha air an liostadh gu h-àrd, tha Comhairle na Gàidhealtachd an sàs ann an raon measgaichte is beòthail de dh’obair eadar-theangachaidh agus mothachadh mun Ghàidhlig. Tha a’ Chomhairle ag amas air dèanamh cinnteach gu bheil beairteas is beòthalachd cànan na Gàidhlig air an cumail suas, agus gu bheil misneachd luchd-cleachdaidh na Gàidhlig anns a’ chànan air a neartachadh.

Am measg eisimpleirean dhen seo, tha pròiseactan sònraichte a’ buntainn ri sgoiltean is foghlam, agus an obair againn a thaobh chleachdaidhean litreachaidh.

A’ toirt taic do choimhearsnachdan dùthchasach

Tha Comhairle na Gàidhealtachd ag aithneachadh cho cudromach ’s a tha na coimhearsnachdan dùthchasach a thaobh a bhith a’ cleachdadh is a’ tar-chur na Gàidhlig. Tro bheatha a’ Phlana, nì a’ Chomhairle na leanas:

- **Mìneachadh** far a bheil na coimhearsnachdan dùthchasach ann an sgìre na Gàidhealtachd
- **Ceangal** a chumail suas leis na coimhearsnachdan dùthchasach
- **Taic** a thoirt dha na coimhearsnachdan seo gus a’ Ghàidhlig a neartachadh.

Far a bheil planaichean Gàidhlig ionadail, no planaichean àite ionadail, gan leasachadh is gam buileachadh, bidh a' Chomhairle ag amas air obrachadh còmhla ris na buidhnean sin, mar a tha iomchaidh. Leanaidh sinn air adhart a' libhrigeadh obair a tha stèidhichte air àite, a rèir Plana Corporra Chomhairle na Gàidhealtachd 2022–27. Tha seo follaiseach tro obair nan Oifigearan Ionnsachadh is Leasachadh Coimhearsnachd a tha air a chumadh a rèir àite, airson cothrom a thoirt do cho-obrachadh co-òrdanaichte.

4. Ceanglaichean chun an Fhrèim-obrach Coileanaidh Nàiseanta

Tha an earrann seo a' sealltainn mar a chuidicheas na gealltanasan ann am Plana Gàidhlig Chomhairle na Gàidhealtachd gus prìomhachasan an Fhrèim-obrach Coileanaidh Nàiseanta a chur air adhart.

Gheibhear fiosrachadh iomlan mun Fhrèam-obrach Coileanaidh Nàiseanta aig <https://nationalperformance.gov.scot>

Adhbhar an Fhrèim-obrach Coileanaidh Nàiseanta

'S ann airson Alba air fad a tha am Frèam-obrach Coileanaidh Nàiseanta agus tha e ag amas air na leanas a choileanadh:

- cruthaich dùthaich nas soirbheachaile;
- thoir cothroman do gach neach a tha a' fuireach ann an Alba;
- cuir ri soirbheas dhaoine a tha a' fuireach ann an Alba;
- cruthaich fàs seasmhach is ion-ghabhaltach; agus
- lùghdaich neo-ionannachdan agus cuir cuideam co-ionann air adhartas eaconamach, àrainneachdail agus sòisealta.



Luachan an Fhrèim-obrach Coileanadh Nàiseanta

'S iad luachan an Fhrèim-obrach Coileanadh Nàiseanta:

- coibhneas, co-fhaireachdainn is urram a shealltainn dhan a h-uile neach;
- spèis a thoirt do cheannas an lagha; agus
- a dhol an gnìomh ann an dòigh fhosgailte is fhollaiseach.

Builean nàiseanta an Fhrèim-obrach

Tha am frèam-obrach a' mìneachadh builean nàiseanta a tha air an co-thaobhadh ri Amas Leasachadh Seasmhach nan Dùthchannan Aonaichte agus a tha a' cuideachadh gus sùil a chumail air adhartas ann a bhith a' lùghdachadh neo-ionannachd. 'S iad na builean nàiseanta gu bheil daoine:

- a' faighinn togail far a bheil iad a' faireachdainn gràdhaichte, sàbhailte agus spèiseil agus an coilean iad an comas iomlan;
- a' fuireach ann an coimhearsnachdan a tha ion-ghabhaltach, cumhachdaichte, làidir agus sàbhailte;
- cruthachail agus gu bheil na cultaran beòthail is eadar-mheasgte aca air an cur an cèill agus air am mealtainn fad is farsaing;
- a' faighinn cothrom air eaconamaidh a tha farpaiseach gu cruinneil, tionnsgainneach, ion-ghabhalach agus seasmhach;
- air an deagh oideachadh, sgileil agus comasach air cur ris a' chomann-shòisealta;
- a' cur luach anns an àrainneachd aca agus ga mealtainn, ga dìon is ga neartachadh;
- a' faighinn cothrom air gnìomhachasan soirbheachail is iomairteach a bhith aca, le obraichean àrd-inbhe agus cothromach dhan a h-uile duine;
- fallain agus gnìomhach;
- a' toirt spèis do chòraichean daonna, gan dìon is gan coileanadh agus beò às aonais leth-bhreith;
- fosgailte, co-cheangailte agus a' dèanamh tabhartas math gu h-eadar-nàiseanta; agus
- a' dèiligeadh ri bochdainn le bhith a' co-roinn chothroman, beairteas agus cumhachd ann an dòigh nas co-ionainne.

Taisbeanairean nàiseanta

Tha am frèam-obrach a' tomhas adhartas na h-Alba mu choinneamh nan taisbeanairean nàiseanta. Tha taisbeanairean aig Comhairle na Gàidhealtachd a tha eadar-eisimeileach air na taisbeanairean nàiseanta. Cuideachd, chithear gu bheil prìomhachasan ro-innleachdail Plana Gàidhlig Chomhairle na Gàidhealtachd a' cur gu dìreach ris an Fhrèam-obrach Coileanaidh Nàiseanta. Tha eisimpleirean de na ceanglaichean seo air an toirt seachad gu h-ìosal:

Coimhearsnachdan

- Tha a' Ghàidhlig a' cur ri soirbheas airson luchd-cleachdaidh, luchd-ionnsachaidh agus luchd-taice na Gàidhlig, air feadh na h-Alba agus gu h-eadar-nàiseanta.
- Tha solar susbaint Ghàidhlig air na meadhanan sòisealta agus clasaichean Gàidhlig a' dèanamh a' chànain nas so-ruigsinniche is nas ion-ghabhaltaiche, mar sin a' toirt comas do bharrachd dhaoine ceangal a thogail leis a' chànain is leis a' chultar.
- Thathar a' cur air adhart nam buannachdan a tha an lùib a bhith a' dol an sàs ann an saoghal eadar-mheasgte cultar na Gàidhlig tro iomairtean innleachdach, a leithid tachartasan coidsidh airson Ceannardas Spòrs Gàidhlig Àrd-sgoile.

- Le bhith a' toirt taic do dh'iomairtean spòrs Gàidhlig, tha am PG seo a' toirt taic do shaoranaich sgìre na Gàidhealtachd a bhith fallain agus gnìomhach.
- Tha coimhearsnachd na Gàidhlig ion-ghabhaltach, agus tha am Plana seo ag amas air daoine a bhrosnachadh gus sgrùdadh a dhèanamh air a' chànan is air a' chultar, ge brith dè an teachd-a-steach a th' aca.

Dachaigh

- Tha solar chlasaichean Gàidhlig do phàrantan ag amas air sgilean cànan a thoirt do theaghlacha gus taic a thoirt do dh'fhoghlam an cuid chloinne. Gheibhear fiosrachadh mu na clasaichean seo aig:
https://www.highland.gov.uk/info/283/community_life_and_leisure/335/gaelic/4

Meadhanan, Ealainean, Cultar agus Dualchas

- Tha tachartasan le ceangal Gàidhlig, a' gabhail a-steach Mòdan nàiseanta is roinneil, agus fèisean Gàidhlig is cultarach a' tarraing luchd-tadhail eadar-nàiseanta gu sgìre na Gàidhealtachd.
- Ann a bhith a' toirt taic do dh'fhèisean cultair is ciùil, tha a' Chomhairle a' cuideachadh gus coimhearsnachdan a cheangal, foghlam cànan is cultarach a chur air adhart, agus soirbheas a chur am meud.
- Tha obair na Comhairle le AÀA a' meudachadh ùidh agus tlachd san àrainneachd nàdarra le bhith a' toirt seachad fiosrachadh mu ainmean-àite Gàidhlig.

Gnìomhachas agus an Eaconamaidh

- Tha ìrean nas àirde de theisteanasan agus sgilean bho luchd-labhairt na Gàidhlig a' cur gu mòr ri obair mhath, iomairt agus togail beairteas coimhearsnachd.
- Tha gnìomhan Gàidhlig a' toirt taic do raon fhàs-mhor de dh'obraichean is de dh'iomairtean seasmhach agus a' cur ri làn-thoradh dùthchail (GDP) na dùthcha.
- Tha a bhith comasach ann am barrachd air aon chànan air a cho-cheangal ri soirbheachas ann an gnìomhachas cruinneil; gheibhear fianais air seo tro [Bilingualism Matters](#).

Foghlam

- Tha sgoiltean Gàidhlig nan àrainneachdan tlachdmhor, sàbhailte agus spèiseil do chloinn is do dhaoine òga gus an comasan iomlan a ruigsinn.
- Tha FtG so-ruigsinneach thar sgìre na Gàidhealtachd agus tha e ion-ghabhaltach agus neo-leth-bhreitheach.

5. Ceanglaichean gu frèaman-obrach ionadail agus sgìreil

Faodar [Plana Corporra Chomhairle na Gàidhealtachd 2022–27](#) a leughadh aig [Ar prìomhachasan | Plana Corporra 2022-27 \(highland.gov.uk\)](#). Aig àm sgrìobhaidh (2024), tha am Plana Corporra a' toirt seachad Frèam Coileanaidh Corporra fon tèid na prìomhachasan ann am Prògram na Comhairle 'Ar Gàidhealtachd ri Teachd' agus prìomhachasan ro-innleachdail, obrachail agus leasachaidh na Comhairle a libhrigeadh is a sgrùdadh.

'S e aon de na gealltanasan seo taic a chur ri bhith a' libhrigeadh is a' leasachadh Plana na Gàidhlig. Tha a' Chomhairle air a bhith èifeachdach ann a bhith a' neartachadh a' chànain thar a seirbheisean is a prìomh chom-pàirtichean uile, gus cur ri luach is soirbheas farsaing foghlaim, sòisealta, cànanach, cultarach is eaconamach na Gàidhealtachd.

Bidh an deasachadh seo de Phlana na Gàidhlig a' meudachadh cleachdadh agus ìomhaigh na Gàidhlig. Bidh e a' neartachadh agus a' togail air adhartas an deasachaidh roimhe, gu h-àraid ann an roinn nan com-pàirteachasan a thaobh planadh coimhearsnachd, an dà chuid aig ìre obrachail agus ro-innleachdail.

6. Foillseachadh

A' foillseachadh a' Phlana agus a' cur a' Phlana am follais

Air an taobh a-staigh

Thèid an deasachadh seo de Phlana Gàidhlig Chomhairle na Gàidhealtachd fhoillseachadh ann an Gàidhlig agus ann am Beurla air làrach-lìn na Comhairle. Thèid postaichean adhartachaidh le ceanglaichean chun a' Phlana a chur suas air duilleagan meadhanan sòisealta na Comhairle.

Thèid fios a chur a-mach gu cunbhalach gu luchd-obrach mun Phlana Ghàidhlig.

Air an taobh a-muigh

Thèid Plana Gàidhlig Chomhairle na Gàidhealtachd fhoillseachadh ann an Gàidhlig agus ann am Beurla air an làraich-lìn agus a bharrachd air a seo, nì a' Chomhairle na leanas:

- cuir a-mach fios-naidheachd dà-chànanach a' foillseachadh a' Phlana;
- cuir am Plana am follais tro dhiofar ùrlaran air na meadhanan sòisealta;
- sgaoil lethbhreacan gu buidhnean air astar agus gu buidhnean treas-phàrtaidh eile, a' mìneachadh an dreuchd ann a bhith a' libhrigeadh a' Phlana;
- sgaoil lethbhreacan dhen Phlana gu prìomh luchd-ùidhe anns na roinnean poblach is prìobhaideach agus anns an treas roinn;
- sgaoil lethbhreacan dhen Phana gu buidhnean Gàidhlig iomchaidh agus buidhnean eile le ùidh; agus
- dèan cinnteach gum faighear lethbhreacan cruaidhe le iarrtas.

7. A' goireasachadh a' Phlana

Thèid gnìomhan a' Phlana seo a ghoireasachadh tro bhuidseatan a th' ann mar-thà agus mar phàirt de phrògraman ùrachaidh leantainneach.

8. A' sgrùdadh a' Phlana

Tha sgrùdadh leantainneach air planaichean Gàidhlig aontaichte na riatanas a rèir Achd na Gàidhlig (Alba) 2005.

Cuiridh Comhairle na Gàidhealtachd a-steach aithisgean sgrùdaidh bliadhnail gu Bòrd na Gàidhlig. Bidh seo na phàirt de na modhan coitcheann a thaobh aithisgean a tha air an cur a-steach gu comataidhean ainmichte, a tha a' gabhail a-steach a bhith gan cur am follais air làrach-lìn na Comhairle.

Thèid pròiseasan coitcheann sgrùdadh coileanaidh a chleachdadh taobh a-staigh Chomhairle na Gàidhealtachd airson sgrùdadh a dhèanamh air buileachadh is ìbhrigeadh a' Phlana. Dh'fhaodadh seo a bhith a' gabhail a-steach Siostam Coileanaidh agus Rianachd Cunnairt (SCRC) a thathar a' cleachdadh an-dràsta.

9. Plana na Gàidhlig anns an ùghdarras phoblach

Dleastanas iomlan airson a' Phlana

Tha dleastanas iomlan aig an Àrd-Oifigear Ghnìomhach airson Coileanadh agus Riaghlachas airson a bhith ag ullachadh, a' ìbhrigeadh is a' sgrùdadh Plana Gàidhlig Chomhairle na Gàidhealtachd. Faodar fios a chur thuca mar a leanas:

Àrd-Oifigear Ghnìomhach – Coileanadh agus Riaghlachas,
Prìomh Oifis Chomhairle na Gàidhealtachd, Rathad Ghlinn Urchadain, Inbhir Nis, IV3 5NX.

Dleastanas làitheil airson a' Phlana

Tha dleastanas aig Manaidsear Leasachaidh na Gàidhlig airson a bhith a' libhrigeadh is a' sgrùdadh Plana Gàidhlig Chomhairle na Gàidhealtachd bho latha gu latha. Bu chòir ceistean mu obrachadh làitheil a' Phlana a chur gu:

Manaidsear Leasachaidh na Gàidhlig,
Prìomh Oifis Chomhairle na Gàidhealtachd, Rathad Ghlinn Urchadain, Inbhir Nis, IV3 5NX.
No, faodar post-d a chur gu GLP@gaelic@highland.gov.uk.

Comataidh na Gàidhlig – a' sgrùdadh a' Phlana

Tha an dleastanas airson a bhith a' buileachadh is a' sgrùdadh a' Phlana seo aig Comataidh Gàidhlig Chomhairle na Gàidhealtachd. 'S e comas na comataidh:

- taic is brosnachadh a thoirt do chànan, dualchas is cultar dùthchasach na Gàidhealtachd agus sùil a chumail air buileachadh Plana Gàidhlig Chomhairle na Gàidhealtachd;
- buileachadh Plana Gàidhlig Chomhairle na Gàidhealtachd a sgrùdadh is adhartachadh, a' gabhail a-steach a bhith a' libhrigeadh foghlam Gàidhlig;
- conaltradh le Bòrd na Gàidhlig mu leasachadh ro-innleachdail cànan na Gàidhlig;
- obrachadh le buidhnean leasachaidh Gàidhlig ann a bhith a' brosnachadh, a' leasachadh agus a' cumail suas cànan, cultar is dualchas na Gàidhlig anns a' Ghàidhealtachd;
- obrachadh le Riaghaltas na h-Alba agus Pàrlamaid na h-Alba a thaobh reachdas a' buntainn ri cànan na Gàidhlig;
- sgrùdadh a dhèanamh air buaidh reachdais a thaobh cànan na Gàidhlig agus comhairle a thoirt dhan Chomhairle mun bhuaidh aig a seo thar na Gàidhealtachd; agus
- buidseatan a sgrùdadh agus sgrùdadh a dhèanamh air maoineachadh sònraichte na Gàidhlig, tabhartasan, agus caiteachas.

Bidh Comataidh na Gàidhlig a' coinneachadh air stèidh ràitheil agus a' sgrùdadh buileachadh a' Phlana.

Gheibhear tuilleadh fiosrachaidh mu Chomataidh na Gàidhlig air [Làrach-lìn Chomhairle na Gàidhealtachd](http://www.highland.gov.uk/downloads/file/25340/scheme_of_delegation) aig www.highland.gov.uk/downloads/file/25340/scheme_of_delegation agus aig:

highland.gov.uk/info/20003/committee_information/870/gaelic_committee_comataidh_na_gaidhlig.

A' conaltradh le luchd-obrach

Nì Sgioba na Gàidhlig conaltradh le co-obraichean taobh a-staigh nan raointean seirbheise aca mar phàirt dhen dleastanas aca a thaobh a bhith a' dèanamh sgrùdadh air libhrigeadh. A bharrachd, thèid innse do cho-obraichean mu iomairtean Gàidhlig eile, a leithid trèanadh Gàidhlig.

Thèid am Plana aontaichte a chur am follais air làrach-lìn na Comhairle agus thèid adhartachadh tro mhodhan conaltraidh air an taobh a-staigh.

Buidhnean air astar agus treas-phàrtaidhean

'S e buidheann air astar le inbhe carthannais a th' ann an High Life na Gàidhealtachd (HLG), a chaidh a chruthachadh le Comhairle na Gàidhealtachd air 1 Dàmhair 2011 gus cothroman a leasachadh is a bhrosnachadh ann an cultar, ionnsachadh, spòrs, cur-seachad, slàinte is sunnd thar naoi seirbheisean tron Ghàidhealtachd air fad, an dà chuid do luchd-còmhnaidh is luchd-tadhail.

Tha Cùmhnant Libhrigeadh Seirbheis aig a' Comhairle le HLG anns a bheil e riatanach do HLG gabhail ri poileasaidhean agus cleachdaidhean Gàidhlig an ùghdarrais agus PG Chomhairle na Gàidhealtachd a bhuileachadh. Tha na gealltanasan seo a' toirt comas do HLG agus dhan Chomhairle obrachadh ann an com-pàirteachas gus taic agus brosnachadh a thoirt do raon ghnìomhan Gàidhlig anns a' Ghàidhealtachd. Bidh Comhairle na Gàidhealtachd cuideachd a' toirt seachad seirbheis eadar-theangachaidh Ghàidhlig do HLG.

Leanaidh a' Chomhairle air adhart ag obair ann an com-pàirteachas agus a' cur nan seirbheisean Gàidhlig againn air adhart am measg bhuidhnean treas-phàrtaidh eile. Bithear gam brosnachadh gus seirbheisean Gàidhlig iomchaidh a sholarachadh nan cuid obrach fhèin.

Aontaidhean treas-phàrtaidh

Tha Comhairle na Gàidhealtachd gu cunbhalach a' togail ceangal air stèidh fhoirmeil is neo-fhoirmeil le a com-pàirtichean ann am planadh coimhearsnachd. Tha prìomhachasan ro-innleachdail aca air fad a thaobh a bhith a' leasachadh na Gàidhlig agus tha iad air planaichean Gàidhlig a sgrìobhadh mar-thà, no tha iad gan sgrìobhadh an-ceartuair.

Tha Cùmhnant Lìbhrigeadh Seirbheis aig a' Comhairle le High Life na Gàidhealtachd (HLG) anns a bheil e riatanach do HLG gabhail ri poileasaidhean agus cleachdaidhean Gàidhlig an ùghdarrais agus PG Chomhairle na Gàidhealtachd a bhuileachadh.

Eàrr-ràdh 1 – co-chomhairleachadh

Ro-ràdh

Dh'fhosgail co-chomhairleachadh poblach PG Chomhairle na Gàidhealtachd air 10 Màrt 2023 agus bha e fosgailte airson sia seachdainean, gu 21 Giblean 2023. Bha luchd-freagairt air am brosnachadh freagairt a chur a-steach air-loidhne tro shuirbhuidh cho-chomhairleachaidh, a bha ri fhaotainn air làrach-lìn na Comhairle.

Chaidh an dreachd Plana fhoillseachadh sa Ghàidhlig agus sa Bheurla air làrach-lìn na Comhairle. Bha dreachd ri fhaotainn a ghabhadh luchdadh a-nuas bhon làrach-lìn agus chaidh fiosrachadh a thoirt seachad cuideachd mu dhòighean gus an dreachd Plana iarraidh ann an cruth nas so-ruigsinniche.

Chaidh seòladh post-d a chruthachadh far am b' urrainn dhan Chomhairle freagairtean co-chomhairleachaidh fhaotainn agus freagairt a thoirt seachad do cheistean sam bith a' buntainn ris an dreachd Phlana.

A' cur a' cho-chomhairleachaidh phoblaich air adhart

Chaidh puist dà-chànanach a chur a-mach air na meadhanan sòisealta agus chaidh fiosan naidheachd dà-chànanach a sgaoileadh gus an co-chomhairleachadh poblach, agus na tachartasan co-chomhairleachaidh a bha co-cheangailte ris, a shanasachd. Chaidh sanasan a chur do phàipearan-naidheachd ionadail na Gàidhealtachd agus chaidh an co-chomhairleachadh a shanasachd cuideachd air rèidio ionadail.

Chaidh puist-d a chur gu cunbhalach gu luchd-ùidhe, a leithid bhuidhnean Gàidhlig, gus freagairtean a bhrosnachadh. Chaidh pasgan fiosrachaidh a thoirt dhaibh cuideachd mun dreachd PG. Bha na leanas sa phasgan:

- Lethbhreacan dhen dreachd PG
- Geàrr-chunntas dhen dreachd PG
- Sgrìobhainn a' mìneachadh nam prìomh atharrachaidhean eadar an treas is an ceathramh deasachadh dhen Phlana
- Seata de shlaighdean mun Phlana, airson deasbaireachd a bhrosnachadh am measg bhuidhnean.

Tachartasan a' cho-chomhairleachaidh phoblaich

Chaidh cùmhnant a thoirt do dh'Astar Media airson trì tachartasan-tadhail a' cho-chomhairleachaidh a chur air dòigh, ann an Inbhir Nis, san Eilean Sgitheanach agus ann an Loch Abar. Chruinnich Astar Media na freagairtean agus am fios air ais do Sgioba PG na Comhairle.

Chaidh na tachartasan-tadhail a dhealbh airson a bhith neo-fhoirmeil is càirdeil – le ceòl, teatha is cofaidh. Bha lethbhreacan cruaidhe dhen dreachd Phlana agus sgrìobhainnean geàrr-chunntais rim faotainn airson an leughadh. Bha luchd-obrach na Comhairle ann airson bruidhinn ris na bha an làthair agus ceistean sam bith a fhreagairt.

Chaidh cuireadh a thoirt do sgoiltean na Gàidhealtachd tighinn gu na tachartasan-tadhail eadar 2f is 3f. Chaidh pasgan Pròiseact Guth nan Sgoilear a chur thuca ro làimh. Bha am pasgan air a dhealbh airson sgoilearan a bhrosnachadh gus smaoineachadh air dòighean anns am b' urrainnear cleachdadh is ionnsachadh na Gàidhlig a neartachadh. Chaidh fios air ais bhon eacarsaich seo a chur gu Sgioba PG na Comhairle tro sheòladh puist-d sònraichte no aig na tachartasan-tadhail fhèin. Chaidh dèiligeadh ris an fhios air ais mar fhreagairtean co-chomhairleachaidh.

Chaidh cuireadh a thoirt dhan phoball tighinn gu na tachartasan-tadhail eadar 3f agus 6f gus na beachdan aca a thoirt seachad.

Uile gu lèir, bha tachartasan a' cho-chomhairleachaidh phoblaich air an deagh fhrithéaladh agus chaidh beachdan luachmhor faotainn airson cuideachadh gus fios a chur ris an dreachd mu dheireadh dhen Phlana.

Freagairtean co-chomhairleachadh PG

Chaidh còrr is 500 beachd faotainn a thaobh an dreachd PG. Bha seo a' riochdachadh àrdachadh còrr is 13 uimhir an coimeas ris an àireimh fhreagairtean a chaidh faotainn tron cho-chomhairleachadh phoblach airson PG 2018–23.

Fios air ais bhon cho-chomhairleachadh

Coitcheann

Fios air ais a fhuairteadh	Na rinneadh
Bha grunn luchd-freagairt dhen bheachd gun robh an dreachd Plana ro fhada is ro dhoirbh a leughadh.	Chaidh am Plana ath-dhealbhachadh airson a bhith nas giorra agus nas fhasa a leughadh.

	<p>Cha deach atharrachaidhean susbainteach sam bith a dhèanamh ris an teacsa no ri susbaint a' Phlana. Tha an t-ath-dhealbhachadh dìreach a' dèanamh na sgrìobhainn nas fhasa a leughadh is a cleachdadh.</p>
<p>Bha beachdan ann nach robh adhartas mu choinneimh PG 2018–23 air a mheasadh san dreachd as ùire de Phlana Gàidhlig Chomhairle na Gàidhealtachd.</p>	<p>Chaidh tuilleadh fiosrachaidh a chur ris a' Phlana airson soilleireachadh nach e sgrìobhainn ùr a th' ann, ach ùrachadh de PG Chomhairle na Gàidhealtachd, a tha a' leantainn air adhart le mòran dhen obair a chaidh a mhìneachadh ann am PG 2018–23.</p> <p>Chaidh co-theacsa a thoirt seachad airson mìneachadh gu bheil a' Chomhairle a' cleachdadh Siostam Coileanaidh agus Rianachd Cunnairt (SCRC) airson sùil a chumail air adhartas agus buileachadh a' Phlana Ghàidhlig. Thathar ag aithris air SCRC gach ràith agus a' toirt cunntas do Chomataidh Gàidhlig na Comhairle. Bidh a' Chomhairle cuideachd a' toirt cunntas bliadhnail do Bhòrd na Gàidhlig a thaobh cleachdadh làithreach. Gheibhear na cunntasan bliadhnail air làrach-lìn na Comhairle.</p>

Coimhearsnachdan agus Dachaigh

Fios air ais a fhuair	Na rinneadh
<p>Dh'innis daoine òga gun robh spòrs tro mheadhan na Gàidhlig a' còrdadh riutha agus gum bu toil leotha nam biodh taghadh na b' fharsaing de spòrs air a thabhann.</p>	<p>Chaidh am fios air ais seo a chur air adhart gu Sgioba Gàidhlig na Comhairle. Far an ceadaich goireasan, feuchaidh a' Chomhairle ris an spòrs a tha air a thabhann sa Ghàidhlig thar sgìre na Gàidhealtachd a leudachadh. Obraichidh sinn còmhla ri High Life na Gàidhealtachd (HLG) gus seo a lìbhrigeadh, a rèir nan gealltanasan a tha air am mìneachadh sa Chùmhnant Lìbhrigeadh Seirbheis eadar Comhairle na Gàidhealtachd agus HLG.</p>

<p>Tha fios air ais a' nochdadh gu bheil buill a' phobaill taiceil do cho-ionadan cultarach Gàidhlig, a leithid chultarlannan.</p>	<p>Tha a' Chomhairle mar-thà air taic ionmhasail is taic oifigearan a thoirt seachad do Chultarlann Inbhir Nis. Tha sinn air gealltanais a thoirt, far an ceadaich goireasan, do bhith a' togail ceangal is ag obair còmhla ri buidhnean coimhearsnachd Gàidhlig.</p>
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Meadhanan, Ealainean, Cultar agus Dualchas

<p>Fios air ais a fhuair</p>	<p>Na rinn</p>
<p>Tha barrachd iomraidhean a dh'fhàg a thaobh co-obrachadh na Comhairle le buidhnean a leithid High Life na Gàidhealtachd, Fèisean nan Gàidheal, Fèis Rois agus Taigh-cluiche Cùirt an Easbaig.</p>	<p>Tha eachdraidh fhada is shoirbheachail aig a' Chomhairle ann a bhith a' co-obrachadh le buidhnean eile a leithid seo. Tha seo air a mhìneachadh ann an earrainn 'a' chleachdaidh làithrich'.</p> <p>Tha sinn air tuilleadh mìneachaidh is leudachaidh a thoirt air na 'gnìomhan riatanach' ann an cumhaichean a' ghealltanais againn do dh'obrachadh com-pàirteach le buidhnean ealain, cultair is ciùil Gàidhlig ionadail agus nàiseanta.</p>
<p>Dh'innis mòran luchd-freagairt gun robh susbaint air na meadhanan sòisealta a' còrdadh riutha.</p>	<p>Bidh am fios air ais na chuideachadh nuair a thathar a' leasachadh planadh meadhanan sòisealta Gàidhlig na Comhairle. Thèid ro-innleachd meadhanan sòisealta Gàidhlig a leasachadh. Bidh an ro-innleachd seo co-cheangailte ris na 'Stiùiridhean mu chleachdadh na Gàidhlig ann an seirbheisean Chomhairle na Gàidhealtachd'.</p> <p>Thèid cothroman airson Gàidhlig a chleachdadh air meadhanan sòisealta na Comhairle a chomharrachadh gus an urrainnear barrachd susbaint Gàidhlig fhoillseachadh. A bharrachd air puist air na meadhanan sòisealta a' buntainn ri tachartasan is cuspairean Gàidhlig, thèid an àireamh de phuist mu chuspairean is</p>

	thachartasan nach eil gu dìreach a' buntainn ris a' Ghàidhlig a mheudachadh.
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Foghlam

Fios air ais a fhuair	Na rinn
Bha mòran dhen fhios air ais bho luchd-obrach foghlaim a' buntainn ri cion ghoireasan agus gu bheil tidsearan a' cruthachadh nan goireasan aca fhèin.	Tha ùrlar aig a' Chomhairle airson a bhith a' co-roinn stuthan foghlaim. Tha pròiseas barantachd càileachd cuideachd ri fhaotainn. Mar fhreagairt dhan fhios air ais a chaidh fhaotainn, tha a' Chomhairle a' toirt gealltanais gun tèid an t-seirbheis seo a chur air adhart barrachd.
Nochd mòran luchd-freagairt dragh mu chion thidsearan Gàidhlig is cion luchd-cuideachaidh taic sgoilearan Gàidhlig.	Chaidh am fios air ais seo a cho-roinn le Sgioba Seirbheis Foghlaim agus Ionnsachaidh na Comhairle.

Gnìomhachas agus an Eaconamaidh

Fios air ais a fhuair	Na rinn
Bha luchd-freagairt dhen bheachd gun robh cuspair a' Ghnothachais agus an Eaconamaidh fo-riochdaichte sa Phlana.	<p>Mar fhreagairt dhan fhios air ais seo, tha sinn air gealltanais a thoirt obrachadh còmhla ri buidhnean ann an Roinn a' Ghnothachais agus an Eaconamaidh gus buannachdan eaconamach na Gàidhlig a thoirt gu buil.</p> <p>Tha sinn cuideachd air gealltanais a thoirt gun cruthaich sinn stiùireadh Gàidhlig agus cùisean sgrùdaidh a ghabhas a luchdadh a-nuas, agus a bhios ag amas air gnothachasan na Gàidhealtachd gus buannachdan eaconamach na Gàidhlig a thoirt am follais agus cleachdadh na Gàidhlig a bhrosnachadh.</p>

Chaidh am fios air ais a chaidh fhaotainn a chleachdadh nuair a bhathar a' sgrìobhadh an deasachaidh dhen Phlana a rinnadh às dèidh a' cho-chomhairleachaidh.

Clàr-mìneachaidh

AÀA – Ainmean-Àite na h-Alba

A' Chomhairle – Comhairle na Gàidhealtachd

BnaG – Bòrd na Gàidhlig

CALA – Care and Learning Alliance

CnaG – Comunn na Gàidhlig

FtG – Foghlam tron Ghàidhlig

FLI – Foghlam Luchd-ionnsachaidh na Gàidhlig

HLG – High Life na Gàidhealtachd

ICC – Iomain Cholm Cille

PG – Plana Gàidhlig

PNG – Plana Nàiseanta na Gàidhlig

SCRC – Siostam Coileanaidh agus Rianachd Cunnairt

SMO – Sabhal Mòr Ostaig

TFC – Teicneòlas Fiosrachaidh is Conaltraidh



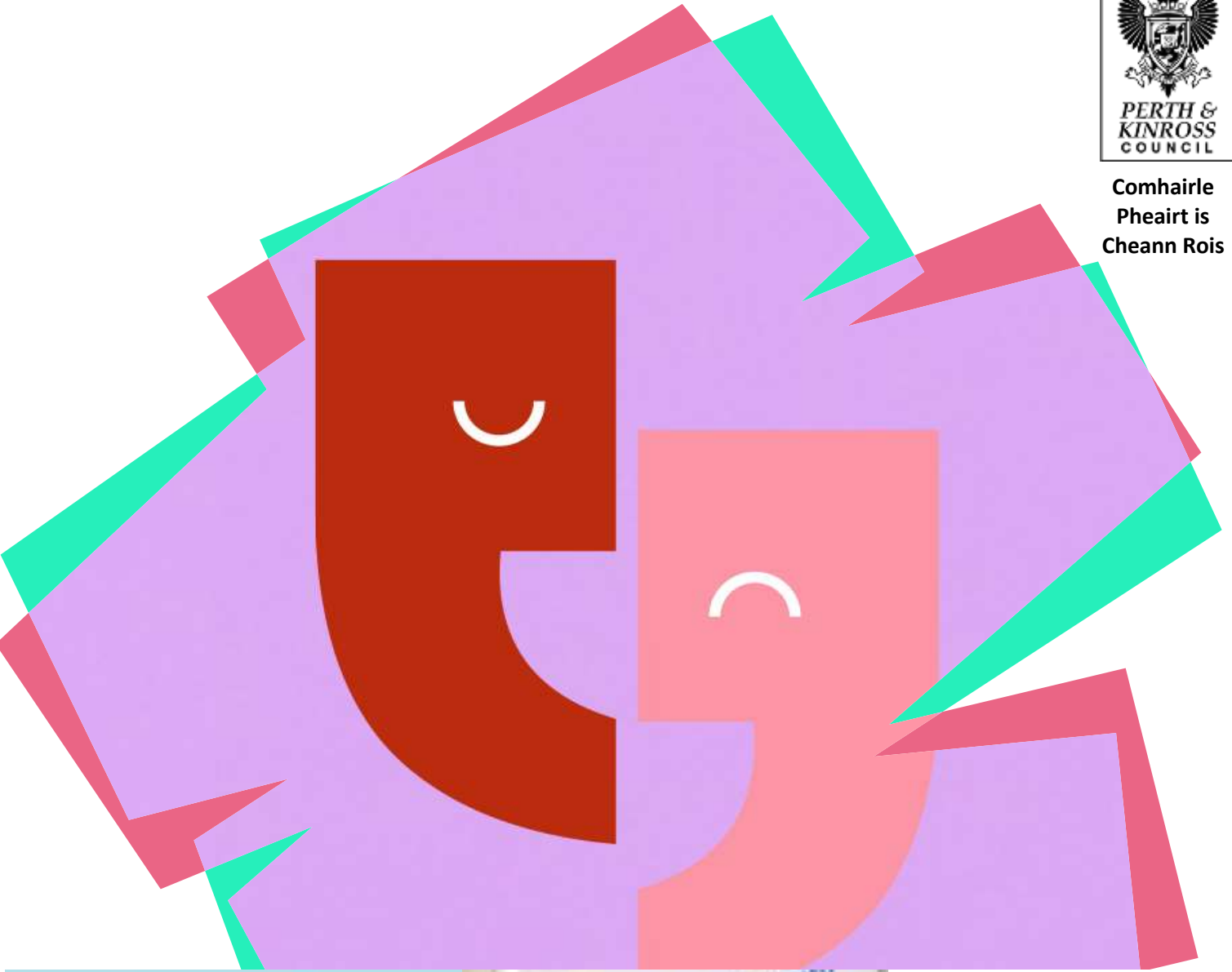
A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	07/05/2024
Àite:	Air MS Teams
Nì a' Chlàir-ghnothaich	3.4

Tìotal a' Phàipeir	PGR025 E03 Plana Gàidhlig Comhairle Pheairt is Cheann Ròis	
Moladh do Bhuill	Airson Aontachadh	
Neach labhairt:	Iain Mac a' Mhaoilein	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba Stiùiridh	29/04/2024	Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 – PGR025 E04 Plana Gàidhlig Comhairle Pheairt is Cheann Rois	
1.0	Adhbhar	
1.1	A' sireadh aonta air plana reachdail fo Achd na Gàidhlig (Alba) 2005.	
2.0	Cùl-fhiosrachadh	
2.1	Geàrr iomradh air adhartas le E02 – Comhairle Pheairt is Cheann Rois	
2.2	Tha Comhairle Pheairt is Cheann Rois air adhartas a dhèanamh le bhith ag obair ann am com-pàirteachas le buidhnean eile gus fàs a thoirt air cleachdadh na Gàidhlig san sgìre. Mar eisimpleir, bha a' Chomhairle ag obair ann an com-pàirteachas le Comunn Gàidhlig Pheairt, Fèis Thatha, Comann nam Pàrant agus Mòd Ionadail Shiorrachd Pheairt agus Aonghais.	
2.3	Thathar air adhartas a dhèanamh le bhith a' lìbhrigeadh Gàidhlig mar L2 is L3 anns na sgoiltean san sgìre, le seachd sgoiltean a' ruith seisean sa Ghaidhlig ann an seisean sgoile 2022/23 agus tha sin air cothrom a thoirt do 495 luchd-ionnsachaidh seisean a dhèanamh sa Ghaidhlig aig ìre na bun-sgoile.	
2.4	Rinneadh adhartas le bhith a' toirt fàs air cleachdadh na Gàidhlig air na meadhanan sòisealta aca ach tha cothroman a bharrachd aig a' Chomhairle airson leudachadh a thoirt air cleachdadh na Gàidhlig ann an foillsichidhean agus ann am brath-naidheachdan.	
2.5	Chaidh am Mòd Nàisenata Rìoghail a chumail ann am Peairt ann an 2022. Mar phàirt den na h-uallachaidhean, chùm a' chomhairle tòrr tachartasan eadar-dhealaichte anns an sgìre gus Gàidhlig a bhrosnachadh.	
2.6	Tha Comhairle Pheairt is Cheann Rois air a bhith a' ruith seiseanan eadar-ghinealach sa Ghaidhlig anns an sgìre tron dàrna eagrain aca. Tha na tachartasan seo air a bhith gu math soirbheachail ann a bhith a' togail ceanglaichean le daoine aig diofar aoisean anns an sgìre agus a' toirt cothroman ionnsachaidh ùra do chlann san sgìre.	
2.7	Tha cothroman aig Comhairle Pheairt is Cheann Rois fàs a thoirt air brosnachadh foghlam Gàidhlig aig gach ìre: tràth-bhliadhnaichean, bun-sgoil, àrd-sgoil agus anns a' choimhearsnachd.	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	Chaidh measadh a dhèanamh air an dreachd phlana seo le Bòrd na Gàidhlig. Thug an Sgioba-stiùiridh sùil mhionaideach air a' phlana agus mhol iad atharrachaidhean.	
3.2	Ghabh Comhairle Pheairt is Ceann Rois ri molaidhean an Sgioba-stiùiridh.	

3.3	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.		
3.4	Thathas a' moladh gun tèid aontachadh ris a' phlana seo.		
4.0	Moladh		
4.1	Aire a thoirt don fhiosrachadh ann am PT1.		
4.2	Aonta a chur ris na dreachd phlana ann am PT1.		
5.0	Prìomh Bhuidhean Ro-innleachdach		
5.1	Buidhean air Ionmhas		
	Cha bhi buaidh air ionmhas.		
5.2	Buidhean air Luchd-obrach		
	Cha bhi buaidh air luchd-obrach.		
5.3	Buidhean air Trèanadh		
	Cha bhi buaidh air trèanadh.		
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra		
	Tha dlùth cheangal ann eadar am plana reachdail seo agus a bhith a' cur air adhart cleachdadh, ionnsachadh agus ìomhaigh na Gàidhlig gu nàiseanta. Bidh am plana seo a' cur air adhart na trì amasan anns a' Phlana Chorporra aig Bòrd na Gàidhlig.		
5.5	Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta		
	AR N-ADHBHAR		AR LUACHAN
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach
	AR LUACHAN BUILEAN NÀISEANTA		
	Còraichean daonna	<input type="checkbox"/>	Clann <input checked="" type="checkbox"/>
	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan <input checked="" type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn <input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-Nàiseanta <input type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh <input checked="" type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach		<input type="checkbox"/>
5.6	Buidhean air Cliù		
	Cha bhi buaidh air cliù.		
5.7	Buidhean air Slàinte is Sàbhailteachd		
	Cha bhi buaidh air slàinte is sàbhailteachd.		
5.8	Buidhean Laghail		
	Tha am pròiseas seo stèidhichte air na dleastanasan reachdail aig Bòrd na Gàidhlig gus Achd na Gàidhlig (Alba) 2005 a chur an gnìomh.		
5.9	Buidhean air Co-ionannas		
	Chan eil buaidh dhìreach air co-ionannas tron phlana seo ach bidh oifigearan a' Bhùird a' cumail sùil air cùisean co-ionannachd mar phàirt den phròiseas dearcnachaidh ann an co-bhonn leis an ùghdarras seo.		
5.10	Buidhean air an àrainneachd		
	Cha bhi buaidh air an àrainneachd.		



Comhairle
Pheairt is
Cheann Rois



Gaelic Language Plan 2024-29

Plana Cànan Gàidhlig 2024-29

A Perth and Kinross where everyone can live
life well, free from poverty and inequalities

Perth & Kinross Council's Gaelic Language Plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005

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Introduction

We are pleased to present Perth & Kinross Council's third Gaelic Language Plan, a testament to our dedication towards the future of the Gaelic language and culture in our communities.

In line with the National Gaelic Language Plan, we have devised a targeted five-year blueprint (2024-2029) detailing strategic actions to encourage Gaelic use in our localities.

We recognise Gaelic's valuable contribution to our history, heritage, and living culture, and our Gaelic Language Plan continues to support and promote these aspects.

Gaelic Medium Education continues to strengthen in Perth City and in Highland Perthshire, the Perthshire & Angus Provincial Mòd remains an important fixture, and the new Fèis Thatha (Tay Gaelic Festival) continues to expand.

The success of the Royal National Mòd held in Perth in October 2022 demonstrates the commitment of Perth & Kinross Council, its partners, and community residents to the ongoing revitalisation of Gaelic in the region.

Our Gaelic Language Plan aims to leverage the Mòd legacy as a foundation for further growth, fostering increased usage, learning, and cultural promotion of Gaelic.

Councillor Grant Laing

Leader of the Council

Councillor John Duff

Gaelic Ambassador

Background and Structure

Developing a Gaelic Language Plan

The Gaelic Language (Scotland) Act 2005, enacted by the Scottish Parliament, underscores the status of Gaelic as an official language of Scotland, commanding equal respect alongside English.

The Act promotes the use of Gaelic in public life throughout Scotland, encouraging its increased usage in homes, communities, educational institutions, and workplaces.

A significant provision of the 2005 Act empowers Bòrd na Gàidhlig, the national Gaelic language agency, to request that public bodies prepare Gaelic Language Plans. The agency assesses the plans for quality and monitors their implementation progress.

Principle of Equal Respect

The principle of equal respect, enshrined in the 2005 Act by the Scottish Parliament, reflects the value and importance attributed to Gaelic. It recognises that Gaelic speakers aspire to use the language as a normal part of their lives and emphasises the need for a spirit of generosity towards Gaelic throughout Scotland. According to Bòrd na Gàidhlig's guidance, granting equal respect to Gaelic does not necessitate identical treatment of Gaelic and English, nor does it require a specific level of Gaelic provision in all circumstances. Instead, it encourages public bodies to be supportive and accommodating to Gaelic development, adapting their Gaelic Language Plans to facilitate the appropriate extent of Gaelic use based on their unique circumstances and linguistic landscape.

Structure of the Plan

The Plan is divided into three sections:

- Section A: Context - Outlines the development of this Plan, the third Perth & Kinross Council Gaelic Language Plan. It describes our organisation's responsibilities and the historical and current status of the Gaelic language in the area.
- Section B: The Three Pillars of Gaelic - Presents Perth & Kinross Council's strategic commitments and enabling actions in line with the priorities of the National Gaelic Language Plan. It details our contributions to the implementation of the National Plan, the delivery of public services related to Gaelic, and our commitment to consider this Plan when formulating and executing new policies and strategies.
- Section C: Implementation and Monitoring - Provides insight into how we will deliver our Gaelic Language Plan and the measures we will take to monitor progress.

Section A: Context

Serving as one of Scotland's 32 local authorities, Perth & Kinross Council is Scotland's fifth-largest geographical area with a variety of public services. These services, many of which have strong Gaelic elements, span education, children's services, digital and IT, business development, community planning and engagement, as well as leisure and culture. Perth and Kinross is located in the heart of Scotland, covering approximately 5,286 km₂ and is a large and varied area with an estimated population of 146,652 as of the 2011 census update in March 2015.

We have a long-standing commitment to Gaelic language and culture, acknowledging their role in our heritage, national and local identity, and cultural fabric. Perthshire had its own distinctive Gaelic dialect and traditions, with Gaelic being the language of choice for nearly 13% of the population until the late 19th century.

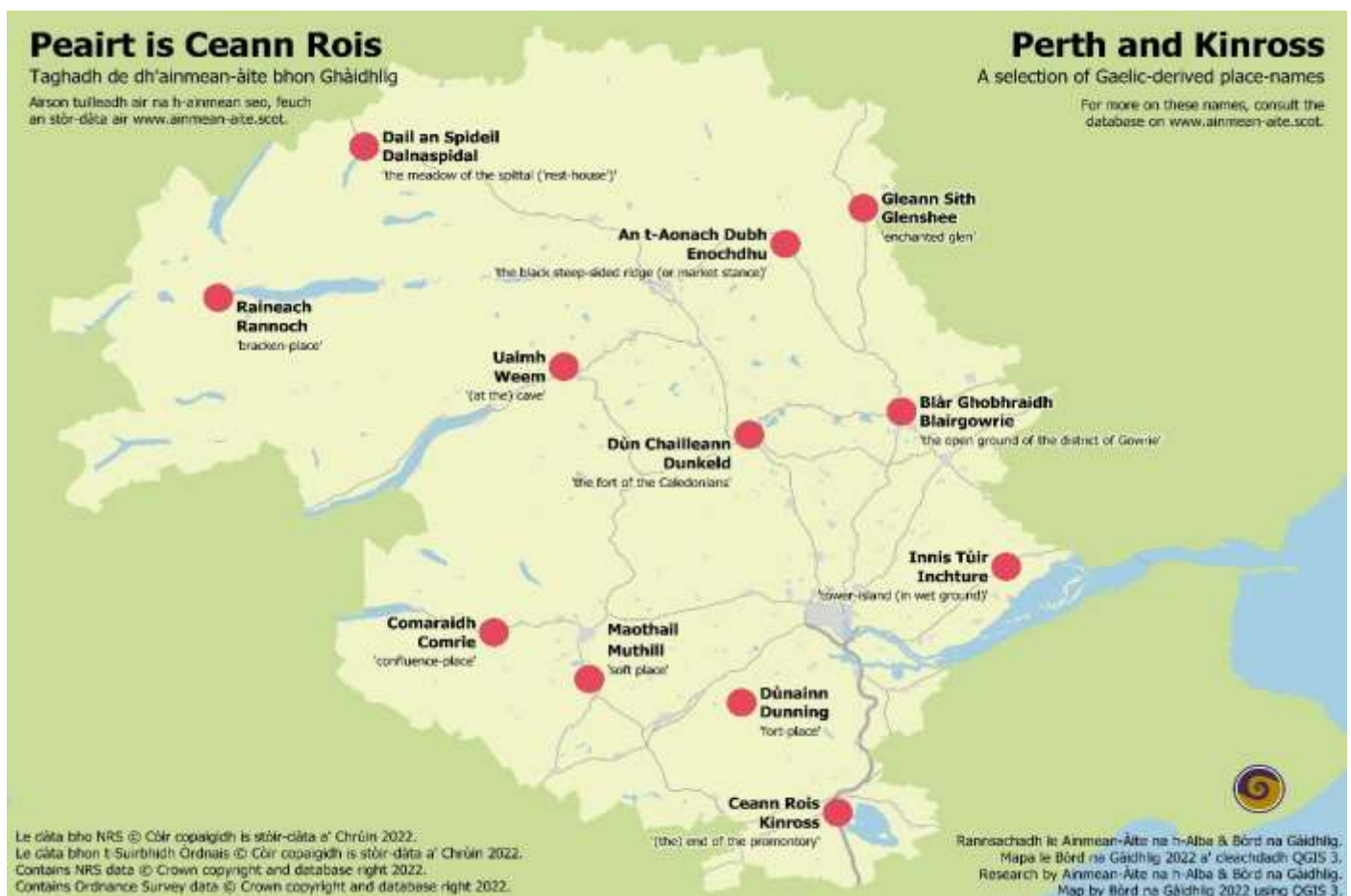
This third Gaelic Language Plan, created within the framework of the Gaelic Language (Scotland) Act 2005 and aligning with the National Gaelic Language Plan and Bòrd na Gàidhlig's Guidance on the Development of Gaelic Language Plans, outlines the following key objectives for Perth and Kinross:

- Increase Gaelic use in our communities, within our public authority services, and in our schools.
- Create opportunities for employees, community members, children, and young people to learn Gaelic in various ways, ensuring its vibrant presence in Perth and Kinross.
- Promote and raise awareness of Gaelic language and culture, recognising Gaelic as an asset to our communities and organisation and ensuring its visibility and appreciation.

The plan details how we will integrate Gaelic into our operations and public service delivery, facilitate communication with key partners, and actively promote and develop Gaelic in our region.

Our Past

Once a Gaelic-rich region, Siorrachd Pheairt (Perthshire) recalls a time when Gaelic was the dominant language. Historical references often include the phrase "bho Hiort gu Peairt" (from St Kilda to Perth) to acknowledge Perthshire as part of the Gàidhealtachd (the Gaelic-speaking region of Scotland). Gàidhealtachd Pheairt or Garbh Chrìochan Pheairt (Highland Perthshire) was a prominent Gaelic-speaking area until the mid-20th century, with over 60% of the population identifying as Gaelic speakers when the census first included Gaelic in 1881.



Prominent figures such as Queen Victoria and the Duke of Atholl actively supported Gaelic, challenging prevailing public education policies. Nevertheless, the language experienced a rapid decline after the Second World War, with the last known speaker of the Perthshire Gaelic dialect passing away in 1991.

The language has seen some revival aided by Gaelic education programmes and adult-learning initiatives, and migration from other parts of Scotland has also brought Gaelic speakers to Perth and Kinross. Efforts to reverse the language decline are underway throughout Scotland, and our region is no exception.

Our Present

Presently, the number of Gaelic speakers in Perth and Kinross falls below the national average, a challenge we are committed to addressing. The 2011 Census reported 2,169 Gaelic speakers in our region (1.5% of the population), compared to 57,000 (1.7%) in Scotland.

Gaelic has seen a revival in the last decade thanks to collaborative efforts between Perth & Kinross Council and its partners. We have seen growth in Gaelic education and adult-learning programmes. Aberfeldy hosts a large provincial Mòd, and Highland Perthshire features the flourishing Gaelic choir. Breadalbane Academy boasts a thriving traditional music group, and the Perth Gaelic Choir, Guthan Pheairt (Perth Voices), has been re-established with our support. Fèis Thatha (Tay Festival) continues to grow, offering a range of activities. Other groups, such as the Gaelic Society in Perth and the regional branch of An Comunn Gàidhealach, contribute to promoting Gaelic.

In 2022, we hosted the Royal National Mòd in the City of Perth, the annual celebration of Gaelic language and culture. This event brought over 7,500 visitors to the city and injected more than £2.5 million into the local economy. There are plans to build on this legacy and bring the Mòd back to Perth and Kinross in the near future.

As we develop our third Gaelic Language Plan, we aim to achieve the targets set by the National Gaelic Language Plan, represent the aspirations of our Gaelic-speaking community, policymakers, and educators, and complement the Scottish Government's Strategic Objectives.

Gaelic in Education

Gaelic education starts with Gaelic playgroups, Cròileagain, in Perth City and Aberfeldy that introduce the language to children aged 0-5. Early Learning and Childcare (ELC) Gaelic provisions at Breadalbane Academy and is planned for in Goodlyburn Primary School for children aged 3 to 5 years. Gaelic Medium Primary Education (GMPE) has been available at Goodlyburn Primary School since 1993 and Breadalbane Academy since 2011, aiming to achieve bilingual proficiency in Gaelic and English by P7.

The Languages 1+2 initiative delivers weekly Gaelic (Learners) sessions in schools across Highland Perthshire, reaching over 600 primary pupils per year. Other primary schools in Perth & Kinross Council have also started delivering Gaelic in Languages 1+2.

Within secondary education, Perth Academy and Breadalbane Academy offer Gaelic (Learners) and Gàidhlig (Fluent) as subjects. Students from all four secondary schools within Perth City can choose Gaelic (Learners) at certificate level through the Perth City Campus (PCC) initiative.

Adult education classes, both online and in-person, cater to community members and employees of Perth and Kinross interested in learning Gaelic.

Gaelic in the Community

Community initiatives bolster the presence of Gaelic in Perth and Kinross. The Gaelic Society of Perth, established in 1880, organises monthly cèilidhs and educational events. Informal Gaelic conversation groups gather in Perth, attended by fluent speakers and learners. Libraries throughout Perth and Kinross and Goodlyburn Primary School host Gaelic Bookbug sessions. Comann nam Pàrant Obar Pheallaidh and Comann nam Pàrant Peairt actively support and promote Gaelic and Gaelic Medium Education. Religious institutions throughout the region offer valuable contributions to Gaelic usage through Gaelic services and community engagement.

Arts, Culture, Heritage, and Tourism

Cultural events and festivals celebrate Gaelic in Perth and Kinross.

The Perthshire & Angus Provincial Mòd, organised by the Aberfeldy & District branch of An Comunn Gàidhealach, brings together local choirs and performers, including Aberfeldy Gaelic Choir and Guthan Pheairt.

Gaelic music, arts, and literature events occur at venues including Perth Concert Hall, Birnam Institute, and Pitlochry Festival Theatre and in the Perform in Perth Festival. The Royal National Mòd returned to Perth in 2022, marking the area's eleventh hosting of Scotland's premier Gaelic festival, 10 occasions in Perth and once in Blairgowrie in 1996.

Our Future

Embracing Gaelic

This plan is designed to leverage the benefits of Gaelic, viewing it as an asset that brings economic, environmental, linguistic, and cultural advantages. Furthermore, Gaelic contributes to the health and well-being of our region, which is deeply rooted in the Gaelic language and culture.

Effective Communication with the Public and within our Organisation

Using Gaelic at the initial point of contact with the public fosters a welcoming environment for Gaelic use. It raises the language's profile, creates practical opportunities for its utilisation, and encourages members of the public to engage with Gaelic in subsequent interactions with the public authority.

We aim to integrate Gaelic into our public authority's corporate identity and signage. This not only raises the visibility of the language but also enhances its status. We encourage young people and community members to take pride in their Gaelic identity and appreciate the benefits of bilingualism.

Gaelic in the 3rd Decade of the 21st Century

We understand the importance of developing Gaelic to ensure its suitability for all appropriate purposes. Through language corpus development, we aim to ensure that Gaelic continues to evolve and embraces technological advancements and lifestyle changes.

We view Gaelic as a valuable asset that enriches the lives of individuals, communities, businesses, and the overall identity of the Heart of Scotland. We aim to foster its economic, environmental, and sustainable growth while ensuring its continuous evolution as both a language and an invaluable asset.

Section B: The Three Pillars of Gaelic

Our Gaelic Language Plan: The Three Pillars

Our Gaelic Language Plan is constructed around **Using Gaelic**, **Learning Gaelic**, and **Promoting Gaelic**.

Each of these pillars represents a crucial component in nurturing and sustaining Gaelic within our organisation and communities. We aspire to see Gaelic thrive, be cherished and be appreciated throughout our region.

To Note: All commitments and actions in the Gaelic Language Plan will be assessed by each area of Strategic Leadership of the Council and judgments made on viability and impact.

Using Gaelic

We understand that a sustainable future for Gaelic involves increasing the number of Gaelic speakers and increased usage. We aim to encourage more individuals to use Gaelic as their preferred mode of communication in daily life.

Perth and Kinross Council currently supports the use of Gaelic in communities and in the organisation through partnership working and learning and development. We have good relationships and partnerships with the local Gaelic Society of Perth, supporting their activity, the Fèis Thatha movement continues to strengthen with support from Perth and Kinross Council, the Perthshire and Angus Provincial Mòd continues to thrive with support in the Highland Perthshire schools in preparing circa 600 children and young people to participate, with financial support, promotion and with venues. The Perform in Perth musical and literature event continues to grow its Gaelic element with support from Perth and Kinross Council and schools.

The use of Gaelic in promotion and communications is improving and there is a programme of school signage replacement in place that includes Gaelic and advice is sought from Ainmean Àite na h-Alba if there is uncertainty over the roots of the placename, for example.

A design guide and brief has been developed for a bilingual corporate logo and brand and decisions will be taken on that in 2024.

Staff are offered the opportunity to learn and use Gaelic in their work and there is a growing interest in learning and using Gaelic for work purposes. A standard bilingual email signature and out of office reply has been made available on the Council's intranet and there is growing use of that.

We are committed to developing the visitor experience in relation to Gaelic to the area and see tourism and place development as a big driver and view Gaelic as an asset to our communities and businesses and also for local people to experience rich cultural and heritage experiences that promote health and wellbeing in their communities.

In our communities, we are committed to:	Timescales	Strategic Leadership Areas
<ul style="list-style-type: none"> Boosting existing and budding Gaelic language and culture groups by enhancing awareness of their activities. 	From the publication of this plan and annually review progress of each	<i>Education and Learning</i> <i>Economy, Development and Planning</i>

<ul style="list-style-type: none"> • Collaborating with partners to augment Gaelic language learning opportunities. • Boosting the use of Gaelic via musical, cultural, and linguistic activities in collaboration with local organisations, including the Gaelic Society of Perth and Perform in Perth. • Exploring with partners the viability of Community Gaelic Hubs in Perth City and Highland Perthshire to spur the use of Gaelic in services and promotions. • Nurturing the Perthshire & Angus Provincial Mòd committee by providing necessary support and explore the feasibility of establishing another provincial Mòd within the Perth & Kinross Council area. • Supporting the expansion of Fèis Thatha and continue to promote the event. • Collaborating closely with Comunn na Gàidhlig, Fèisean nan Gàidheal, An Comunn Gàidhealach, and other Gaelic development bodies to ensure plentiful high-quality Gaelic usage opportunities. 	<p>of the actions and commitments over the lifetime of the Plan 2024-29</p>	<p><i>Strategic Planning, People and Performance</i></p> <p><i>Property Services</i></p>
<p>In Business and Place Development, we will:</p>	<p>Timescales</p>	<p>Strategic Leadership Areas</p>
<ul style="list-style-type: none"> • Leverage research that underscores the impact of Gaelic on the Scottish economy for planning purposes. • Champion the economic advantages of Gaelic for the local community and businesses. • Enrich the visitor experience with Gaelic heritage and cultural offerings. 	<p>Use current and new research and evidence from the publication of this plan</p> <p>Upon release of National Gaelic Tourism Strategy in late 2024/early 2025</p>	<p><i>Education and Learning</i></p> <p><i>Economy, Development and Planning</i></p>

In Communications, we will:	Timescales	Strategic Leadership Areas
<ul style="list-style-type: none"> • Welcomingly accept communication in Gaelic and endeavour to provide replies in Gaelic that may include reception and phone services based on staff skills. • Distribute and publish news releases, materials and important public information in both Gaelic and English. • Regularly circulate Gaelic content through social media and improve Gaelic content on our website. • Include Gaelic in public and internal meetings when Gaelic is the main subject and Gaelic greetings in relevant civic and other events. 	<p>From the publication of this plan and then as received</p> <p>Target: monthly publications</p> <p>Target: weekly social media content</p> <p>As meetings arise</p>	<p><i>Education and Learning</i></p> <p><i>Strategic Planning, People and Performance</i></p> <p><i>Customer and Digital Services</i></p> <p><i>Legal and Governance</i></p>
In Continuing to Develop Language Corpus, we will:	Timescales	Strategic Leadership Areas
<ul style="list-style-type: none"> • Ensure accessibility of Gaelic when used in published and communicated information. • Adhere to the most recent Gaelic Orthographic Conventions guidelines in our written materials. • Seek advice from Ainmean-Àite na h-Alba (Scottish Placenames) for signage and community collaborations. 	<p>From the publication of this plan and annually thereafter for the lifetime of this plan</p>	<p><i>Education and Learning</i></p> <p><i>Strategic Planning, People and Performance</i></p> <p><i>Customer and Digital Services</i></p>
In Signage and Branding, we will:	Timescales	Strategic Leadership Areas
<ul style="list-style-type: none"> • Adopt a bilingual corporate logo and brand, ensuring equal prominence for both languages in all communications. • Include Gaelic and English in signage where appropriate, considering visibility enhancement 	<p>Approve design at August 2024 and rollout over the lifetime of this plan</p>	<p><i>Education and Learning</i></p> <p><i>Property Services</i></p> <p><i>Environment and Infrastructure</i></p>

<p>during renewal opportunities in council buildings, town/village nameplates and schools.</p>	<p>From the publication of this plan and reviewed annually</p>	
<p>In Arts, Culture, and Heritage, we will:</p>	<p>Timescales</p>	<p>Strategic Leadership Areas</p>
<ul style="list-style-type: none"> • Utilise Gaelic in the re-launched City Hall and collaborate on projects related to the Stone of Destiny and with Arms' Length External Organisations (ALEOs). • Revive storytelling, folklore, and local heritage and cultural projects that foster a sense of place and community connection. 	<p>From the opening of Perth Museum in 2024</p>	<p><i>Education and Learning</i> <i>Economy, Development and Planning</i></p>
<p>In Organisational Development, we will:</p>	<p>Timescales</p>	<p>Strategic Leadership Areas</p>
<ul style="list-style-type: none"> • Encourage staff to use Gaelic in their work. • Introduce a standard bilingual email signature and out-of-office reply for all staff. 	<p>From the publication of this plan</p>	<p><i>Education and Learning</i> <i>Strategic Planning, People and Performance</i></p>

Learning Gaelic

We aim to provide diverse opportunities for employees, community members, children, and young people and parents to learn Gaelic in ways that ensure its thriving presence in Perth and Kinross.

Sufficient skilled Gaelic speakers will be required to meet the need for arising vacancies and staff opportunities in our organisation and others and to meet the need for Gaelic experiences that are informal and community-based.

Learning Gaelic for children and young people spans the continuum from Cròileagan Playgroups for 0–5-year-olds that are well established and well attended in the City of Perth and in Aberfeldy. Formal Gaelic Early Years is provided in Aberfeldy also with plans to introduce that in Perth as soon as recruitment allows, meantime Gaelic sessions are provided through a play assistant. Gaelic Medium Primary Education (GMPE) is provided in Goodlyburn Primary School and Breadalbane Academy primary department with numbers remaining steady over time whilst school rolls have fallen. Our own quality assurance processes and HMIe reports indicate a good quality of provision.

Continuity for those educated in GMPE is provided in Perth Academy and Breadalbane Academy and there is strengthening and broadening provision in both schools and again that improvement has been recognised and continues to be a high priority.

Language learning opportunities are offered for community members and employees and are a balance of online learning and in-person according to feedback and demand.

We are committed to strengthening all aspects of Gaelic education that we provide including GME and Gaelic as part of the Languages 1+2 movement and into lifelong learning, such as Abair Thusa for adults who have learnt Gaelic to conversational standard. We view linguistic acquisition as pivotal to revitalising Gaelic in the area that will provide a workforce capable of delivering this plan but also community members who will use Gaelic frequently. High quality learning provision from children to lifelong learning is paramount to achieving that goal.

In Education, we will:	Timescales	Strategic Leadership Areas
<ul style="list-style-type: none"> • Support the growth and strategic development of Gaelic Early Learning and Childcare (Sgoil Àraich) in alignment with strategic planning for Gaelic Medium Primary Education (GMPE) provision. • Sustain the operation of two Cròileagan (Gaelic Playgroups) and Gaelic Bookbug, twice weekly in Perth 	<p>From the publication of this plan and reviewed annually in line with school improvement</p>	<p><i>Education and Learning</i></p> <p><i>Strategic Planning, People and Performance</i></p> <p><i>Children, Families and Justice</i></p>

<p>City and Aberfeldy, promoting continuity into Early Years Gaelic.</p> <ul style="list-style-type: none"> • Implement a promotional strategy to increase the annual uptake of Gaelic Medium Education. • Ensure high-quality learning and teaching across all aspects of Gaelic education, meeting the needs of all learners. • Ensure GME Secondary provisions provide annual improvement planning and progress reports tied to their standards and quality process in line with the national guidance on Gaelic education, including the extension into other GME curricular areas. • Grow Gaelic as part of Languages 1+2 delivery through staff training and development opportunities. • Develop the Àrd-sgoil A9 project (A9 High Schools Project) to enhance the GME secondary school experience with peers. • Create a programme of activities and events that boost learners' confidence, self-esteem in Gaelic, and employability skills. • Involve GME learners in curriculum design, school ethos, environment, and broader achievement experiences, making them ambassadors for Gaelic. • Incorporate the needs of looked-after children and care leavers with Gaelic into Perth & Kinross Council policy. • Explore the viability of reviewing the current catchment areas of Gaelic Medium Education (current catchment areas are defined as the catchment of the school within which GME is delivered). • Implement a staffing standard for Gaelic education, encompassing teaching and non-teaching staff, in partnership with Perth UHI. 	<p>planning and quality assurance processes</p> <p>Explore catchment areas by June 2025</p> <p>Create a Staffing Standard by April 2025</p>	
<p>In Organisational Development, we will:</p>	<p>Timelines</p>	<p>Strategic Lead</p>
<ul style="list-style-type: none"> • Further develop partnerships, including with ALEOs and community planning partners with Gaelic language 	<p>From the publication of this plan and</p>	<p><i>Education and Learning</i></p>

<p>plans, to promote Gaelic and support common approaches and commitments.</p> <ul style="list-style-type: none"> • Enhance workforce capacity through recruitment to grow the Gaelic education workforce in the in line with national approaches and taking cognisance of output from the national workstream on recruitment within Faster Rate of Progress for Gaelic • Increase the number of modern apprentices, graduate trainees, and mentoring volunteers who engage with Gaelic, in partnership with Skills Development Scotland ensuring positive post-school destinations. 	<p>reviewed annually</p>	<p><i>Strategic Planning, People and Performance</i></p> <p><i>Economy, Development and Planning</i></p>
<p>We will provide language learning opportunities to:</p>	<p>Timescales</p>	<p>Strategic Leadership Areas</p>
<ul style="list-style-type: none"> • Employees of Perth & Kinross Council who would benefit from having an ability in Gaelic to undertake their duties. • Employees of Perth & Kinross Council who would like to work in Gaelic or learn Gaelic out of personal interests. • Members of local Gaelic choirs, local Gaelic interest groups, the Perthshire Gaelic Society, the Perthshire and Angus Provincial Mòd, and Fèis Thatha. • Parents of children and young people in GME, Cròileagan, or accessing early years Gaelic. • Community members who wish to learn Gaelic for personal or work interests and who would become active in the Gaelic community over time. • Senior phase secondary school-aged young people, including Care Experienced and who may wish to follow a post-school pathway in Gaelic. 	<p>From the publication of this plan and throughout the lifetime of the Plan</p> <p>Target: 3 learning opportunities per year for each group</p>	<p><i>Education and Learning</i></p> <p><i>Strategic Planning, People and Performance</i></p> <p><i>Economy, Development and Planning</i></p>
<p>For learning Gaelic at home, we will:</p>	<p>Timescales</p>	<p>Strategic Leadership Areas</p>
<ul style="list-style-type: none"> • Encourage families to learn together in the home through partnerships and initiatives by organisations including Education Scotland, Comann nam Pàrant and Stòrlann, Fèisean nan Gàidheal and e-sgoil. 	<p>From the publication of this plan and for the</p>	<p><i>Education and Learning</i></p>

<ul style="list-style-type: none"> • Encourage the use of media and online Gaelic learning resources, including SpeakGaelic, LearnGaelic, GoGaelic, Gaelic for Parents, Duolingo, and other language applications. • Create resources, including games and educational materials, to make Gaelic learning at home natural, enjoyable, and supportive of the GME experience. • Considering available research and evidence, support families in using Gaelic more at home, especially if they have children in GME. 	<p>lifetime of the Plan</p> <p>As available and published</p>	
<p>In Business and Place Development, we will:</p>	<p>Timescales</p>	<p>Strategic Leadership Areas</p>
<ul style="list-style-type: none"> • Expand adult and family learning activities related to the Gaelic landscape of Perth and Kinross, developing accessible learning resources and guided outdoor opportunities, including digital trails. • Provide training for leaders and volunteers in outdoor learning and guided walks focused on our Gaelic landscape. 	<p>From the publication of this plan and for the lifetime of the Plan.</p> <p>Target: 4 activities a year</p> <p>Training offered once a year for the lifetime of the Plan</p>	<p><i>Education and Learning</i></p> <p><i>Economy, Development and Planning</i></p>

Promoting Gaelic

We will promote the use of Gaelic, its visibility, and its status to make it an integral part of daily life in our region. We will work to create a more positive image for Gaelic and a more significant role for it in the cultural life of Scotland, ensuring its robust future.

Perth and Kinross Council has made efforts to ensure a more positive image and profile for Gaelic in the area and beyond including partnership working with community groups and other public bodies such as local authorities on the east coast where the work and activity of organisations is shared and promoted in an endeavour to continue to strengthen the Gaelic community in this part of Scotland.

The profile of Gaelic within Perth and Kinross Council was supported heavily by hosting the Royal National Mòd in October 2022 with the realisation of significant economic benefits.

We work closely with our Arms-Length Organisations partners also and there has been recent work with Live Active Leisure on the re-introduction of shinty to the area for children and young people as well as work with Culture PK on the library stock available through all of the local libraries including a wide range of ebooks in Gaelic just added to stock through the support of Perth and Kinross Council.

In Education and Learning we have good relationships with the two local Comann nam Pàrant groups and work together on promotion and supporting schools. Gaelic learning classes are offered to parents of children in GME also. Gaelic Medium Education is promoted on the website and in statutory notices as well as in parental surveys and questionnaires.

Elected members have welcomed recent developments in Gaelic and all political parties have demonstrated their support including nominating a Gaelic Ambassador from within the elected members.

We have had success in growing our own workforce and we will continue to adopt that approach creating employment opportunities for locals to live and work in a field they wish to.

We have demonstrated a commitment to a strong and positive image and profile for Gaelic where is recognised as valuable and an asset to the organisation and to our communities, and this will form the basis for our promotional and communications strategy.

In Communications, we will:	Timescales	Strategic Leadership Areas
<ul style="list-style-type: none"> • Convey the message that we welcome public communication in Gaelic. 	<p>On website and through social media from the</p>	<p><i>Strategic Planning, People and Performance</i></p>

	implementation of this plan	<i>Education and Learning</i>
With Families, we will:	Timescales	Strategic Leadership Areas
<ul style="list-style-type: none"> Promote Gaelic language learning among children, young people, and their families by highlighting resources that support Gaelic learning. 	From the publication of this plan and annually thereafter	<i>Education and Learning</i>
In Education, we will:	Timescales	Strategic Leadership Areas
<ul style="list-style-type: none"> Promote and highlight the work of organisations and groups that actively support teachers, young people, and parents in Gaelic education, including Stòrlann, Sabhal Mòr Ostaig, e-Sgoil, Fèisean nan Gàidheal, Comann nam Pàrant, FilmG, Education Scotland and national bodies responsible for GME and GLE. Stay abreast of research concerning Gaelic development. Publicise the availability of Gaelic Medium Education in local press and on our website. Arrange regular information sessions for prospective parents of Gaelic Medium Education, providing guidance on available options. Foster a positive and inclusive attitude towards Gaelic in school communities, boosting confidence among children and young people. 	<p>From the publication of this plan and annually thereafter with schools and families</p> <p>Continue to publicise GME and at points of registration</p> <p>From the publication of this plan and twice annually over the lifetime of the plan</p>	<i>Education and Learning</i> <i>Strategic Planning, People and Performance</i>
In Organisational Development and Workforce Planning, we will:	Timescales	Strategic Leadership Areas
<ul style="list-style-type: none"> Promote careers that value Gaelic skills and raise awareness of apprenticeships, training programs, and career routes in Gaelic to broaden the Gaelic labour market. 	Annual promotion and careers events at course choice and at points when young people are	<i>Education and Learning</i> <i>Strategic Planning, People and Performance</i>

<ul style="list-style-type: none"> • Collaborate with agencies to plan and support events showcasing Gaelic-related careers. • Integrate knowledge of the public authority's Gaelic Language Plan and training opportunities into new staff induction. • Include Gaelic as an essential or desirable skill in job descriptions related to delivering the Gaelic Language Plan. • Conduct internal audits of Gaelic skills and training needs. • Provide Gaelic awareness training to staff and elected members. • Demonstrate equal respect for Gaelic and English in bilingual services and resources, promoting Gaelic services. 	<p>considering post-school destinations</p> <p>Induction information by January 2025</p> <p>Annual audit of skills in Gaelic in August for the lifetime of the Plan</p> <p>Annual awareness training from the implementation of this plan</p>	<p><i>Economy, Development and Planning</i></p> <p><i>Legal and Governance</i></p>
<p>In Communities, we will:</p>	<p>Timescales</p>	<p>Strategic Leadership Areas</p>
<ul style="list-style-type: none"> • Support the establishment of community groups and networks with shared interests in promoting Gaelic. • Collaborate to further reintroduce Shinty to Perth & Kinross Council communities and support the Shinty sessions at Goodlyburn Primary School. • Promote Cròileagain and Gaelic Bookbug to all families with children under five years old. • Create a Perth and Kinross Gaelic Community Forum. • Enhance Gaelic visibility within our communities. • Continue to have a Gaelic spokesperson and ambassador for Council matters. 	<p>Networks for Gaelic groups by August 2024</p> <p>Shinty to be further introduced by August 2024</p> <p>Community Gaelic Forum by August 2024</p>	<p><i>Education and Learning</i></p> <p><i>Economy, Development and Planning</i></p>
<p>In Business and Place Development, we will:</p>	<p>Timescales</p>	<p>Strategic Leadership Areas</p>
<ul style="list-style-type: none"> • Promote projects that enrich and sustain the Gaelic language, bolstering the confidence of Gaelic users. 	<p>Highlight and promote the</p>	

<ul style="list-style-type: none"> • Promote VisitScotland's Gaelic Tourism Strategy to partners and within Perth & Kinross Council. • Develop a toolkit and guide for local businesses, including the tourism and hospitality sector, on the benefits of using Gaelic. • Promote Gaelic as an economic asset and its benefits in businesses, social enterprises, and the local authority. We will focus on cultural tourism, the food and drink industry and sustainable approaches to land management and renewables. 	<p>National Tourism Strategy from its publication</p> <p>Develop toolkit and promotional materials by December 2024 and update annually over the lifetime of the Plan</p>	
<p>In Arts, Culture, and Heritage, we will:</p>	<p>Timescales</p>	<p>Strategic Leadership Areas</p>
<ul style="list-style-type: none"> • Collaborate with Bòrd na Gaidhlig and Creative Scotland to advance Gaelic arts and culture. • Work to host the FilmG Awards in Perth. • Collaborate with local arts organisations to develop an annual programme of Gaelic events. 	<p>Host FilmG by 2028</p> <p>Annual programme of events from the publication of this plan</p>	<p><i>Economy, Development and Planning</i></p> <p><i>Education and Learning</i></p>
<p>With Partners, we will:</p>	<p>Timescales</p>	<p>Strategic Leadership Areas</p>
<ul style="list-style-type: none"> • Collaborate with other public authorities with the Gaelic language plans to establish a network for joint actions and commitments. • Promote Perth & Kinross Council's good practices in Gaelic to national forums. • Re-establish the East Coast Gaelic Regional Group to share resources and good practices and to collaborate on common actions. 	<p>Network of public bodies and East Coast Group established by October 2024 and meet twice annually thereafter for the lifetime of this plan</p>	<p><i>Education and Learning</i></p>
<p>In the Implementation and Monitoring of the Plan, we will:</p>	<p>Timescales</p>	<p>Strategic Leadership Areas</p>

<ul style="list-style-type: none"> • Establish and maintain a Gaelic Language Plan Steering Group with representation from relevant Council departments. 	<p>By August 2024 and twice annually thereafter for the lifetime of the Plan</p>	<p><i>Education and Learning</i></p> <p><i>Strategic Planning, People and Performance</i></p> <p><i>Economy, Development and Planning</i></p> <p><i>Property Services</i></p> <p><i>Customer and Digital Services</i></p> <p><i>Legal and Governance</i></p>
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Section C: Implementation and Monitoring

Schedule

This Gaelic Language Plan will be active for five years from 2024 until a new plan is developed.

Plan Distribution

Our Gaelic Language Plan will be published on our website in both Gaelic and English, with physical copies available at our public offices and local libraries. Copies will be distributed to our Arms' Length External Organisations (ALEOs), community planning partners, contractors, Gaelic organisations, and other stakeholders. The Plan will be accessible to our employees via the intranet, and its launch will be publicised through social media and press releases.

Administrative Arrangements for Implementing Our Gaelic Language Plan

Once this Plan has been approved by the Senior Management Team, Elected Members of Perth & Kinross Council, Scottish Ministers, and Bòrd na Gàidhlig, it will officially become Perth & Kinross Council's policy. The Strategic Lead for Education and Learning will be responsible for fulfilling the plan's commitments, with regular updates provided to our communities and staff about the progress of our Gaelic Language Plan.

Resourcing Our Plan

The necessary resources for this plan will be allocated from existing Perth & Kinross Council budgets. We will also seek financial support from external bodies, including Bòrd na Gàidhlig and the Scottish Government Specific Grant for Gaelic Education.

Monitoring and Implementing Our Plan

Our third Gaelic Language Plan spans the period from 2024 to 2029. A Gaelic Steering Group, including representatives from Strategic Leadership Areas of the Council, will meet twice annually to coordinate actions, supervise progress, and evaluate the plan's execution. We will actively involve customers, partners, and stakeholders, seeking their feedback and insights on our progress.

The plan's execution will be monitored through the strategic planning processes of our Budget and Service Plans and our Annual Performance Reports. Monitoring activities will encompass the following:

- Twice annually Gaelic Steering Group meetings with minutes distributed
- Cooperation with elected members overseeing Gaelic
- Annual reports to the Learning and Families Committee of the Council
- Reports to local Gaelic forums
- Bi-annual reports to the Senior Management Team and Strategic Leads of the Council
- Annual report to Bòrd na Gàidhlig
- Feedback from surveys, questionnaires, and course evaluations
- External assessments

Working with Partners and External Agencies

Perth & Kinross Council acknowledges the importance of partnerships to progress this plan within our communities and beyond. We will continue to work with local and national organisations to foster Gaelic opportunities within Perth and Kinross.

Local partners include Culture Perth & Kinross, Perth College UHI, Horsecross Arts, Birks Cinema, PKAVS, Live Active Leisure, and the local community organisations mentioned in this plan.

On the national level, we will work with Visit Scotland, Historic Environment Scotland, Scottish Natural Heritage, and Skills Development Scotland and utilise our local connections with community planning partners.

We also plan to cooperate with national Gaelic organisations such as Bòrd na Gàidhlig, An Comunn Gàidhealach, Comunn na Gàidhlig, Fèisean nan Gàidheal, and MG ALBA.

Moreover, we will cultivate relationships with other local authorities by:

- Participating in the Gaelic Local Authority Network (GLAN) and the Community Learning and Development Review Group for Gaelic.
- Joining a Tayside and East Coast regional network that includes Fife Council, Dundee City Council, Angus Council, and Aberdeen City Council.

Contact Details

Overall Responsibility

The Senior Officer responsible for overseeing the preparation, delivery, and monitoring of Perth & Kinross Council's Gaelic Language Plan is:

Strategic Lead
Education and Learning
Perth & Kinross Council
2 High Street
Perth
PH1 5PH

Tel: 01738 475000

Day-to-day Operation

For inquiries regarding the day-to-day operation of the plan, please contact:

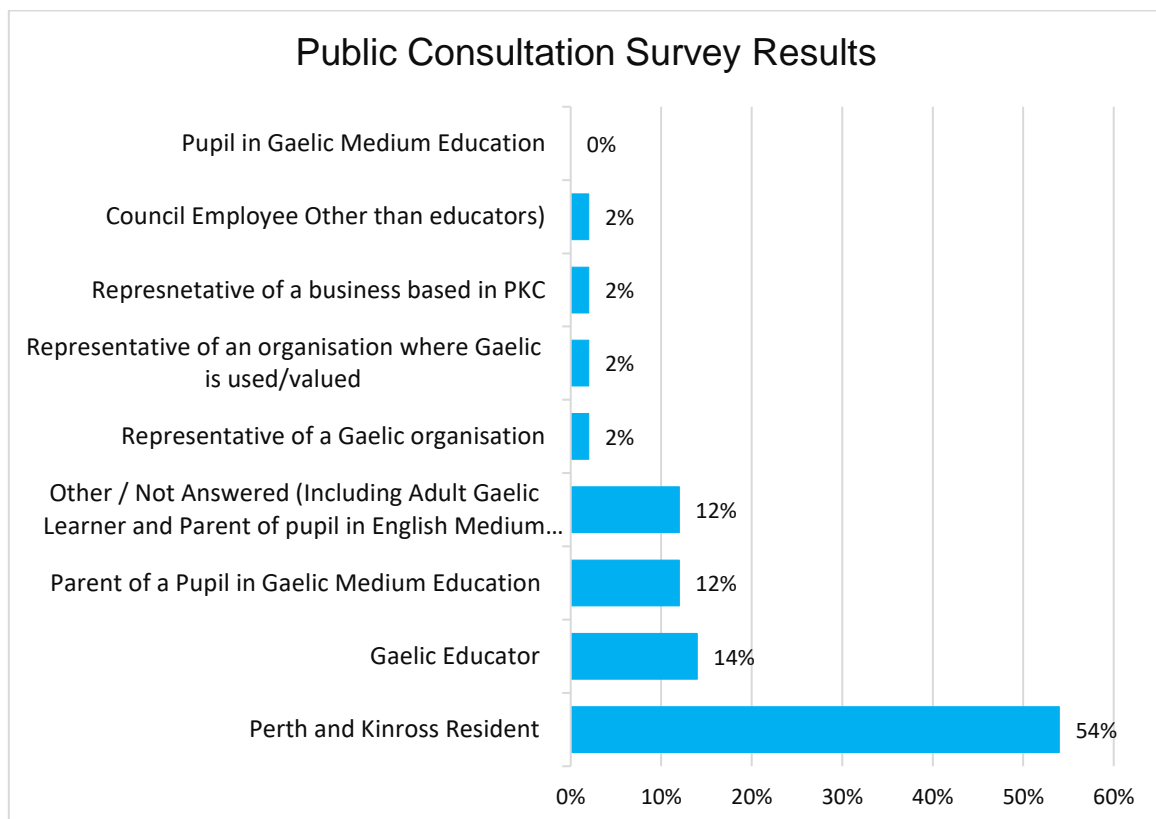
Gaelic Development Manager
Education and Learning
Perth & Kinross Council
2 High Street
Perth
PH1 5PH

Email: gaelic@pkc.gov.uk

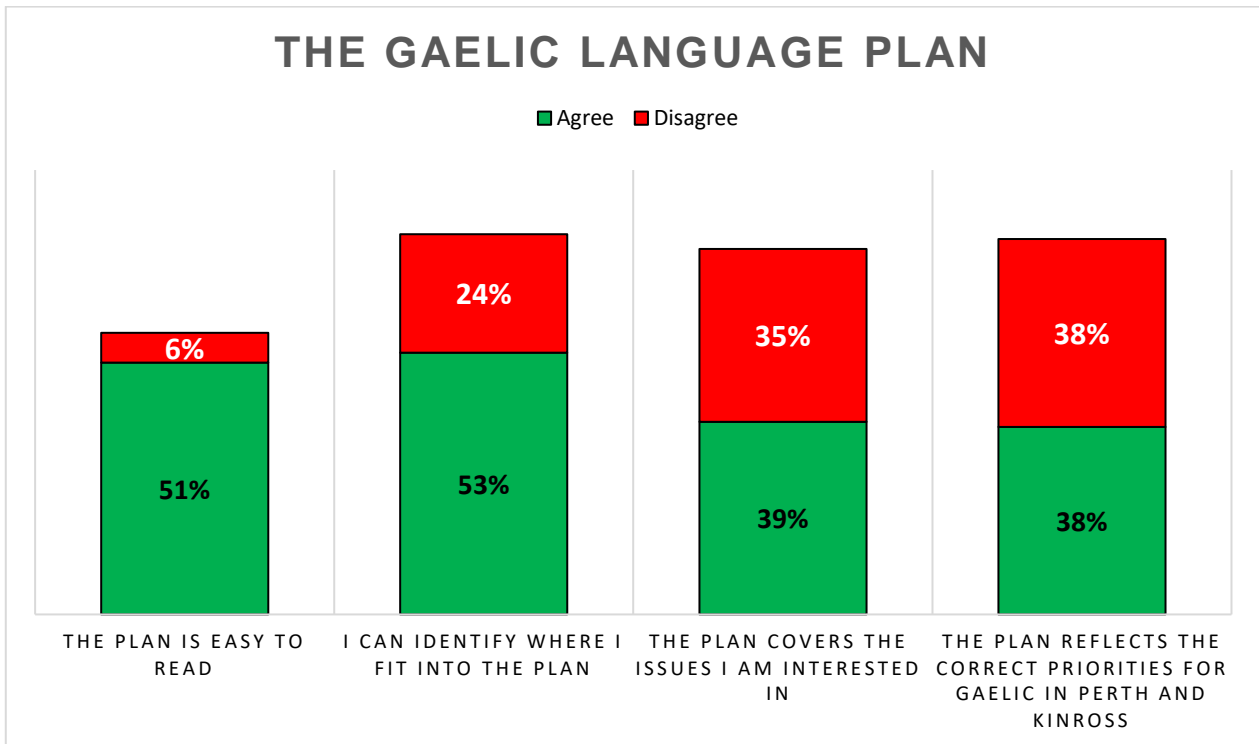
Public Consultation Survey Results

Perth and Kinross Council's Draft Gaelic Language Plan was out for public consultation for a period of around 4 weeks from 07 August 2023 to 31 August 2023. The Plan was made available through the online PKC and national Consultation Hub, and a small number provided feedback on the consultation in writing.

There was a total of 57 responses on the draft Gaelic Language Plan.



People were asked.... To what extent do you agree or disagree with the following statements about the Gaelic Language Plan?



People were asked.....What is currently not included in the Plan? The most common thmes that emerged were:

- A stronger commitment and clear pathway for adults in our communities and staff to learn Gaelic
- Some negative opinions around Gaelic development in general were elicited from respondents

People were askedDo you have any recommendations on how we could improve our plan? The most common themes that emerged were:

- Clearer targets
- More adult learning opportunities
- Better communication and awareness raising on Gaelic activities nearby, e.g. Dundee
- The consideration of a single site and continuum of provsion for Gaelic education 0-18

People were asked.....If they had any further comments on the Plan. The most common themes that emerged were:

- More opportunites for adults and senior members of our communitis to use and learn Gaelic
- Some negative opinions around Gaelic development in general were elicited from respondents
- More community involvement and experiences

Statistical Information on Gaelic Education and Early Learning in Perth and Kinross Council

Early Learning and Childcare Provision in Perth and Kinross

Location	School	Number of Pupils 2023/24
Aberfeldy	Breadalbane Academy (Primary)	9
Perth	Goodlyburn Primary School	Planned for opening in 2023/24

Gaelic Medium Education Provision in Perth and Kinross Council

Location	School/Centre	
Aberfeldy	Breadalbane Academy (Primary)	18
	Breadalbane Academy (Secondary)	11
Perth	Goodlyburn Primary School	26
	Perth Academy	9

Languages 1+2 – Gaelic Provision in Primary Schools in Perth and Kinross

Location	Number of Pupils 2023/24
Highland Perthshire - Royal School of Dunkeld, Glenlyon Primary School, Blair Atholl Primary School, Kinloch Rannoch Primary School, Pitlochry High (Primary), Breadalbane Academy (Primary)	Circa 600

Gaelic Language Plan 2024-29

Gaelic (Learners) Secondary

Location	Number of Pupils 2023/24
Breadalbane Academy (Secondary)	119
Perth Academy	15

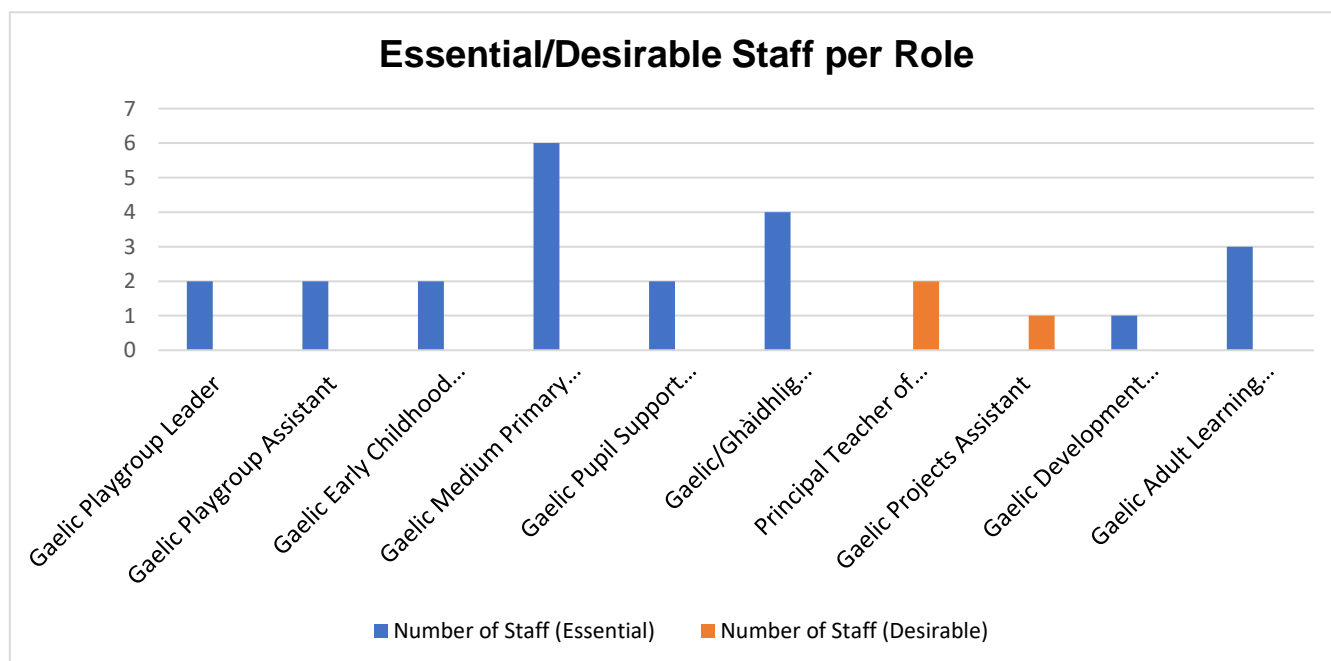
Statistical Information on Gaelic Speakers within Perth and Kinross Council

Perth and Kinross Council employ the following staff in, or are recruiting to, roles where Gaelic language skills are deemed essential or desirable.

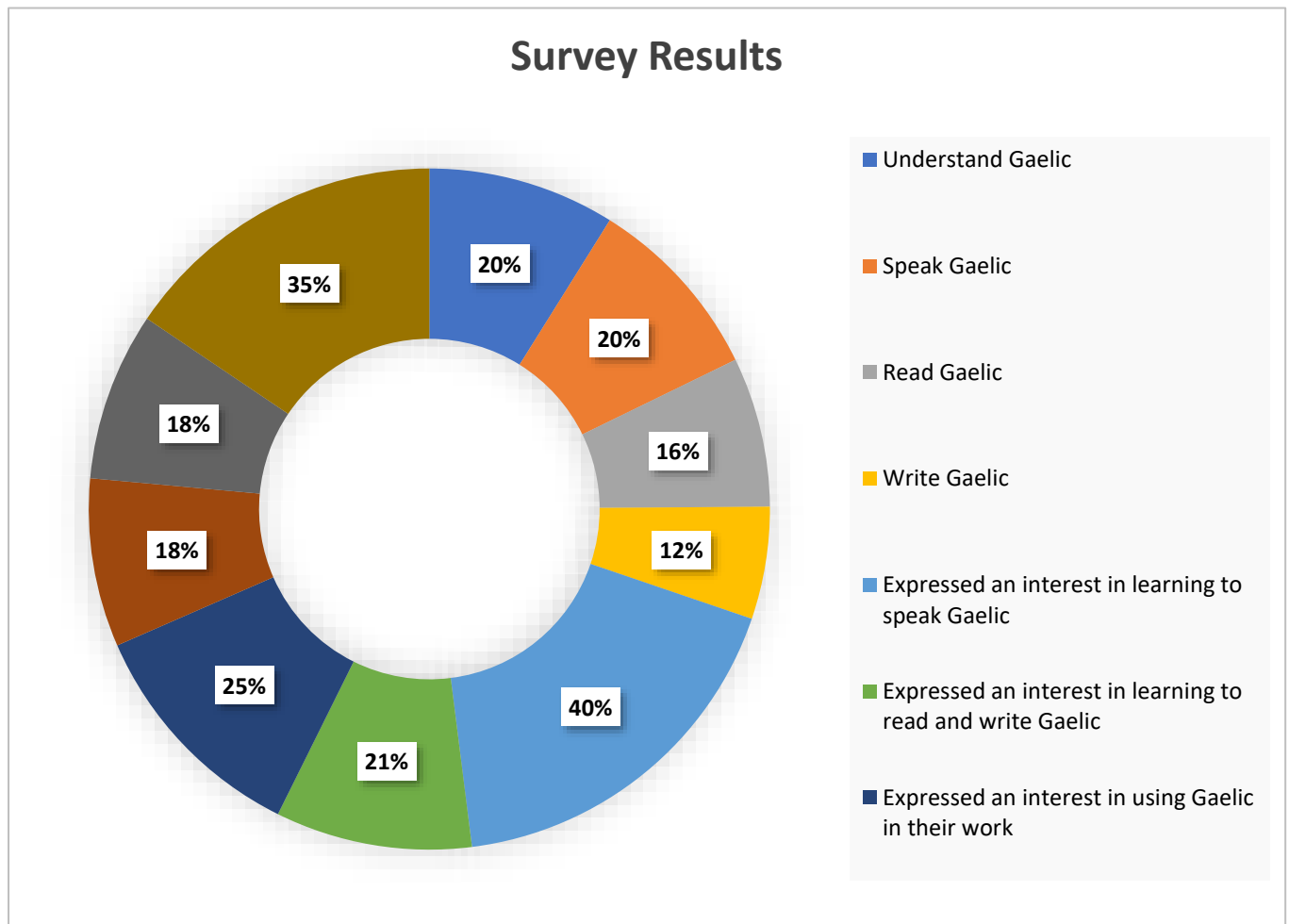
Role	Number of Staff	Essential/Desirable
Gaelic Playgroup Leader	2	Essential
Gaelic Playgroup Assistant	2	Essential
Gaelic Early Childhood Practitioner	2	Essential
Gaelic Medium Primary Teacher	6	Essential
Gaelic Pupil Support Assistant	2	Essential
Gaelic/Ghàidhlig Secondary Teacher	4	Essential
Principal Teacher of Languages (Gaelic)	2	Desirable
Gaelic Projects Assistant	1	Desirable

Gaelic Language Plan 2024-29

Gaelic Development Manager	1	Essential
Gaelic Adult Learning Tutors	3	Essential
Total No of Staff	25	



A staff survey was conducted in 2023 on Gaelic language within Perth and Kinross Council. A total number of 217 members of staff responded. The results are displayed in the table below.





A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	07/05/24
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	4.1

Tìotal a' Phàipeir	Àireamhan Foghlam														
Moladh do Bhuill	Airson fiosrachadh*														
Neach-labhairt:	Jennifer McHarrie, Stiùiriche Foghlaim														
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	na	Seòrsachadh na h-Aithris												
Sgioba-stiùiridh	29/04/24		Airson Fiosrachadh												
Pàipear-taice air a cheangal ris	-														
1.0 Adhbhar															
1.1	Tha an aithisg seo a' coimhead air cuid de ghnìomhan co-cheangailte ri foghlam.														
2.0 Cùl-fhiosrachadh															
2.1	Tha an aithisg a' toirt ùrachadh do bhuill a' Bhùird-stiùiridh air cuid de ghnìomhan a chaidh a dhèanamh bho chionn ghoirid.														
3.0 Prìomh Aithris/Fiosrachadh															
3.1	<p>Freagairtean Co-chomhairle bhon An Gearran air adhart: Freagairtean air an cur a-steach chun nan co-chomhairlean a leanas co-cheangailte ri rudan a tha a' toirt buaidh air FtG</p> <ul style="list-style-type: none"> Lèirmheas air a' Mheòrachan air Feumalachdan Inntigidh gu Prògraman Ciad Foghlaim Luchd teagaisg ann an Alba Co-chomhairle air Bile Ciorraman Ionnsachaidh, Òtasam agus Niùro Eug-samhlachd lifelong-learning-and-skills/teacher-qualification-in-further-education/ 														
3.2	Tha e cudromach gum bi barrachd bhuidhnean a' toirt a-steach feumalachdan FtG nam freagairtean, agus tha sinn air a bhith a' bruidhinn ri diofar bhuidhnean nàiseanta eile le raon-ùghdarras foghlaim gus an smaoinich iad air ar molaidhean sna freagairtean aca fhèin.														
3.3	<p>Trusadh is taic do thidsearan Tha gnìomhan an t-Oifigear Leasachaidh (tidsearan) air gabhail a-steach: Seisean trèanaidh do Luchd-pròbhaidh Gàidhlig</p> <ul style="list-style-type: none"> 28/02/24 le com-pàirt bho Stòrlann 29/04/24 le com-pàirt bho SMO air teagasg bogaidh <p>Tadhal air sgoiltean</p> <table border="1"> <tr> <td>Tachartas Gàidhlig DYW Steòrnabhagh</td> <td>13/02/24</td> </tr> <tr> <td>Sgoil Mhic Neacail</td> <td>13/02/24</td> </tr> <tr> <td>Acadamaidh Drochaid an Easbaig</td> <td>15/02/24</td> </tr> <tr> <td>Àrd-sgoil Uallas</td> <td>21/02/24</td> </tr> <tr> <td>Acadamaidh Bhràghad Albainn</td> <td>20/02/24</td> </tr> <tr> <td>Acadamaidh Inbhir Narann</td> <td>28/02/24</td> </tr> </table> <p>Tachartasan eile a' gabhail a-steach</p> <ul style="list-style-type: none"> Fèill dhreuchdan ann an Steòrnabhagh, Oilthigh Ghlaschu agus Cille Mheàrnaig, Tadhal air Cùrsa Bogaidh aig Oilthigh Ghlaschu airson bruidhinn ri oileanaich Tachartas comhairle Siorrachd Rinn Friù aig Bun-sgoil an Iar cuide ri Comann nam Pàrant 			Tachartas Gàidhlig DYW Steòrnabhagh	13/02/24	Sgoil Mhic Neacail	13/02/24	Acadamaidh Drochaid an Easbaig	15/02/24	Àrd-sgoil Uallas	21/02/24	Acadamaidh Bhràghad Albainn	20/02/24	Acadamaidh Inbhir Narann	28/02/24
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Acadamaidh Bhràghad Albainn	20/02/24														
Acadamaidh Inbhir Narann	28/02/24														

<p>3.4</p> <p>3.5</p> <p>3.6</p> <p>3.7</p>	<ul style="list-style-type: none"> • Co-labhairt Comhairle Shiorrachd Lannraig a Tuath air 1+2 Languages <p>Adhartas ann an solar Àrd-sgoile Tha Comataidh an Fhoghlaim aig Comhairle Inbhir Chluaidh air aontachadh gun tèid sgìre-sgoile àrd-sgoile a stèidheachadh airson foghlam Gàidhlig ann an Inbhir Chluaidh.</p> <p>Tha seo a’ ciallachadh gun tòisich iad a’ fastadh tidsear Gàidhlig gus FtG a thòiseachadh ann an Acadamaidh Inbhir Chluaidh bhon Lùnastal 2024. Tha BnG a’ frithealadh Buidheann Comhairleachaidh na Gàidhlig gus taic is comhairle a thoirt seachad agus iad a’ stèidheachadh an t-solair ùr seo</p> <p>Comhairle Earra Ghàidheal is Bhòid Bha sreath de choinneamhan le riochdairean leis a’ chomhairle air na h-amasan agus susbaint a’ cho-chomhairleachaidh aca mu sgoil Ghàidhlig na sgìre Thug sinn seachad comhairle air dè nar beachd a bu chòir dhen Chomhairle a dhèanamh mun t-susbaint agus na ceistean sa cho-chomhairle agus mhol sinn grunn leasachaidhean agus atharraichean.</p> <p>Fhuair sinn èisteachd bhon Chomhairle ged nach do ghabh iad ris a h-uile pìos comhairle a thug sinn dhaibh.</p> <p>Tràth-bhliadhnaichean</p> <ul style="list-style-type: none"> • Aithisg bho Wilson MacLeòid air solar 0-3 ri fhoillseachadh tràth sa Chèitean. anns an anns an aithisg tha sealladh farsaing air an roinn 0-3 air feadh na dùthcha agus sreath de mholaidhean airson BnG, Riaghaltas na h-Alba agus buidhnean eile. • Coinneamhan le Comhairle Shiorrachd Dhùn Bhreatainn an Ear, ag obair còmhla riutha gus comhairle agus taic a thoirt seachad mu dhòighean air an tairgse cùram-chloinne aca a leasachadh a rèir amannan eadar-dhealaichte m.e. a bhith a’ seòladh gu “wraparound care” <p>Obair com-pàirteachais conaltradh agus brosnachadh na Gàidhlig aig na buidhnean a leanas</p> <ul style="list-style-type: none"> • Foghlam Alba (a’ gabhail a-steach Luchd-sgrùdaidh) - coinneamhan cunbhalach gus fiosrachadh a cho-roinn, bruidhinn mu cho-chomhairlean a tha ri thighinn msaa • SCILT (mar phàirt den Bhuidheann Comhairleachaidh) - coinneamh mu dheireadh le fòcas air dùbhlain sònraichte agus fuasglaidhean a dh’fhaodadh a bhith ann airson taghadh chànanan ann an sgoiltean • Coinneamh COMEX (Committee of Experts of the European Charter for Regional or Minority Languages) - a’ toirt fiosrachadh às ùr don comataidh air foghlam tro mheadhan na Gàidhlig ann an Alba • BBC Radio Scotland mar seachdain air fòcas sònraichte air foghlam ann an Alba. Bruidhinn Jennifer mar phàirt de phannal mar phàirt de phannal a bha a' deasbad suidheachadh teagasg cànanain anns na sgoiltean https://www.bbc.co.uk/sounds/play/m001y8dx • GLAN (Gaelic Local Authority Network) - coinneamhan cunbhalach. bha a' choinneamh mu dheireadh a' gabhail a-steach brosnachadh chothroman maoinachaidh do thidsearan m.e. cùrsa bogaidh • Lìonra LANGS (Languages Network Group Scotland) - Tha am buidheann mar fhòram airson deasbad agus iomlaid fiosrachaidh mu chànanan ann an sgoiltean agus ionadan eile le fiosrachadh às ùr aig bho bhuidhnean SCILT, Foghlam Alba agus Riaghaltas na h-Alba le buill a’ gabhail a-steach buidhnean cultarail is nàiseanta, Oifigearan Leasachaidh 1+2. • British Council - tha sinn air cuireadh fhaighinn chun a’ Bhùird Co-chomhairleachaidh gus planadh airson na h-aithisg “Language Trends in Scotland” san àm ri teachd
<p>4.0</p>	<p>Moladh</p>
<p>4.1</p>	<p>Gun toir a’ Chomataidh am pàipear seo fa-near.</p>
<p>5.0</p>	<p>Prìomh Bhuidhean Ro-innleachdach</p>

5.1	Buaidhean air Ionmhas Tha na cosgaisean uile taobh a-staigh a' bhuidseit.																																				
5.2	Buaidh air Luchd-obrach Cha bhi buaidh ann																																				
5.3	Buaidh air Trèanadh Cha bhi buaidh ann																																				
5.4	Ceanglaichean ri Amasan Ro-innleachdail agus Corporra Tha an obair seo a' cur ri amas corporra 2: Gum bi barrachd chothroman ann do dhaoine aig aois sam bith na sgilean Gàidhlig aca a thoirt air adhart agus gum bi e nas fhasa dhaibh na cothroman sin a ghabhail.																																				
5.5	Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta																																				
	<table border="1"> <thead> <tr> <th colspan="2">Adhbhar</th> <th colspan="2">Ar Luachan</th> </tr> </thead> <tbody> <tr> <td colspan="2">Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach</td> <td colspan="2">'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach</td> </tr> <tr> <th colspan="4">AR LUACHAN BUILEAN NÀISEANTA</th> </tr> <tr> <td>Còraichean Daonna</td> <td><input type="checkbox"/></td> <td>Clann is Daoine Òga</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Cultar</td> <td><input type="checkbox"/></td> <td>Coimhearsnachd</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Àrainneachd</td> <td><input type="checkbox"/></td> <td>Bochdainn</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Slàinte</td> <td><input type="checkbox"/></td> <td>Eadar-nàiseanta</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Foghlam</td> <td><input checked="" type="checkbox"/></td> <td>Eaconamaidh</td> <td><input type="checkbox"/></td> </tr> <tr> <td colspan="3">Gnothachasan soirbheachail is ùr-ghnàthach</td> <td><input type="checkbox"/></td> </tr> </tbody> </table>	Adhbhar		Ar Luachan		Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach		AR LUACHAN BUILEAN NÀISEANTA				Còraichean Daonna	<input type="checkbox"/>	Clann is Daoine Òga	<input checked="" type="checkbox"/>	Cultar	<input type="checkbox"/>	Coimhearsnachd	<input type="checkbox"/>	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input type="checkbox"/>	Gnothachasan soirbheachail is ùr-ghnàthach			<input type="checkbox"/>
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A' freagairt ri	A' Chomataidh Poileasaidh is Goireasan
Ceann-latha na Coinneimh	07/05/2024
Àite:	Air MS Teams
Nì a' Chlàir-ghnothaich	4.2

Tìotal a' Phàipeir	Buaidh aig taic-airgid Bòrd na Gàidhlig air obair òigridh	
Moladh do Bhuill	Airson Fiosrachadh*	
Neach-labhairt:	Steven Kellow, Oifigear Maoineachaidh is Phròiseactan	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba-stiùiridh	26/04/2024	Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 – Clàr de phròiseactan a fhuair taic BnG ann an 2023/24 co-cheangailte ri òigridh	
1	Adhbhar	
1.1	Gus fiosrachadh a thoirt do bhuill na Comataidh mun bhuaidh a th' aig pròiseactan a gheibh taic-airgid bho Bhòrd na Gàidhlig air obair òigridh sa Ghàidhlig.	
2.	Cùl-fhiosrachadh	
2.1	Tha am pàipear seo a' freagairt air gnìomh ann am plana obrach na Comataidh gus lèirmheas a dhèanamh air buaidh taic-airgid Bhòrd na Gàidhlig air obair òigridh, is mar ùrachadh den fhiosrachaidh a chaidh a thoirt seachad aig coinneamhan 9 Ògmhios 2020, 18 Cèitean 2021, 10 Cèitean 2022 agus 9 Cèitean 2023.	
3.	Prìomh Aithris/Fiosrachadh	
3.1	Bha Plana Nàiseanta na Gàidhlig 2018-2023 agus Plana Corporra Bhòrd na Gàidhlig 2018-2023 a' cur prìomhachas air obair òigridh, gus daoine òga a bhrosnachadh gus an cànan a chleachdadh taobh a-muigh na sgoile le amas gum bi iad a' cleachdadh na Gàidhlig nas trice, is a' cumail orra leis a' chleachdadh sin às dèidh dhaibh foghlam tro mheadhan na Gàidhlig fhàgail.	
3.2	Tro obair nan tabhartasan aig Bòrd na Gàidhlig, thathar a' cur an aon prìomhachas seo air obair òigridh tro na diofar sgeamaichean a thathar a' ruith. Gheibhear iomradh gu h-ìosal air na prìomhachasan a bha aig na diofar sgeamaichean an-uiridh a bha ag amas gu sònraichte air taic a chumail ri daoine òga:	
3.3	Taic Freumhan Coimhearsnachd 2023/24 <ul style="list-style-type: none"> • "A' toirt cothrom do dhaoine òga le Gàidhlig an cànan a chleachdadh taobh-a-muigh na sgoile, colaiste no oilthigh" • "A' brosnachadh no a' cumail taic ri teaghlaichean airson Gàidhlig a chleachdadh còmhla no aig an dachaigh" 	
3.4	Colmille 2023/24 <ul style="list-style-type: none"> • "A' toirt luchd-labhairt òga na Gàidhlig is na Gaeilge còmhla tro thachartasan no pròiseactan/turasan sgoile" 	

3.5	<p>Maoin Phlanaichean Gàidhlig 2023/24</p> <ul style="list-style-type: none"> “A’ brosnachadh cleachdadh na Gàidhlig is a’ togail comasan airson leasachadh na Gàidhlig anns a’ choimhearsnachd, gu h-àraidh am measg dhaoine òga” 																											
3.6	<p>A bharrachd air na puingeann gu h-àrd, bhathar cuideachd a’ ruith sgeama Tabhartasan nan Tràth-bhliadhnaichean is tha seo stèidhichte gu tur air cothroman cleachdadh is ionnsachadh na Gàidhlig a thabhann dhan chloinn as òige.</p>																											
3.7	<p>Thathar a’ tomhas thairis air na sgeamaichean taic-airgid air fad gun deach timcheall air £1.38 millean de thaic-airgid (timcheall air 36% de bhuidseat leasachaidh a’ Bhùird ann an 2023/24) a ghealltainn ann am bliadhna-ionmhais 2023/24 do thimcheall air 81 pròiseactan no buidhnean a tha an sàs gu dìreach ann a bhith a’ cur taic ri tachartasan no gnìomhan airson dhaoine òga. Tha na figearan nas àirde na bha iad ann an 2022/23.</p>																											
3.8	<p>Tha iomradh gu h-ìosal air an àireamh de phròiseactan is suimeannan airgead air a bhriseadh sìos a rèir sgeamaichean taic-airgid:</p>																											
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3.9	<p>Tha tuilleadh fiosrachaidh air na pròiseactan sònraichte seo ri fhaighinn ann am PT1, is fiosrachadh nas mionaidiche air na pròiseactan ri fhaighinn tro GrantNav.</p>																											
3.10	<p>Leis a seo, chithear gu bheil a’ chuid as motha den airgead a tha air a ghealltainn do phròiseactan òigridh a’ dol a-mach tro obair nam Buidhnean Com-pàirteach Lìbhrigidh, is gu sònraichte Comunn na Gàidhlig – is tha obair an lionra Iomairtean, Spòrs Gàidhlig is prògram thachartasan nàiseanta aig ìre £764,222 airson 2023/24.</p>																											
3.11	<p>Thathar a’ moladh gu mòr oidhirp nam buidhnean air fad a tha an sàs ann a bhith cur air adhart cothroman cleachdaidh don òigridh is thathar an dùil gum bi sgeamaichean san àm ri teachd a’ cumail an fhòcais aca gus taic-airgid a thabhann don leithid.</p>																											
3.12	<p><u>San àm ri teachd</u></p> <p>Ann an 2024/25, thathar air aontachadh suim £1.005M airson taic a chumail ri Comunn na Gàidhlig, agus seo a’ maoinachadh oifigearan Iomairt ann an coimhearsnachdan air feadh na dùthcha, Spòrs Gàidhlig agus prògram de thachartasan nàiseanta leithid campaichean Sradagan, taic do gach buidheann Sradagan agus Cuach na Cloinne. Mar fios, tha am figear seo a’ gabhail a-staigh airgead do Chomann nam Pàrant cuideachd, is mar sin chan eil comas dìreach ann leis an fheigear ann am puing 3.10.</p>																											
3.13	<p>Thathar cuideachd air iarraidh air Comunn na Gàidhlig ro-innleachd obair òigridh Gàidhlig a chur air dòigh airson ’s gum bi cothroman co-obrachaidh nas fheàrr am measg bhuidhnean</p>																											

	a tha ag obair san roinn is gum bi cothroman nas fheàrr is nas cunbhalaidhe ri fhaighinn do dhaoine òga Gàidhlig a chleachdadh taobh a-muigh na sgoile.
3.14	A bharrachd air seo, tha taic-airgid de £30,000 air aontachadh mar phàirt de dh' aonta taic-airgid airson Fèisean nan Gàidheal gus taic a bharrachd a chumail ris na fèisean ionadail air feadh na dùthcha.
3.15	Tha e follaiseach ge-tà gu bheil barrachd iarrtais ann airson cothroman do dhaoine òga Gàidhlig a chleachdadh, is leis gu bheil buidseat leasachaidh a' Bhùird air crìonadh ann an 2024/25 an taca ri 2023/24, bidh seo a' toirt buaidh air cothroman a bhith coileanadh an iarrtais sin.
4.	Moladh
	Thathar ag iarraidh air Buill na Comataidh am fiosrachadh sa phàipear a leughadh agus na pàipearan-taice a thoirt fa-near.
5.	Prìomh Bhuaidhean Ro-innleachdach
5.1	Buaidhean air Ionmhas
	Chan eil gin ann.
5.2	Buaidhean air Luchd-obrach
	Chan eil gin ann.
5.3	Buaidhean air Trèanadh
	Chan eil gin ann.
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra
	Tha obair òigridh na prìomhachas do Bhòrd na Gàidhlig, is bha na gnìomhan a leanas bho Phlana Chorporra 2018-23 air an ainmeachadh co-cheangailte ris a' phrìomhachas sin:
5.4.1	Cleachdadh na Gàidhlig <ul style="list-style-type: none"> • “A’ cur ris na th’ ann de chothroman do dhaoine òga gus sgilean obrach ionnsachadh agus gus cur ri buaidh eaconamach na Gàidhlig, tro cho-obrachadh le buidhnean iomairt is sgilean” • “A’ toirt taic do bhuidhnean is daoine fa leth airson barrachd chur-seachadan, thachartasan is ghoireasan a chur air dòigh, agus feadhainn nas fheàrr, do dhaoine òga agus a’ toirt taic do dh’fheadhainn a thèid a chur air dòigh le daoine òga” • “A’ cur barrachd chothroman, is cothroman nas fheàrr, air adhart far am bi teaghlaichean a’ cleachdadh na Gàidhlig anns an dachaigh aca”
5.4.2	Ionnsachadh na Gàidhlig <ul style="list-style-type: none"> • “A’ cur iomairtean air dòigh le luchd-compàirt gus barrachd taic a thoirt do theaghlaichean nuair a tha a’ chlann aca aig ìre nan tràth-bhliadhnaichean”
5.4.3	Cur air adhart na Gàidhlig <ul style="list-style-type: none"> • “Ag obair còmhla ri luchd-compàirt airson iomairtean a dhealbhadh is a chur an gnìomh a bheir taic do dh’ionnsachadh is cleachdadh na Gàidhlig”
5.5	Ceanglaichean ri Frèam-obrach Coileanadh Nàiseanta
	AR N-ADHBHAR
	AR LUACHAN
Fòcas air a bhith a’ cruthachadh dùthaich nas soirbheachaile le cothroman do dh’Alba air fad soirbheachadh tro bhith a’ cur ri sunnd, agus ri	’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

fàs eaconamach seasmhach agus in-ghabhalach		lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	<input type="checkbox"/>	Clann is Òigridh	<input checked="" type="checkbox"/>
Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
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Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>
Gnothachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>
5.6	Buidhean air Cliù		
	Bidh na pròiseactan a tha Bòrd na Gàidhlig a' maoineachadh co-cheangailte ri obair òigridh Ghàidhlig a' cur ri cliù na buidhne.		
5.7	Buidhean air Slàinte is Sàbhailteachd		
	Chan eil gin ann.		
5.8	Buidhean Laghail		
	Chan eil gin ann.		
5.9	Buidhean air Co-ionannachd		
	Chan eil gin ann.		
5.10	Buidhean air an Àrainneachd		
	Chan eil gin ann.		

Còd taic-airgid	Sgeama	Buidheann Pàisdean Inbhir Narainn	Tìotal a' Phròiseact	Taic-airgid Òigridh
2324/09	Buidhnean Com-pàirteach Libhrigidh	Comunn na Gàidhlig	Iomairtean & Prògram Nàiseanta	£ 469,820.00
BCL-2024-00950	Buidhnean Com-pàirteach Libhrigidh	Comunn na Gàidhlig	Iomairtean na h-Eileanan an Iar 2023/24	£ 150,750.00
BCL-2024-00954	Buidhnean Com-pàirteach Libhrigidh	Comunn na Gàidhlig	Iomairt Baile Dhùn Èideann 2023/24	£ 16,380.00
BCL-2024-00955	Buidhnean Com-pàirteach Libhrigidh	Comunn na Gàidhlig	Iomairt Baile Ghlaschu 2023/24	£ 16,380.00
BCL-2024-00956	Buidhnean Com-pàirteach Libhrigidh	Comunn na Gàidhlig	Iomairt Muile 2023/24	£ 15,966.40
EILE-2023-00768	Buidhnean Com-pàirteach Libhrigidh	Comunn na Gàidhlig	Spòrs Gàidhlig: Taic eadar-amail	£ 49,926.00
EILE-2024-01096	Buidhnean Com-pàirteach Libhrigidh	Comunn na Gàidhlig	Spòrs Gàidhlig 2023/24 - Sultain - Màrt	£ 45,000.00
22324/10	Buidhnean Com-pàirteach Libhrigidh	An Comunn Gàidhealach	Mòdan Ionadail	£ 5,000.00
2324/14	Buidhnean Com-pàirteach Libhrigidh	Fèisean nan Gàidheal	Fèissgoil	£ 60,000.00
2324/14	Buidhnean Com-pàirteach Libhrigidh	Fèisean nan Gàidheal	Sgoil Samhraidh & Tachartasan Còmhnaidh	£ 20,000.00
CC-2023-00689	Colmcille	Fèisean nan Gàidheal	Turas	£ 7,200.00
CC-2023-00698	Colmcille	Blas Festival	An Gineal Òg	£ 8,500.00
CC-2023-00700	Colmcille	FC Sonas	Fèis Ball-Coise Colmcille	£ 10,000.00
CC-2023-00704	Colmcille	Mount Cameron Primary School	Ionnsachadh Struth na Maoile	£ 4,280.00
CC-2023-00708	Colmcille	Iomain Cholmcille	Iomain Cholmcille 14	£ 11,000.00
MPG-2023-00735	Maoin Phlanaichean Gàidhlig	University of Aberdeen	Gaelic Development Officer	£ 23,000.00
MPG-2023-00753	Maoin Phlanaichean Gàidhlig	The Highland Council	Clann, Coimhearsnachd Comhla	£ 9,000.00
MPG-2024-00782	Maoin Phlanaichean Gàidhlig	Renfrewshire Council	Mod Academy 2023	£ 5,927.10
MPG-2024-00784	Maoin Phlanaichean Gàidhlig	City of Edinburgh Council	GME EY Development Officer	£ 25,000.00
MPG-2024-00808	Maoin Phlanaichean Gàidhlig	Comhairle nan Eilean Siar	Sgeama Greis Gnìomhachais nan Oileanach	£ 12,250.00
MPG-2024-00831	Maoin Phlanaichean Gàidhlig	Glasgow City Council	Gaelic Sports Development	£ 8,000.00
MPG-2024-00843	Maoin Phlanaichean Gàidhlig	Sabhal Mòr Ostaig	Comann Nàiseanta nan Oileanach	£ 10,000.00
MPG-2024-00845	Maoin Phlanaichean Gàidhlig	University of Glasgow	Pròiseactan Leasachaidh UofG	£ 13,500.00
SOG-2023-00650	Sgeama Oifigearan Gàidhlig	An Comunn Gàidhealach	Oifigear nam Mòdan Ionadail	£ 30,000.00
SOG-2023-00661	Sgeama Oifigearan Gàidhlig	FC Sonas	FC Sonas Football Development Officer	£ 25,000.00
SOG-2023-00668	Sgeama Oifigearan Gàidhlig	Young Scot	Digital Assistant (Gaelic)	£ 13,965.00
SOG-2023-00673	Sgeama Oifigearan Gàidhlig	Scottish Poetry Library	Gaelic Schools Co-ordinator	£ 15,015.00
SOG-2023-00676	Sgeama Oifigearan Gàidhlig	Fèis Rois	Gaelic Officer	£ 39,900.00
EILE-2024-00799	Tabhartasan Coitcheann	Comann nam Pàrant Chomhghall	Gaelic in Cowal	£ 4,500.00
EILE-2024-00913	Tabhartasan Coitcheann	Astar Media	FilmG 16: Bùithtean-obrach	£ 25,000.00
EILE-2024-00945	Tabhartasan Coitcheann	Hands Up for Trad	Seachdain na Gàidhlig 2024	£ 20,000.00
EILE-2024-01010	Tabhartasan Coitcheann	Comhairle nan Eilean Siar	Deasbad 2023	£ 5,000.00
EILE-2024-01013	Tabhartasan Coitcheann	City of Edinburgh Council	Coinneachadh air cuibhle	£ 2,000.00
EILE-2024-01041	Tabhartasan Coitcheann	Perthshire Musical (Competition) Festival Association	Perform in Perth 2024 Festival	£ 1,000.00
EILE-2024-01432	Tabhartasan Coitcheann	Sabhal Mòr Ostaig	Seachdain nan Teaghlach	£ 13,000.00
TB-2024-00859	Tabhartasan Tràth-bhliadhnaichean	Cowal Gàidhlig Parent and Toddler Group	Cowal Gàidhlig Parent and toddler group	£ 6,000.00
TB-2024-00860	Tabhartasan Tràth-bhliadhnaichean	Cothrom Learning Centre	Pàrant 's Pàiste Cothrom Og	£ 2,200.00
TB-2024-00915	Tabhartasan Tràth-bhliadhnaichean	Kinlochlovin'	Casan Beag	£ 3,000.00
TB-2024-00919	Tabhartasan Tràth-bhliadhnaichean	North Ayrshire Gaelic Baby & Toddler Group	North Ayrshire Gaelic Baby & Toddler Group (Cròileagan Siorrachd Àir a Tuath)	£ 7,500.00
TB-2024-00930	Tabhartasan Tràth-bhliadhnaichean	Fàs Mòr	FAS MOR	£ 15,000.00
TB-2024-00937	Tabhartasan Tràth-bhliadhnaichean	Corragan Beaga Mallaig	Corragan beaga Mallaig	£ 2,600.00
TB-2024-00939	Tabhartasan Tràth-bhliadhnaichean	Brògan Beaga Ulapuil	Brògan Beaga	£ 765.00
TB-2024-00959	Tabhartasan Tràth-bhliadhnaichean	Ionad Chalum Chille Ìle	Bogha-frois Ìle	£ 2,995.00
TB-2024-00963	Tabhartasan Tràth-bhliadhnaichean	Clann Trang Cille Bhrìde an Ear	Clann Trang Croileagan	£ 6,500.00
TB-2024-00964	Tabhartasan Tràth-bhliadhnaichean	Pàrant is Pàiste Pollokshields	Parant is Pàiste Pollokshields is Langside (also known as Parant is Pàiste Ghlaschu)	£ 3,600.00
TB-2024-00971	Tabhartasan Tràth-bhliadhnaichean	An Cearcall	An Cearcall	£ 2,390.00

Còd taic-airgid	Sgeama	Buidheann Pàisdean Inbhir Narainn	Tìotal a' Phròiseact	Taic-airgid Òigridh
TB-2024-00979	Tabhartasan Tràth-bhliadhnaichean	Ceuman Beaga Inbhir Nis	Ceuman Beaga	£ 2,000.00
TB-2024-00982	Tabhartasan Tràth-bhliadhnaichean	Barvas and Brue Community Centre	Pàrant is Pàiste (Barvas)	£ 3,750.00
TB-2024-00984	Tabhartasan Tràth-bhliadhnaichean	Rionnagan Beaga Bishopbriggs	Rionnagan Beaga	£ 2,325.00
TB-2024-00990	Tabhartasan Tràth-bhliadhnaichean	Pàrant is Pàiste Sruighlea	Pàrant is Pàiste Sruighlea	£ 1,500.00
TB-2024-00992	Tabhartasan Tràth-bhliadhnaichean	Comann nam Pàrant (Nàiseanta)	Pàrant is Pàiste Siorrachd Rinn Friù	£ 1,300.00
TB-2024-00994	Tabhartasan Tràth-bhliadhnaichean	Cròileagan Grianach	Cròileagan Grianach & Parant is Paiste	£ 15,000.00
TB-2024-00997	Tabhartasan Tràth-bhliadhnaichean	Cròileagan Obar Dheathain	Pàrant Is Pàiste Obar Dheathain	£ 3,100.00
TB-2024-00999	Tabhartasan Tràth-bhliadhnaichean	Buidheann Pàisdean Inbhir Narainn	Nairn Gaelic Baby and Toddler Group	£ 1,235.00
TB-2024-01002	Tabhartasan Tràth-bhliadhnaichean	Comann nam Pàrant Port Rìgh	Cròileagan & Rionnagan Beaga Phort Rìgh	£ 15,000.00
TB-2024-01006	Tabhartasan Tràth-bhliadhnaichean	Pàrant is Pàiste Na Pùballan	Pàrant is Pàiste Na Pùballan	£ 590.00
TB-2024-01063	Tabhartasan Tràth-bhliadhnaichean	Pàrant is Pàiste Siorrachd Rinn Friù an Ear	Mathain Beaga	£ 2,200.00
TB-2024-01103	Tabhartasan Tràth-bhliadhnaichean	Barra Children's Centre	Parant is Paiste, Barra & Vatersay	£ 3,200.00
TB-2024-01104	Tabhartasan Tràth-bhliadhnaichean	Cròileagan an Ath Leathainn	CROILEAGAN AN ATH LEATHAINN	£ 3,200.00
TB-2024-01108	Tabhartasan Tràth-bhliadhnaichean	Pàrant is Pàiste Phartaig	Parant is Paiste Phartaig	£ 1,500.00
TB-2024-01189	Tabhartasan Tràth-bhliadhnaichean	Casan Beaga Baile Dhubhthaich	Casan Beaga	£ 2,500.00
TFC-2023-00439	Taic Freumhan Coimhearsnachd	West Primary School	Brosnachadh na Gàidhlig ann an Coimhearsnachd Bhun-sgoil an Iar	£ 1,750.00
TFC-2023-00443	Taic Freumhan Coimhearsnachd	Mòd Àird nam Murchan	Mod Aird nam Murchan	£ 2,000.00
TFC-2023-00513	Taic Freumhan Coimhearsnachd	Alzheimer Scotland - Action On Dementia	A' fàs na Gàidhlig / Growing Gaelic	£ 4,000.00
TFC-2023-00535	Taic Freumhan Coimhearsnachd	Dòchas Dancers	Dannsa is Dèanadais (Ie Dannsairean Dòchais)	£ 4,000.00
TFC-2023-00536	Taic Freumhan Coimhearsnachd	Meur Loch Abar	Mod Lochaber 2023	£ 4,000.00
TFC-2023-00541	Taic Freumhan Coimhearsnachd	Traditional Dance Forum of Scotland	Tha D airson Dannsa / D is for Dance	£ 3,000.00
TFC-2023-00543	Taic Freumhan Coimhearsnachd	Kilmuir & Staffin Cluster	Prògram Taic Bun-sgoil Chille Mhoire & Sgoil Stafainn2023/24	£ 3,800.00
TFC-2023-00544	Taic Freumhan Coimhearsnachd	Fèis Air an Oir	Fèis Air an Oir Main Fèis & North Coast Cèilidh Trail	£ 3,000.00
TFC-2023-00558	Taic Freumhan Coimhearsnachd	Western Isles Community Society	Ar Cul Ris An Dachaigh agus Tatu Metagama	£ 5,000.00
TFC-2023-00572	Taic Freumhan Coimhearsnachd	Comunn Gàidhealach an Òbain	MÒD ACADAMAIDH AN ÒBAIN	£ 3,000.00
TFC-2023-00583	Taic Freumhan Coimhearsnachd	Air Ghleus	Air Ghleus	£ 2,000.00
TFC-2023-00584	Taic Freumhan Coimhearsnachd	Fèis Fhoirt	Fèis Fhoirt Singing Classes	£ 1,200.00
TFC-2023-00586	Taic Freumhan Coimhearsnachd	Fèis Obar Dheathain	A' brosnachadh na Gàidhlig aig Fèis Obar Dheathain	£ 940.00
TFC-2023-00590	Taic Freumhan Coimhearsnachd	Comhairle nam Pàrant Bun-sgoil Ghàidhlig Ghleann Dàil	Còisir Ghleann Dail	£ 4,000.00
TFC-2023-00592	Taic Freumhan Coimhearsnachd	Bishopbriggs Academy	Podcast Drochaid an Easbaig	£ 240.00
TFC-2023-00597	Taic Freumhan Coimhearsnachd	Comann Nam Pàrant Baile Dhubhthaich	Gabh Sgrìob	£ 4,000.00
TFC-2023-00608	Taic Freumhan Coimhearsnachd	Glasgow Community Circus CIC	Siorcas na h-Òigridh	£ 2,590.00
TFC-2023-00610	Taic Freumhan Coimhearsnachd	Sràdagan Sgìre Ùige	Prògram Sràdagan 2024	£ 2,500.00
TFC-2023-00614	Taic Freumhan Coimhearsnachd	Ionad Thròndairnis	Photovoice	£ 4,000.00
TFC-2023-00615	Taic Freumhan Coimhearsnachd	Fèis Chataibh	Summer Fèis Week	£ 3,000.00
TFC-2023-00619	Taic Freumhan Coimhearsnachd	Portree High School	An gnìomh a dhearbhas	£ 5,000.00
TFC-2023-00628	Taic Freumhan Coimhearsnachd	Calderglen High School	Building Gàidhlig Community Connections	£ 3,500.00
TFC-2023-00630	Taic Freumhan Coimhearsnachd	Artsplay Highland	Ceòl agus Ceilidh	£ 4,500.00
TFC-2023-00632	Taic Freumhan Coimhearsnachd	Comann nam Pàrant Meadowburn	CnP Meadowburn Gaelic Activities	£ 2,000.00
TFC-2023-00634	Taic Freumhan Coimhearsnachd	Staffin Community Trust	Tuilleadh Làithean Buidhe dhan Òigridh	£ 3,000.00
TFC-2023-00635	Taic Freumhan Coimhearsnachd	Comunn Gàidhealach Muile	Youth Gaelic Learning	£ 3,000.00
TFC-2023-00640	Taic Freumhan Coimhearsnachd	James Gillespies High School	Ionad Sunnd Wellbeing Hub	£ 1,750.00



A' freagairt ri	A' Chomataidh Poileasaidh is Goireasan
Ceann-latha na Coinneimh	07/05/2024
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	5.1

Tìotal a' Phàipeir	Dàta Daonna		
Moladh do Bhuill	Airson fiosrachadh*		
Neach labhairt:	Karen Nic a' Ghobhainn		
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris	
Sgioba Stiùiridh		Airson fiosrachadh	
Pàipear-taice air a cheangal ris	PT1 – Dàta Daonna		
1.0	Adhbhar		
1.1	Tha am pàipear seo airson fios a chumail ris a' Chomataidh Poileasaidh is Goireasan air cùisean daonna aig Bòrd na Gàidhlig thairis bliadhna 2023/24.		
2.0	Cùl-fhiosrachadh		
2.1	Tha an aithisg a' toirt seachad fiosrachadh air cùisean àbhaisteach aig buidheann sam bith – àireamh luchd-obrach; àireamh luchd-obrach a tha a' fàgail; àireamh a tha a' tòiseachadh; ìre tinneis (an comas ri bliadhnaichean eile).		
3.0	Prìomh Aithris/Fiosrachadh		
3.1	'S e am fiosrachadh as cudromaiche gu bheil an ìre làithean dheth le tinneas air a dhol sìos – bho 260.5 làithean (4.5%) ann an 22/23 gu 158 (2.5%) làithean ann an 23/24.		
3.2	Tha sinn air na dreuchdan a leanas a shanasachd anns a' bhliadhna a dh'fhalbh – Ceannard, Manaidsear Foghlaim (Fòrladh Màthaireil); Oifigear Conaltraidh; Oifigear Taic Chonaltraidh; Oifigear Phlanaichean Cànan; Rianaire.		
3.3	Thòisich 4 buill agus dh' fhàg aon neach co-thaghte comataidhean ann an 23/24 cuideachd. Tha tuilleadh fiosrachaidh ann am PT1.		
4.0	Moladh		
4.1	Aire a thoirt don fiosrachadh ann am PT1.		
5.0	Prìomh Bhuidhean Ro-innleachdach		
5.1	Buidhean air Ionmhas		
	Chan eil buaidh ionmhais ann.		
5.2	Buidhean air Luchd-obrach		
	Cha bhi buaidh a bharrachd air an luchd-obrach.		

5.3	Buaidhean air Trèanadh			
	Chan eil buaidh aig an aithisg seo air trèanadh.			
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra			
	Tha am fiosrachadh seo a' cur ris an amas chorporra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.			
5.5	Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta			
	AR N-ADHBHAR		AR LUACHAN	
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
	AR LUACHAN BUILEAN NÀISEANTA			
	Còraichean daonna	<input type="checkbox"/>	Clann	<input type="checkbox"/>
	Cultar	<input type="checkbox"/>	Coimhearsnachdan	<input type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>
	Foghlam	<input type="checkbox"/>	Eaconamaidh	<input type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>		
5.6	Buaidhean air Cliù			
	Cha bhi buaidh air cliù.			
5.7	Buaidhean air Slàinte is Sàbhailteachd			
	Cha bhi buaidh air slàinte is sàbhailteachd.			
5.8	Buaidhean Laghail			
	Cha bhi buaidh laghail ann.			
5.9	Buaidhean air Co-ionannas			
	Chan eil buaidh air co-ionannas.			
5.10	Buaidhean air an àrainneachd			
	Cha bhi buaidh air an àrainneachd.			

*Fosgailte airson deasbad aig a choinneamh

PT1 - Aithisg air Data Daonna aig 31 Màrt 2024

1. Àireamh luchd-obrach

	Aig 31 Màrt 2024		Aig 31 Màrt 2023	
	Boireannaich	Fireannaich	Boireannaich	Fireannaich
Buill a' Bhùird-stiùiridh	3	6	3	3
Sgioba-stiùiridh	3	1	3	1
An Sgioba	15	5	14	5

2. Luchd-obrach dheth tinn

	2023-24	2022-23	2021-22	2020-21	2019-20
Làithean uile gu lèir	158	260.5	195.5	132.75	125
Sa cheud	2.5%	4.5%	3.9%	2.4%	3%
Làithean cuibheasach airson gach neach-obrach	6.7	11.3	9.9	6.3	5.5
Ùine fhada (> 4 seachdain)	24.3%	23.7%	5.1%	4.7%	0%
Ùine ghoirid (< 4 seachdain)	75.7%	76.3%	94.9%	95.3%	100%

Mar a chì sibh gu h-àrd, tha ìrean tinneas air a dhol sìos 'sa bhuidheann an taca ri 2022/23 agus tha sinn an dòchas gun cum seo a' dol san t-àm ri teachd.

Bha 253 làithean obrach sa bhliadhna 2023/24.

3. Glusadan

Ann an 2023/24, thòisich 2 luchd-obrach aig Bòrd na Gàidhlig agus dh'fhàg 6 luchd-obrach agus 1 bhuill den bhòrd-stiùiridh.

4. Fiosrachadh eile

'S e an fhaid seirbheis cuibheasach aig luchd-obrach Bhòrd na Gàidhlig 6 bliadhnaichean agus 4 mìosan. Tha an fhaid seirbheis airson daoine fa leth eadar 7 mìosan agus 19 bliadhna agus 5 mìosan.



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	07/05/2024
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	5.2

Tìotal a' Phàipeir	Slàinte is Sàbhailteachd		
Moladh do Bhuill	Ri Aontachadh		
Neach labhairt:	Karen Nic a' Ghobhainn		
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris	
Sgioba Stiùiridh		Ri Aontachadh	
Pàipear-taice air a cheangal ris	-		
1.0	Adhbhar		
1.1	Tha am pàipear seo airson fios a chumail ris a' Chomataidh air slàinte is sàbhailteachd aig Bòrd na Gàidhlig.		
2.0	Cùl-fhiosrachadh		
2.1	Tha dleastanas air buill a' bhùird-stiùiridh a dhearbhadh gun tèid a h-uile oidhirp a dhèanamh gus dìon a thoirt dhan luchd-obrach tro phoileasaidh is siostaman airson slàinte is sàbhailteachd aig an ìre as àirde.		
2.2	Tha a' bhuidheann a' cleachdadh companaidh Peninsula gus taic a chumail rithe airson nan dleastanasan seo a choileanadh.		
2.3	Tha luchd-obrach Bòrd na Gàidhlig ag obair ann am measgachadh de shuidheachaidhean eadar an taigh agus na h-oifisean a-nis.		
3.0	Prìomh Aithris/Fiosrachadh		
3.1	Cha robh tubaist aig ìre ' reportable ' aig Bòrd na Gàidhlig ann an 23/24.		
3.2	Cha deach tubaist sam bith a chlàradh aig Bòrd na Gàidhlig ann an 23/24.		
3.3	Chaidh ùrachadh a dheanamh air am bathar-bog Slàinte is Sàbhailteachd againn bho Peninsula agus tha sinn an dùil seo a chleachdadh gus barrachd trèanadh agus aithne a thoirt do luchd-obrach air na cùisean seo.		
3.4	Tha am buidheann air a bhith ag obair gu dìcheallach gus na modhan-obrach againn a' leasachadh an dèidh na thachair le COVID-19. 'S e iad seo cuid de na gnìomhan: <ul style="list-style-type: none"> • Stiùireadh – a' cleachdadh stiùireadh bhon Riaghaltas a thaobh modhan-obrach • Fòn-làimhe aig a h-uile neach obrach • Oifis ùr – Ghluais sinn gu oifis ùr aig UHI Colaiste a' Chaisteil 		

	<ul style="list-style-type: none"> • Chaidh clàr ‘Ca bheil sinn’ a chur air dòigh gus sùil a chumail air cleachdadh na h-oifisean air fad • Conaltradh cunbhalach – an dà chuid, foirmeil – m.e. coinneamhan Dè tha Dol, co-labhairt luchd-obrach - is neo-foirmeil – Cupa Tì còmhla dà thuras gach seachdain agus tha sgrùdadh a’ dol air dòighean conaltraidh a leasachadh taobh a-staigh na buidhne. • Taic le uidheamachd, m.e. sgrìonaichean, càballan ceangal anns na h-oifisean agus ann an dachaighean far an robh seo iomchaidh. • Ceisteachan a’ sgaoileadh air luchd-obrach a thaobh cleachdadh uidheamachd sgrìon taisbeanadh. • Taic le slàinte inntinn – fiosrachadh air goireasan taic, m.e. seirbhisean Employee Assistance Program. Tha dithis neach le trèanadh Ciad-fhuasglaidh Slàinte Inntinn ‘s a bhuidheann. • Ceisteachan luchd-obrach air dòighean-obrach. 																																
4.0	Moladh																																
4.1	Aire a thoirt don fiosrachadh sa phàipear seo.																																
4.2	Aonta a thoirt don phàipear.																																
5.0	Prìomh Bhuidhean Ro-innleachdach																																
5.1	Buidhean air Ionmhas																																
	Bidh buaidh air ionmhas le ceannachd uidheamachd is taic a bharrachd is thèid clàr a chumail air dè chaidh a chosg air uidheamachd airson gach àite-obrach.																																
5.2	Buidhean air Luchd-obrach																																
	Leis na ceumannan a tha air an gabhail, thathar an dòchas gum bi deagh bhuidh air an luchd-obrach.																																
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	Gnothachasan soirbheachail is ùr- ghnàthach	<input checked="" type="checkbox"/>		
5.6	Buidhean air Cliù			
	Mur robh a' bhuidheann a' dèanamh na h-obrach seo, thigeadh droch chliù air a' bhuidhinn.			
5.7	Buidhean air Slàinte is Sàbhailteachd			
	Iomradh sa phàipear			
5.8	Buidhean Laghail			
	Tron obair seo, tha a' bhuidheann a' cumail ris an lagh.			
5.9	Buidhean air Co-ionannas			
	-			
5.10	Buidhean air an àrainneachd			
	Cha bhi buaidh air an àrainneachd.			

*Fosgailte airson deasbad aig a choinneamh



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	07/05/2024
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	5.3

Tìotal a' Phàipeir	Poileasaidhean Daonna	
Moladh do Bhuill	Airson Aontachadh	
Neach labhairt:	Karen Nic a Ghobhainn, Manaidsear Gnìomhan	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba Stiùiridh		Airson Aontachadh
Pàipear-taice air a cheangal ris	PT1 – Poileasaidh air Mì-ghnàthachadh Shusbaintean agus Alcoil PT2 – Poileasaidh airson Deagh Shunnd agus Trom-uallach	
1.0	Adhbhar	
1.1	Chaidh lèirmheas a dhèanamh air an dà phoileasaidh seo mar phàirt den obair a tha a' dol leis an t-seirbheis HR.	
2.0	Cùl-fhiosrachadh	
2.1	Chaidh an dà phoileasaidh ùrachadh mar phàirt den lèirmheas againn air poileasaidhean leis an seirbheis HR againn.	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	Tha am Poileasaidh Mì-ghnàthachadh Alcoil agus Shusbaintean air ùrachadh gus gabhail a-steach mì-ghnàthachadh alcoil agus shusbaintean agus chaidh paragraf ùr a chur ris a thaobh deuchainnacheadh.	
3.2	Chaidh Poileasaidh airson Deagh Shunnd agus Trom-uallach ùrachadh le facal neo dhà ach cha robh mòran atharraichean ri thogail.	
4.0	Moladh	
4.1	Gun tèid am poileasaidh seo aontachadh.	
5.0	Prìomh Bhuidhean Ro-innleachdach	
5.1	Buidhean air Ionmhas	
	Cha bhi buaidh air ionmhas.	
5.2	Buidhean air Luchd-obrach	
	Bidh am poileasaidh seo ga dhèanamh follaiseach gu bheil Bòrd na Gàidhlig airson gum bidh rianachd èifeachdach ann air coileanadh an sgioba air fad.	
5.3	Buidhean air Trèanadh	
	Thèid am poileasaidh seo a thaisbeanadh aig coinneamh luchd-obrach agus bidh cothrom ann ceistean a thogail.	
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra	
	Tha ùrachadh a' phoileasaidh a' cur ris an t-amas chorporra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.	
5.5	Ceanglaichean ri Frèam-obrach Coileanadh Nàiseanta	
	AR N-ADHBHAR	AR LUACHAN
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd,	'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 ri fàs eaconamach seasmhach agus in-ghabhalach		agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach
AR LUACHAN BUILEAN NÀISEANTA			
	Còraichean daonna	<input checked="" type="checkbox"/>	Clann
	Cultar	<input type="checkbox"/>	Coimhearsnachdan
	Àrainneachd	<input type="checkbox"/>	Bochdainn
	Slàinte	<input checked="" type="checkbox"/>	Eadar-Nàiseanta
	Foghlam	<input type="checkbox"/>	Eaconamaidh
	Gnothachasan soirbheachail is ùr-ghnàthach		<input checked="" type="checkbox"/>
5.6	Buidhean air Cliù		
	Tha e cudromach do bhuidhnean poblach gu bheil poileasaidhean ceart agus iomchaidh agus nì am poileasaidh seo soilleir gur e sin air a bheil sinn ag amas.		
5.7	Buidhean air Slàinte is Sàbhailteachd		
	Cha bhi buaidh air slàinte is sàbhailteachd.		
5.8	Buidhean Laghail		
	Tha na poileasaidhean seo a' riochdachadh an cleachdadh agus na laghan as ùire.		
5.9	Buidhean air Co-ionannas		
	Cha bhi buaidh air co-ionannas.		
5.10	Buidhean air an àrainneachd		
	Cha bhi buaidh air an àrainneachd.		

*Fosgailte airson deasbad aig a choinneamh



Poileasaidh air Mì-ghnàthachadh Shusbaintean agus Alcoil

Alcohol and Substance Abuse Policy

Air aontachadh le/Approved by: Comataidh Poileasaidh is Ghoireasan

Air aontachadh air/Approved on: XX/XX/2024

Lèirmheas a dhith/Review due on: 01/03/2026

Eadar-theangachadh dearbhte/translation checked: KS 09/04/2024

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	Poileasaidh air Mì-ghnàthachadh Shusbaintean	Substance Abuse Policy
1	Adhbhar	Purpose
	Tha Bòrd na Gàidhlig an geall air àrainneachd-obrach a sholarachadh a tha sàbhailte, slàinteil agus saor bho mì-ghnàthachadh dhrogaichean, alcoil, lionntan-sgaoilidh agus shusbaintean co-cheangailte. Dh'fhaodadh mì-ghnàthachadh alcoil agus shusbaintean (a' gabhail a-steach gin de na susbaintean a chaidh ainmeachadh) chan ann a-mhàin milleadh a dhèanamh air slàinte is coileanadh an neach-obrach ach coir-obrach neo-shàbhailte a chruthachadh dha fhèin agus dha cho-luchd-obrach.	Bòrd na Gàidhlig is committed to maintaining a safe, healthy and productive work environment free of the misuse of drugs, alcohol, solvents and related substances. Alcohol and substance abuse (of any of the aforementioned items) can not only impair employee health and performance but can also create unsafe working conditions for the individual and their colleagues.
2	Raon a' phoileasaidh	Scope
	Tha am poileasaidh air mì-ghnàthachadh alcoil agus shusbaintean a' buntainn ris an sgiobachd uile (a' gabhail a-steach luchd-obrach, cunnradairean msaa) gun umhail don àite far a bheilear a' dèanamh na h-obrach. Chan eil am poileasaidh a' toirt air falbh bho luchd-obrach uallach airson gèilleadh ri poileasaidhean is dòighean-obrach buntainneach nan cliantan aca, far a bheil sin iomchaidh.	The alcohol and substance abuse policy applies to all personnel (including staff, contractors etc) regardless of work-based location. The policy does not relieve employees of the responsibility to comply with clients' relevant policies and procedures when appropriate.
3	Aithris a' Phoileasaidh	Policy Statement
	Thathar gu tur a' toirmeasg luchd-obrach Bòrd na Gàidhlig, eadar gu bheil iad ag obair ann an togalaichean na buidhne no, rè uairean-obrach, ag obair aig astar, bho bhith a' gabhail, no a' gabhail seilbh air, alcol agus/no shusbaintean. Airson tachartasan sònraichte, ge-tà, (m.e. pàrtaidhean airson dhaoine a tha a' leigeil dhiubh an dreuchd), faodaidh an Ceannard cead sònraichte diomhair a thoirt airson caitheamh alcoil.	The consumption and possession of alcohol and/or substances by employees of Bòrd na Gàidhlig whether they are working on the organisation's premises or during working hours when working remotely, is strictly prohibited. However, for certain social events (e.g. retirement parties etc), the Ceannard in their absolute discretion may approve the consumption of alcohol.
	Tha susbaintean a thuilleadh air alcol, a' gabhail a-steach cungaidhean shuaine mì-laghail, drogaichean agus susbaintean fo smachd, air an toirmeasg bho na togalaichean is obrachaidhean aig Bòrd na Gàidhlig agus na cliantan aige.	Substances other than alcohol, including illegal narcotics, drugs and controlled substances, are prohibited from Bòrd na Gàidhlig and clients' property and operations.
	Thathar gu tur a' toirmeasg cleachdadh mì-laghail shusbaintean agus sgaoileadh, no tairgse a bhith a' sgaoileadh, an leithid. Ma tha leithid a ghnìomhan a' gabhail a-steach drogaichean fo smachd, tha seo na eucoir. Ma tha drogaichean fo smachd gan cleachdadh, gan sgaoileadh no gan sealbhachadh, tha seo cuideachd na eucoir.	The unlawful use, distribution, offer to distribute or possession of substances is strictly prohibited. If such actions involve controlled drugs this is a criminal offence. If controlled drugs are used, distributed or possessed this is also a criminal offence.

	Ma fhuaras gun robh neach-obrach air seilbh a ghabhail air drogaichean a tha mì-laghail no fo smachd, no gam mì-chleachdadh no fo am buaidh, tha dleastanas air a' bhuidhinn a bhith a' toirt brath do na poileis sa bhad, a bharrachd air gnìomhan-smachdachaidh sam bith (a' gabhail a-steach grad-chur à dreuchd).	Should an employee be found in unlawful possession, misusing or under the influence of illegal or controlled drugs, the organisation has a duty to inform the police immediately, in addition to any disciplinary actions (including summary dismissal).
	Ann an suidheachaidhean far a bheilear a' cleachdadh shusbaintean eile ann an dòigh a tha na chùis-iomagain no a tha an aghaidh stiùireadh an luchd-dèanaimh, faodaidh Bòrd na Gàidhlig comhairle iarraidh bho luchd-comhairleachaidh meidigeach na buidhne ann a bhith a' co-dhùnadh a bheil gnìomh-smachdachaidh (a' gabhail a-steach grad-chur à dreuchd) iomchaidh.	In instances where other substances are used in a manner that is a cause for concern or is contrary to the manufacturers' instructions, Bòrd na Gàidhlig may seek advice from the organisations medical advisors in deciding upon whether disciplinary action, (including dismissal) is appropriate.
	Tha mì-ghnàthachadh alcoil agus shusbaintean a' riochdachadh cunnart trom-chùiseach do shàbhailteachd luchd-obrach Bòrd na Gàidhlig, agus dh'fhaodadh e tubaistean, damaiste air togalaichean, trioblaidean misneachd, gadachd agus cunnartan tèarainteachd eile adhbharachadh.	Alcohol and substance abuse represents a serious risk to the safety of Bòrd na Gàidhlig employees, and could result in accidents, damage to property, morale problems, theft and other security risks.
4	Uallach	Responsibility
	Tha uallach air gach neach-obrach a bhith a' leantainn a' phoileasaidh seo.	It is the responsibility of all employees to follow this policy.
	Tha Achd Slàinte is Sàbhailteachd san Àite-obrach 1974 a' cur dleastanas air luchd-stiùiridh Bòrd na Gàidhlig a bhith a' socrachadh, cho fad 's a ghabhas dèanamh gu reusanta, slàinte, sàbhailteachd is leas an luchd-obrach aca uile.	The Health and Safety at Work Act (HSAWA) places a duty on Bòrd na Gàidhlig management to ensure as far as reasonably practicable the health, safety and welfare of all their employees.
	Tha uallach air a h-uile manaidsear a bhith mothachail an deach am poileasaidh air mì-ghnàthachadh alcoil agus shusbaintean a bhriseadh le neach-obrach agus a bhith a' gabhail cheuman iomchaidh gus brath a chur gu Bòrd na Gàidhlig far a bheil amharas ann gu bheil cuideigin gam mì-ghnàthachadh.	It is the responsibility of all managers to be attentive to employee violation of the alcohol and substance abuse policy and take appropriate measures to notify Bòrd na Gàidhlig where abuse is suspected.
	Tha Achd Slàinte is Sàbhailteachd san Àite-obrach a' cur cuideam air an uallach a tha air a h-uile neach-obrach a bhith faiceallach gu bheil iad gan dìon fhèin agus a' dìon dhaoine eile air am bi an gnìomhan a' toirt buaidh.	The HSAWA stresses that it is the responsibility of all employees to take care to protect themselves and others affected by their actions.
	Tha e mar fhiachaibh air a h-uile neach-obrach, far a bheil amharas orra gu bheil neach-obrach eile a'	It is incumbent on all employees who suspect violation of the alcohol and substance abuse

	briseadh a' phoileasaidh air mì-ghnàthachadh alcoil agus shusbaintean, cunntas air an iomagain aca a thoirt, ann an dìomhaireachd, don t-sreath-stiùiriche aca aig àm sam bith.	policy by another employee to report their concern, in confidence, to their line manager at any time.
	Bu chòir an riatanas seo fhaicinn mar nì a tha a chum leas a h-uile neach-obrach, bhon a dh'fhaodar buaidh a thoirt air slàinte is sàbhailteachd a h-uile neach-obrach le mì-ghnàthachadh alcoil agus/neo shusbaintean.	This provision should be viewed as being to the benefit of all employees, since the health and safety of the individual and all Bòrd na Gàidhlig employees is affected by alcohol and/or substance abuse.
	Tha e soilleir gum bithear, far a bheilear fo bhuaidh alcoil, dhrogaichean no shusbaintean den leithid sin aig obair, a' briseadh Achd Slàinte is Sàbhailteachd san Àite-obrach.	Being under the influence of alcohol, drugs or other such substance at work clearly contravenes the HSAWA.
5	Cobhair, Comhairle is Cuideachadh	Help, Advice and Assistance
	Gheibhear cobhair, comhairle is cuideachadh an-còmhnaidh bhon t-sreath-stiùiriche agad no bho riochdaire slàinte is sàbhailteachd.	Help, advice and assistance are always available from your line manager or health & safety representative.
	'S e am poileasaidh seo am modh-obrach leis am bi Bòrd na Gàidhlig ag amas air aire dhaoine àrdachadh a thaobh nan èifeachdan a thig bho mì-ghnàthachadh alcoil agus shusbaintean.	This policy is the mechanism by which Bòrd na Gàidhlig aims to increase awareness of the effects of alcohol and substance abuse.
	Ma tha ceist sam bith agad air a' phoileasaidh, bruidhinn ris an t-sreath-stiùiriche agad, a bhios comasach air do chuideachadh.	If you have any questions on the policy, talk to your line manager who will be able to help you.
6	Ath-ghnàthachadh agus Diosplain	Rehabilitation and Discipline
	Bidh Bòrd na Gàidhlig a' brosnachadh luchd-obrach agus measadh/leigheas a shireadh gu for-ghnìomhach ma tha trioblaid aca a thaobh mì-ghnàthachadh alcoil agus/neo shusbaintean. Far a bheil e iomchaidh, agus le cead a' Cheannaird, bheir a' bhuidheann cobhair agus cuideachadh a thaobh ath-ghnàthachadh tro dhotair-teaghlaich an neach-obrach no tro neach-comhairleachaidh meidigeach Bòrd na Gàidhlig.	Bòrd na Gàidhlig actively encourages employees to proactively seek evaluation/treatment of an alcohol and/or substance abuse problem. Where appropriate, and at the discretion of the Ceannard, the organisation will provide help and assistance in respect of rehabilitation through the employee's own general practitioner or Bòrd na Gàidhlig medical advisor.
	Le ùmhlachd do fhaotainneachd obair eile, tha Bòrd na Gàidhlig a' glèidheadh na còrach gum faodar dleastanasan 'sàbhailte' (sin ri ràdh, nach bi a' toirt buaidh air slàinte is sàbhailteachd luchd-obrach eile) a thoirt do neach-obrach sam bith a tha a' faighinn leigheas no ath-ghnàthachadh airson mì-ghnàthachadh alcoil neo shusbaintean.	Subject to the availability of alternative work, Bòrd na Gàidhlig reserves the right to assign 'safe' duties, (i.e. that do not affect the health and safety of other employees) to any employee undergoing treatment or rehabilitation for alcohol or substance abuse.

	A thaobh am bi an neach a’ tilleadh gu dleastanasan a b’ àbhaist a bhith aca, bidh sin an crochadh air gach cuid faotainneachd obair agus toraidhean an leigheis no an ath-ghnàthachaidh.	Return to former duties will depend upon both the availability of work and the results of treatment or rehabilitation.
	Bu chòir toirt fa-near, ge-tà, gu bheil mì-ghnàthachadh alcoil agus/neo shusbaintean air am meas mar dearg mhì-ghiùlain agus gum faod iad a bhith ag adhbharachadh ghnìomhan-smachdachaidh suas ri, agus a’ gabhail a-steach, grad-chur à dreuchd.	However, it should be noted that alcohol and/or substance abuse are considered to be gross misconduct and may result in disciplinary action up to and including summary dismissal.
	Ma tha an neach-obrach, an dèidh leigheas is ath-ghnàthachadh, a’ tuiteam air ais ann an dòigh a tha a’ toirt buaidh air coileanadh a dhleastanasan, bidh an neach-obrach buailteach do ghnìomhan-smachdachaidh suas ri, agus a’ gabhail a-steach, grad-chur à dreuchd.	If after treatment and rehabilitation relapse occurs affecting the performance of duties, the employee will be subject to disciplinary action up to and including dismissal.
7	Deuchainneachadh Alcoil neo Shusbaintean	Alcohol or Substance Testing
	<p>Tha Bòrd na Gàidhlig a’ glèidheadh cead gun tèid deuchainnean alcoil agus/neo shusbaintean air thuiream a thoirt a-steach. Bidh diùltadh sam bith airson cead sampall a thoirt seachad air a mheas mar fhàilgeadh agus leanaidh sin gu modhan smachdachaidh Bòrd na Gàidhlig a thòiseachadh.</p> <p>Faodaidh Bòrd na Gàidhlig cuideachd iarraidh air luchd-obrach cead sampall a thoirt seachad ma tha iad den bheachd reusanta gu bheil an neach-obrach fo bhuidhe alcoil agus/neo shusbaintean san àite-obrach no anns na h-uairean obrach aca.</p> <p>Bidh Bòrd na Gàidhlig ag obair ann an com-pàirteachas le solaraiche bhon taobh a-muigh gus deuchainnean mar seo a dhèanamh.</p>	<p>Bòrd na Gàidhlig reserve the right to introduce random alcohol and/or substance testing. Any refusal for consent to provide a test sample will be classed as a fail and will lead to the instigation of Bòrd na Gàidhlig’s disciplinary procedures.</p> <p>Bòrd na Gàidhlig may also ask employees to consent to providing a test sample if they have a reasonable belief that the employee is under the influence of alcohol and/or substances in the workplace or during their working hours.</p> <p>Bòrd na Gàidhlig will work in partnership with an external provider to carry out any such testing.</p>
8	Measadh Buaidh air Co-ionannachd	Equality Impact Assessment
	Tha Bòrd na Gàidhlig ag aithneachadh an dleastanas a th’ aige gus dèanamh cinnteach nach bi duine sam bith a’ fulang leth-breith no ana-cothrom air sgàth aois, ciorramachd, ath-dhealbhadh gnè, pòsadh is com-pàirteachas sìobhalta, cinneadh, cràbhadh no creideamh, leatromachd is màthaireachd, gnè no aomadh gnèitheasach. Chaidh am poileasaidh seo a sgrùdadh, tro mheasadh buaidh air co-ionannachd, gus co-ionannachd a chomasachadh.	Bòrd na Gàidhlig recognises its responsibility to ensure that no-one is discriminated against or disadvantaged on the grounds of age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, pregnancy and maternity, sexual orientation or sex. This policy has been screened through an equality impact assessment to enable equality.

9 Smachd Sgrìobhainn/Document Control

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V2	Update and review	Arena HR & HoF&CA	01/04/2024



**Poileasaidh airson Deagh Shunnd agus Dèiligeadh ri
Trom-uallach san Àite-obrach**

Stress Management and Wellbeing in the Workplace

Air aontachadh le/Approved by: Comataidh Poileasaidh is Goireasan
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	Poileasaidh airson Deagh Shunnd agus Dèiligeadh ri Trom-uallach san Àite-obrach	Stress Management and Wellbeing in the Workplace Policy
1	Adhbhar	Purpose
	Tha Bòrd na Gàidhlig an geall air an uallach aige àrainneachd obrach slàn a thoirt seachad agus slàinte is sunnd an luchd-obrach a ghlèidheadh. Tha Bòrd na Gàidhlig ag aithneachadh gur e cùis slàinte is sàbhailteachd a th' ann an cuideam agus e ag aithneachadh cho cudromach 's a tha e adhbharan cunnairt a chomharradh agus adhbharan cuideam san àite-obrach a lùghdachadh tro phròiseas measaidh cunnairt. Tha sreath de phoileasaidhean aig Bòrd na Gàidhlig a tha ag amas air stiùireadh dhaoine math thar a' bhuidhinn agus ag amas air làimhseachadh co-chòrdail a dhèanamh cinnteach. 'S e rùn nam poileasaidhean seo a bhith a' cuideachadh luchd-obrach agus stiùirichean gus an dleastanasan fa leth a thuigsinn agus dùilean na buidhne a choileanadh.	Bòrd na Gàidhlig is committed to fulfilling its responsibility to provide a healthy working environment and maintaining employee's health and wellbeing. The organisation recognises that stress is a health and safety issue and acknowledges the importance of identifying risk factors and reducing workplace stressors through the process of risk assessment. Bòrd na Gàidhlig has a range of policies aimed at delivering good people management across the organisation, and to ensure fairness and consistency of treatment. The aim of the policies is to help employees understand their individual responsibilities to meet the expectations of the organisation.
	Faodaidh stiùireadh air obrachadh a' phoileasaidh seo fhaighinn bho Sheirbheisean GD no bhon Mhanaidsear Ghnìomhan.	Guidance on the operation of this policy can be gained from HR services or the Operations Manager.
2	Rèis	Scope
	Buinidh am poileasaidh seo do luchd-obrach uile Bòrd na Gàidhlig. Tha Bòrd na Gàidhlig an geall air lùghdachadh cudrom-inntinn san àite-obrach ann an co-rèir ri stiùireadh Roinn-ghnìomha Slàinte is Sàbhailteachd (RSS) Bòrd na Gàidhlig. Tha Achd Slàinte is Sàbhailteachd san Àite-obrach 1974 a' cur an cèill "gum bi dleastanas aig gach fastaiche dèanamh cinnteach air slàinte, sàbhailteachd is sochairean san àite-obrach nan luchd-obrach uile." Tha Bòrd na Gàidhlig ag amas air àrainneachd thaiceil a bhrosnachadh anns an tèid dèiligeadh ri cus cuideam-obrach air neach fa leth.	This policy applies to all employees of Bòrd na Gàidhlig. In line with Health and Safety Executive (HSE) guidelines the organisation is committed to reducing workplace stress. The Health and Safety at Work Act 1974 states that "It shall be the duty of every employer to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all his employees". Bòrd na Gàidhlig aims to encourage a supportive environment where excessive work pressures on an individual are addressed.
3	Aithris a' Phoileasaidh	Policy Statement
	Tha Bòrd na Gàidhlig an geall air a bhith ag obair còmhla ri luchd-obrach gus adhbharan airson chudrom-inntinn san àite-obrach aithneachadh agus chudrom-inntinn san àite-obrach a lùghdachadh.	Bòrd na Gàidhlig is committed to working with employees to identify triggers for workplace stress and to reduce workplace stress.
	'S e adhbhar a' phoileasaidh seo soillearachadh a' chudromachd de dh' aithneachadh is dèiligeadh ri cùisean sunnd is chudrom-inntinn san àite-obrach agus an cudromachd de chùraman a thogail gus gnìomh freagarrach a ghabhail.	The purpose of this policy is to underline the importance of recognising and managing workplace stress and wellbeing issues and the importance of raising concerns to take appropriate action.
	Tha sinn cuideachd ag amas air taic a thoirt do dhaoine fa leth gus dèiligeadh ri an adhbharan cuideam fa leth	The organisation also aims to assist individuals to manage and minimise the impact of their

	is pearsanta agus am buaidh a th' aca orra lùghdachadh oir dh'fhaodadh seo a bhith a' cur ri faireachdainnean cuideam aig an obair.	individual and personal stress contributors as this may contribute to feelings of stress at work.
	Faodaidh cùis sam bith ceangailte ri riaghladh cuideam is sunnd san àite-obrach a thogail le luchd-obrach aig àm sam bith, no leis a' mhanaidsear sreatha aca, ma tha adhbhar ann airson creidsinn gu bheil iad fo bhuidhe cuideam agus gum faodadh e a bhith a' toirt buaidh air an sunnd no gnìomhadh.	Any issue relating to stress management and wellbeing in the workplace can be raised by employees at any time, or by their line manager, if there is reason to believe they are experiencing stress and it may be impacting their general wellbeing or performance.
	Tha Bòrd na Gàidhlig a' toirt trèanadh buntainneach, ri fhaighinn tro mhanaidsearan sreatha an luchd-obrach, agus a' toirt taic do mhanaidsearan is luchd-obrach gus dèiligeadh ri cuideam. Tha Bòrd na Gàidhlig air ciadan fuasglaidh Slàinte-inntinn a thrèanadh agus cuideachd a' toirt cobhair tron Phrògram Taic Chinnte-Shlàinte Luchd-obrach (EAP): <ul style="list-style-type: none"> • Saor-fòn: 0800047 4097 • www.healthassuredeap.co.uk 	Bòrd na Gàidhlig offers relevant training, accessed via employees' line managers, and offers support to managers and employees in managing their stress. Bòrd na Gàidhlig have trained Mental Health first aiders and also offers assistance through the Health Assured Employee Assistance Programme (EAP): <ul style="list-style-type: none"> • Freephone: 0800047 4097 • www.healthassuredeap.co.uk
	Chan eil am poileasaidh seo na phàirt de chòraichean cùmhnant an neach-obrach. Tha Bòrd na Gàidhlig a' glèidheadh na còrach mion-fhiosrachadh nam poileasaidhean atharrachadh nuair a bhios seo riatanach mar thoradh air reachdas no feumalachdan na buidhne.	This policy does not form part of the employee's contractual rights. Bòrd na Gàidhlig reserve the right to vary the detail of the policies as may be required by legislation or organisational requirements.
4	Cuideam agus a bhith ga aithneachadh	Stress and its Recognition
	Tha Bòrd na Gàidhlig a' toirt fa-near 's gum faodadh neach-obrach a bhith a' faireachadh fo chuideam fa leth agus / no fo chuideam buidhne . Tha Bòrd na Gàidhlig ag aithneachadh gu bheil dleastanas cùraim aige gus a' buaidh air luchd-obrach de dh'adhbharan cuideam an àite-obrach a lùghdachadh. Tha Bòrd na Gàidhlig cuideachd ag amas air taic a thoirt do dhaoine fa leth gus dèiligeadh ri an adhbharan cuideam fa leth is pearsanta agus a' bhuidhe a th' aca orra lùghdachadh oir dh'fhaodadh seo a bhith a' cur ri faireachdainnean cuideam aig an obair.	Bòrd na Gàidhlig acknowledges that any employee may experience personal individual stress and / or organisational stress . The organisation recognises that it has a duty of care to reduce the impact of workplace stressors on its employees. Bòrd na Gàidhlig also aim to assist individuals to manage and minimise the impact of their individual and personal stress contributors as this may contribute to feelings of stress at work.
	'S e prìomhachas do Bhòrd na Gàidhlig airson an luchd-obrach uile a bhith a' toirt seachad àrainneachd obrach a tha sàbhailte is slàn. Tha seo air a choileanadh anns a' chiad àite tro chur an gnìomh a' Phoileasaidh Slàinte is Sàbhailteachd aig Bòrd na Gàidhlig. Bheir Bòrd na Gàidhlig an trèanadh buntainneach agus fiosrachadh taice do neach-obrach sam bith gus an comasachadh an obair aca a dhèanamh gu sàbhailte.	A priority for Bòrd na Gàidhlig is to provide a safe and healthy working environment for all of its employees. This is primarily achieved through the application of the Bòrd na Gàidhlig health and safety policy. The organisation will also offer any employee the relevant training and supporting information to enable them to perform their work safely.
	Tha Bòrd na Gàidhlig cuideachd a' toirt fa-near do dhleastanas pearsanta aig luchd-obrach gus na h-amasan seo a choileanadh. Tha e a' brosnachadh 's	Bòrd na Gàidhlig also acknowledges an employees' personal responsibility in fulfilling these objectives. It encourages every employee

	gum bi gach neach-obrach a' toirt fa-near don t-sunnd inntinneil is corporra aca fhèin an dà chuid san àite-obrach agus beatha phearsanta, gus dòigh-obrach cùramach is cothromach a chruthachadh airson dèiligeadh ri cuideam.	to be aware of their own mental and physical wellbeing both in the workplace and personal life, to actively develop a responsible and balanced approach to managing stress.
5	Modh-obrach	Procedure
5.1	Mìneachadh	Definition
	<p>'S e am mìneachadh de chuideam a th' aig an Roinn-ghnìomha Slàinte is Sàbhailteachd:</p> <p><i>"An iom-obrach neo-aontachail a ghabhas duine ri cus cuideaman no seòrsaichean eile iarrtais a tha air an cur orra. Bidh e ag èiridh nuair a tha dragh orra nach urrainn dhaibh dèiligeadh ris."</i></p> <p>Tha an aithris seo a' dèanamh sgaradh cudromach eadar cudrom agus cuideam.</p>	<p>The Health and Safety Executive defines stress as:</p> <p><i>"The adverse reaction people have to excessive pressure or other types of demands placed on them. It arises when they worry that they can't cope."</i></p> <p>This statement makes an important distinction between pressure and stress.</p>
	Faodaidh cudrom a bhith deimhinneach ma thèid a riaghaladh gu ceart. 'S urrainn dha comas a thoirt do dh'iomadh duine a bhith a' soirbheachadh agus a' coileanadh mar as fheàrr dhaibh. Ma dh'fhàsas cudrom gu ìre neo-riaghlaidh, 's ann gu cuideam a dh'atharraicheas e. Gu tric tha cuideam dona agus 's urrainn dha droch bhuaidh a thoirt air coileanadh. Bidh frith-ghluasad eadar-dhealaichte ri cudrom aig a h-uile duine, agus adhbharan-brisidh dhiofraichte aca, ach dh'fhaodadh gum biodh cuid comasach dèiligeadh ri suidheachaidhean àraid, fhad 's nach biodh cuid eile. Tha e cudromach, mar sin, gun a bhith a' dèanamh ro-bheachdan mu chomas dèiligidh neach-obrach.	Pressure can be positive if managed correctly. It can enable many people to thrive and perform at their best. Should pressure increase to an unmanageable proportion then it changes into stress. Stress is usually detrimental to health and can undermine performance. Everyone reacts differently to pressure and have different tipping points whereas some may be able to cope with a particular set of circumstances others may not be as able. Therefore, it is important never to make assumptions about an employee's ability to cope.
	Tha mìneachadh nas coileanta air cuideam agus na comharran is buaidhean air a thoirt ann an Èarr-ràdh 1.	A fuller definition of stress and the signs and symptoms is given in Appendix 1.
5.2	Measadh Cunnart Cudrom	Stress Risk Assessment
	Ma tha neach-obrach den bheachd gu bheil cuideam co-cheangailte ri obair a' toirt buaidh air an slàinte is sunnd, bu chòir dhaibh cùisean a tha a' cur ri cuideam is na fuasglaidhean comasach aithneachadh. Bu chòir dhaibh na cùisean seo a thogail leis an mhanaidsear sreatha aca agus measadh cunnairt cuideam fa leth a choileanadh (Èarr-ràdh 2).	If an employee considers that work related stress is impacting their health and wellbeing, they should identify issues contributing to stress and possible solutions. These issues should then be discussed with their line manager and an individual stress risk assessment jointly completed (Appendix 2).
	<p>Fhad 's a tha e aithnichte gur e cùis phearsanta a th' ann an cuideam agus nach fhaodte gum biodh luchd-obrach airson am faireachdainnean cuideam a thogail leis am fastaiche, tha dleastanas cùraim aig Bòrd na Gàidhlig dèiligeadh ri agus lùghdachadh factaran aithnichte far a gabh a dhèanamh.</p> <p>Far an deach cùram mu chuideam co-cheangailte ri obair aithneachadh, nì am manaidsear sreatha còmhradh ris an neach-obrach mu dheidhinn agus mar</p>	<p>Whilst it is recognised that stress is a personal matter and employees may not wish to discuss their feelings of stress with their employer, Bòrd na Gàidhlig has a duty of care to address and mitigate identifiable factors where possible.</p> <p>Where concern about work related stress has been identified, the line manager will discuss this with the employee and as required, work with them to complete an individual stress risk</p>

<p>as riatanaiche, obrachadh comhla riutha gus measadh cunnairt cuideam fa leth a choileanadh. Thig HR cuideachd an sàs far a bheil seo riatanach airson taic a thoirt le riaghladh nam builean ainmichte</p>	<p>assessment. HR will also become involved where necessary to assist with the management of the identified outcomes.</p>
<p>Tha stiùireadh air mar a lìonar measadh cunnairt cuideam ri lorg anns a' Mhodh Measadh Cunnairt Chuideam còmhla ri measadh cunnairt choitcheann coileanta Bòrd na Gàidhlig a tha a' dèiligeadh ri cùisean thar na buidhne.</p>	<p>Guidance on how to complete a stress risk assessment can be found in the Individual Stress Risk Assessment procedure along with a completed generic Bòrd na Gàidhlig risk assessment which addresses organisation-wide issues.</p>
<p>Mar phàirt den mheasadh cunnairt a choileanadh nì an dà chuid an neach-obrach agus am manaidsèar sreatha còmhraidh air na cunnartan aithnichte (thèid seo a dhèanamh aghaidh ri aghaidh mar as trice). Thèid ceumannan smachd agus gnìomhan co-cheangailte aontachadh eatarra agus na toraidhean clàraichte air an fhoirm measadh cunnairt. Uaireannan ma tha an neach-obrach a' faireachadh fo bhuidhe cuideim, dh'fhaodadh am manaidsèar sreatha cobhair a thoirt don neach-obrach le ceumannan lasachaidh nach robh air an stèidheachadh aig an àm. Thèid tomhas-ùine ath-sgrùdaidh aontachadh. Dh'fhaodadh gun tachair seo thar ùine no mar fhreagairt do dh'atharrachaidhean a' phlana-obrach no gnìomhan. An dèidh dha a bhith coileante thèid am measadh cunnairt cuideam a chumail ann am faidhle dealanaich an neach-obrach.</p>	<p>As part of completing the risk assessment both the employee and their line manager will discuss the identified hazards (this is usually undertaken face to face). Any control measures and related actions will be agreed with between them and the results documented on the risk assessment form. Sometimes if an employee is overcome with feelings of stress, the line manager may be able to assist with mitigation measures which are not apparent at that time, to the employee. A timescale for review will also be agreed. This may be a period of time or in response to changes in activities or the job plan. Once completed the stress risk assessment will be stored in the employee's electronic staff file.</p>
<p>Far a bheil comas ann cunnartan mòra no leantainneach a bhith ann air slàinte is sunnd an neach-obrach, dh'fhaodadh gum biodh e iomchaidh don mhanaisèar sreatha aca comhairle a bharrachd a shireadh tro Shlàinte Obrach. (tro Health Assured).</p>	<p>Where there is a potential for significant or ongoing risks to the employees' health and wellbeing, it may be appropriate for their line manager to seek further advice through occupational health (via Health Assured).</p>
<p>Dh'fhaodadh gum fàs suidheachadh ris a bheilear a' dèiligeadh ris fon phoileasaidh seo gu suideachadh a dh'fhaodadh a bhith air a dhèiligeadh ris fo phoileasaidh eile, mar eisimpleir dh'fhaodadh cùis co-cheangailte ri cuideam leantainn gu neo-làthaireachd no factar a tha a' cur ri lùghdachadh coileanadh (faic Eàrr-ràdh 1). Ma 's e 's gu bheil cuideam co-cheangailte ri obair air a shoillearachadh mar factar, bu chòir aire a thoirt air seo ann an dearbhadh taic no gnìomh iomchaidh a tha a dhìth, agus ann an co-chomhairle le seirbheisean GD.</p>	<p>A situation that is being dealt with under this policy may evolve into one that may be required to be dealt with under another policy, for example a stress related issue could lead to absence or play a contributing factor in reducing performance (see Appendix 1). If work related stress is highlighted as a factor, this should be taken into consideration when determining any appropriate support or action required and in consultation with HR services.</p>
<p>A bharrachd air taic a thoirt don luchd-obrach measadh cunnairt a choileanadh agus gnìomhan sam bith adhartachadh, tha grunn dhòighean eile a dh'fhaodadh stiùirichean a bhith a' cuideachadh gus cuideam a lùghdachadh, a leithid:</p> <ul style="list-style-type: none"> • Còmhraidh leis an neach-obrach a chur an òrdugh, air falbh bhon àite-obrach mar a tha nas fheàrr. 	<p>Along with assisting employees to complete a risk assessment and take forward any actions, there are a number of other ways that managers can help employees ease stress, such as:</p> <ul style="list-style-type: none"> • Arrange to have a chat with the employee, away from the workplace if preferred.

	<ul style="list-style-type: none"> • Àrainneachd a dhèanamh anns a bheil an neach-obrach a' faireachadh sàbhailte dhaibh bruidhinn. • Bith neo-bhreithneach is taiceil • Èist gu faiceallach ris an neach-obrach. • Sireadh fuasgladh ri chèile. • Dèan plana gnìomh a tha air ath-sgrùdadh aig amannan freagarrach. • Bruidhinn mun t-suidheachadh le riochdaire HR gus tuilleadh taic fhaighinn. 	<ul style="list-style-type: none"> • Help create an atmosphere where the employee feels it is safe for them to talk. • Be non-judgemental and supportive. • Listen carefully to the employee. • Look for a solution together. • Draw up an action plan which is reviewed at suitable intervals. • Discuss the situation with the HR representative to gain further support.
	<p>Faodaidh tuilleadh comhairle airson luchd-obrach is mhanaidsearan a lorg air làrach-lìn an EAP: www.healthassuredeap.co.uk.</p>	<p>Further advice for staff and managers can be found on the EAP website: www.healthassuredeap.co.uk.</p>
6	Dreuchdan agus Dleastanasan	Roles and Responsibilities
6.1	Tha uallach aig an luchd-obrach uile:	All employees have a responsibility to:
	<ul style="list-style-type: none"> • Comhairle meidigeach a shireadh ma thathas a' smaoinneachadh gu bheil cuideam a' toirt buaidh air an slàinte is leas. • Bruidhinn ri am manaidsear sreatha no EAP gus fiosrachadh, stiùireadh is taic fhaighinn air dèiligeadh ri cudrom co-cheangailte ri obair no pearsanta. • A bhith a' toirt aire don slàinte, sàbhailteachd is leas aca fhèin agus a' dèanamh roghainnean freagarraich dhòigh-beatha gus taic a thoirt air seo. • A bhith mothachail air slàinte, sàbhailteachd is leas co-obraichean agus cùraman sam bith a thogail leis an neach-obrach do am manaidsear sreatha mar as iomchaidh. • A bhith comasach ri comharran is buaidhean cudrom aithneachadh annad fhèin agus ann an co-obraichean. (faic Eàrr-ràdh 1). • Dèanamh cinnteach gun tèid measadh cunnairt chudrom a choileanadh far a faodadh cudrom a bhith a' toirt buaidh air an slàinte. • A bhith a' togail cùraman mu chuideam san àite-obrach no air an taobh a-muigh, leis am manaidsear sreatha aca agus a' co-obrachadh le Bòrd na Gàidhlig ann an dèiligeadh ris na cùisean. • A bhith a' gabhail làn-chòir fhòrladh bhliadhnail, ag ùisneachadh uairean Ùine dheth gu h-ìomchaidh agus gun a bhith ag obair cus uairean. • A bhith a' dèanamh cinnteach gun tèid amasan practaigeach a suidheachadh le am manaidsear sreatha airson planaichean obrach. • A bhith a' beachdachadh sireadh taic airson cudrom tron aonadh ciùird aca, far a bheil seo iomchaidh. 	<ul style="list-style-type: none"> • Seek medical advice if they think stress may be affecting their health and wellbeing. • Talk to their line manager or use the EAP to obtain information, guidance and support on dealing with work related or personal stress. • Take care of their own health, safety and wellbeing and make appropriate lifestyle choices to support this. • Be aware of the health, safety and wellbeing of colleagues and raise any concerns with the employee or their line manager as appropriate. • Learn to recognise signs and symptoms of stress in yourself and colleagues (see Appendix 1). • Ensure that a stress risk assessment is completed where stress may be impacting upon their health. • Raise concerns about stress either in the workplace or externally, with their line manager and co-operate with Bòrd na Gàidhlig in addressing the issues. • Take full annual leave entitlement, utilise time off in lieu (TOIL) hours appropriately and not work excessive hours. • Ensure that realistic targets are set with their line manager for work plans. • Consider seeking support for stress via their trade union, where appropriate.
6.2	Tha dleastanas aig luchd-stiùiridh uile:	All Managers have a responsibility to:
	<ul style="list-style-type: none"> • A bhith a' gnìomhadh gu luath is gu h-èifeachdach gus aghaidh a chur ri cùisean dàimhean obrach a dh'fhaodadh a bhith a' cur buaidh air luchd-obrach no air an daoine a tha iad a' stiùireadh. 	<ul style="list-style-type: none"> • Act quickly and effectively to address any working relationship issues which may be affecting employees or the people they manage.

	<ul style="list-style-type: none"> • A bhith ag aithneachadh ma tha luchd-obrach a' faireachadh aonaranach san àite-obrach no a' faireachadh mar nach urrainn dhaibh dèiligeadh ri an uallach obrach agus dèan gnìomh mar as iomchaidh. • A bhith a' togail cùraman le luchd-obrach a tha coltach a bhith fo bhuaidh cudrom agus am brosnachadh measadh cunnairt chudrom a choileanadh còmhla riut. • A bhith a' brosnachadh an neach-obrach taic freagarrach a shireadh bhon dotair aca agus a' phrògram cuideachadh luchd-obrach. • Luchd-obrach a chuideachadh gus amasan is planaichean obrach practaigeach a stèidheachadh agus aontachadh. • A bhith a' brosnachadh luchd-obrach gus cuideaman obrach a shoillearachadh agus an cuideachadh le uallach obrach a phrìomhachadh. • A bhith a' comhairleachadh ri luchd-obrach agus a' cur fiosrachadh thuca a thaobh atharrachadh. • A bhith a' riaghladh uairean-obrach le sgrùdadh bitheanta a dhèanamh air aithisgean TOIL agus a' brosnachadh luchd-obrach an làn-chòir fòrladh bhliadhnail a ghabhail. • A bhith a' gabhail trèanadh bhuntainneach gus taic nas fheàrr a thoirt don luchd-obrach a tha iad a' stiùireadh. 	<ul style="list-style-type: none"> • Recognise if employees are feeling isolated in the workplace or feeling unable to cope with their workload and act accordingly. • Raise concerns with employees who appear to be experiencing stress and encourage them to jointly complete a stress risk assessment with you. • Encourage the employee to seek appropriate support from their GP and the employee assistance programme. • Assist employees with setting and agreeing realistic job plans and objectives. • Encourage employees to highlight workload pressures and assist them in prioritising workloads. • Consult with employees and keep them informed regarding change. • Manage working hours by regularly reviewing TOIL reports and encourage employees to take their full annual leave entitlement. • Undertake relevant training to better support the employees they manage.
6.3	Tha dleastanas aig Seirbheisean GD uile:	HR Services have a responsibility to:
	<ul style="list-style-type: none"> • Comhairle, taic is stiùireadh a thoirt do luchd-obrach is manaidsearan air cur an gnìomh na poileasaidh. • A bhith a' freagairt iarrtasan airson tar-churan Slàinte Obrach ann an deagh-àm mar as iomchaidh do gach cùis fa lath, a' co-òrdanachadh an fhreagairt agus a' dèanamh cinnteach gu bheil fiosrachadh air a thoirt seachad gus manaidsearan a chuideachadh ann an co-dhùnaidhean cothromach a dhèanamh. • A bhith ag obair le Àrd-luchd mhanaidsearan gus aithneachadh neo-làthaireachd thinneis a dh'fhaodadh a bhith air sgàth chuideam agus sgrùdadh a dhèanamh far a bheil an àireamh ag adhbharachadh cùraim, cho math ri taic a thoirt ann an dèiligeadh ri cuideam aig Bòrd na Gàidhlig. 	<ul style="list-style-type: none"> • Provide support, guidance and advice on the application of the policy to employees and managers. • Respond to requests for Occupational Health referrals in a timely manner as appropriate to the individual case, co-ordinating the response and ensuring information is provided to support managers in making fair decisions. • Work with senior managers to identify sickness absence which may be due to stress and to review where the level causes concern as well as assist in managing stress in Bòrd na Gàidhlig.
6.4	Tha dleastanas aig a' Manaidsear Ghnìomhan:	The Operations Manager has a responsibility to:
	<ul style="list-style-type: none"> • Comhairle, taic is stiùireadh a thoirt do luchd-obrach is manaidsearan air dèiligeadh ri cunnartan agus adhbharan cunnairt taobh a-staigh na h-àite-obrach a dh'fhaodadh cuideim-inntinn adhbharachadh a tha co-cheangailte ri obair. 	<ul style="list-style-type: none"> • Provide advice, support and guidance to staff and managers on managing risks and risk factors within the workplace that may give rise to work-related stress.
7	Measadh Buaidh Co-ionannachd	Equality Impact Assessment
	Tha Bòrd na Gàidhlig ag aithneachadh a dhleastanas a bhith a' dèanamh cinnteach nach eil leth-bhreith no ana-cothrom air duine air sgàth aois, ciorram, gnè,	Bòrd na Gàidhlig recognises its responsibility to ensure that no-one is discriminated against or disadvantaged on the grounds of age, disability,

	<p>pòsadh agus com-pàirteachas catharra, torrachas agus màthaireachd, cinneadh, creideamh, gnè no taobhadh feise. Rinneadh Measadh Buaidh Co-ionannachd air a' phoileasaidh gus co-ionannachd a chur an comas.</p>	<p>gender, marriage and civil partnership, pregnancy and maternity, race, religion, or sexual orientation. This policy has been screened through an Equality Impact Assessment to enable equality.</p>
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Leas Phaipear 1

Appendix 1

Ag aithneachadh Comharran is Buaidhean Cuideim	Recognising Signs and Symptoms of Stress
Dè th' ann an cuideam?	What is stress?
Tha cuideam air a mhìneachadh mar an iom-obrach neo-aontachail a ghabhas duine ri cus cuideaman no seòrsaichean eile iarrtais a tha air an cur orra. Faodaidh gum fàs e nas miosa ma smaoinicheas an duine nach eil smachd aca air an duilgheadas agus nach eil taic aca, no nach eil aca ach beagan de thaic, bho chàch. Faodaidh gun èirich suidheachaidhean mar thoradh air cùisean pearsanta no cùisean co-cheangailte ri obair.	Stress is defined as the adverse reaction a person has to excessive pressures or other types of demand placed upon them. It can become worse if the person perceives they have no control over the problem and little or no support from others. Situations can arise as a result of either work related or personal issues.
Tha e cudromach cuimhneachadh gum bi cuideam a' toirt buaidh air daoine ann an dòighean eadar-dhealaichte agus nach bu chòir dha a bhith air fhaicinn mar chomharra laigse no uireasbhaidh.	It is important to remember that stress affects people in different ways and that it should not be seen as a sign of weakness or inadequacy.
Ag aithneachadh Comharran is Buaidhean Cuideim	Recognising signs and symptoms of stress
Tha e cudromach cuimhneachadh gum faodadh na comharran is buaidhean seo a bhith ceangailte ri duilgheadasan meidigich eile. Ma tha sibh a' mothachadh measgachadh de na comharran seo, feuch gun iarr sibh comhairle phroifeasanta meidigeach airson breithneachadh.	It is important to remember that these signs and symptoms may be related to other medical problems. If you are experiencing a combination of these symptoms, please consult a health professional for diagnosis.
Comharran Cognatach	Cognitive Symptoms
<ul style="list-style-type: none"> • Duilgheadasan cuimhne • Duilgheadasan a bhith a' fòcas • Dìth breithneachadh • Gun fhaicinn ach an àicheil • Smuaintean aitearach no iomluasgaich • Dragh mionaideach 	<ul style="list-style-type: none"> • Memory problems • Difficulty in concentrating • Poor judgment • Seeing only the negative • Anxious or racing thoughts • Constant worrying
Comharran Faireachail	Emotional Symptoms
<ul style="list-style-type: none"> • Feargachd • Crostachd no caiseanachd • Mì-shuaimhneas, neo-chomasachd fois a ghabhail • A' faireachainn air a chur fodha • Faireachadh cianalas agus aonaranachd • Trom-inntinn no neo-aoibhneas coitcheann. 	<ul style="list-style-type: none"> • Moodiness • Irritability or short temper • Agitation, inability to relax • Feeling overwhelmed • Sense of loneliness and isolation • Depression or general unhappiness
Comharran Corporra	Physical Symptoms
<ul style="list-style-type: none"> • Goirteasan, cràdhan is cinn ghoirt • An sgàirt no teanntachd-cuim • Orrais, tuaineal. • Pian a' bhroillich, plogadh cridhe bras-bhuilleach • Call iarraidh feise • Cnatain is galaran bitheanta 	<ul style="list-style-type: none"> • Aches, pains and headaches • Diarrhoea or constipation • Nausea, dizziness • Chest pain, rapid heartbeat • Loss of sex drive • Frequent colds and infections
Comharran Giùlain	Behavioural Symptoms
<ul style="list-style-type: none"> • Gnàthasan-ithe air atharrachadh • A' cadal cus no ro bheag • A bhith gad leth-oireachadh bho chàch. • A' màirnealachadh no uallaich a dhearmaideadh. • A' cleachdadh alcoil, thoiteagan, no drugaichean gus fois a ghabhail 	<ul style="list-style-type: none"> • Change in eating habits • Sleeping too much or too little • Isolating yourself from others • Procrastinating or neglecting responsibilities • Using alcohol, cigarettes, or drugs to relax
Adhbharan Cuideam san Àite-obrach	Stress Factors in the Workplace
Tha an Roinn-gnìomha Slàinte is Sàbhailteachd air sia prìomh raointean (no "adhbharan cunnairt") a' chomharrachadh a bhios a' toirt buaidh air cudrom-inntinn san àite-obrach. Is iad:	The Health and Safety Executive has identified six key areas (or "risk factors") that can impact on work related stress. These are:
<ul style="list-style-type: none"> • iarraidhean na h-obrach • smachd air obair • taic a fhuaireadh bho mhanaidsearan no cho-obraichean; 	<ul style="list-style-type: none"> • demands of the job • control over work

<ul style="list-style-type: none">• dàimhean san àite-obrach;• dreuchd aig neach fa leth taobh a-staigh na buidhne;• atharrachadh is mar a thèid a stiùireadh.	<ul style="list-style-type: none">• support received from managers or colleagues;• relationships in the workplace;• individual's role within the organisation;• change and how it is managed.
Tha tuilleadh fiosrachaidh ri fhaighinn bho Stiùireadh HSE airson ìrean cuideim san àite-obrach.: www.hse.gov.uk/stress	More information is available from HSE Management standards for work-related stress: www.hse.gov.uk/stress

Leas Phaipear 2

Appendix 2

Bòrd na Gàidhlig					
MEASADH BUAIDH CUIDEIM AIRSON DAOINE FA LETH			INDIVIDUAL STRESS RISK ASSESSMENT		
CUSPAIR	MEASADH BUAIDH CUIDEIM AIRSON DAOINE FA LETH	Reference No:	SUBJECT	INDIVIDUAL STRESS RISK ASSESSMENT	
Fiosrachadh eile a tha buntainneach don mheasadh seo			Other information relevant to this assessment		
Cunnartan air comharrachadh (rudan a dh'adhbhraicheas cuideam)	Nòta: Bu chòir dhut na rudan a dh'adhbhraicheas cuideam co-cheangailte ris an t-suidheachadh agad fhèin a mhìneachadh, a' co-obrachadh leis an stiùiriche agad.		Identified hazards (triggers for stress)	Note: You should detail the triggers that relate to the circumstances of your own situation in liaison with your manager.	
Cò a dh'fhaodadh a bhith air an Dochann agus Ciamar	AINM: <i>Nòta: Ann an gin de na suidheachaidhean sin is e an neach-obrach fa-leth a tha buailteach cron a bhith orra. Dh'fhaodte gum bi iad a' fulang bho chuideam, a dh'fhaodadh, ma tha e ro mhòr, tinneas co-cheangailte ri cuideam adhbhrachadh.</i>		Who Might be Harmed and How	NAME <i>Note: In any of these cases it is the individual member of staff who is likely to be harmed. It is possible that they may suffer stress, which, if it is excessive, could lead to stress-related illness.</i>	
Ceuman smachd airson cunnartan a chaidh a chomharrachadh (rudan a dh'adhbharaich eas cuideam) le ìre riosg	Uidhmean-smachd na Buidhne Uidhmean-smachd do neach-obrach fa leth - Obair Uidhmean-smachd do neach-obrach fa leth - Dachaigh	Ìre Riosg (le smachdan an sàs) S X L = R	Control measures for identified hazards (triggers for stress) with risk-rating	Organisational Control Measures Individual Control Measures – Work Individual Control Measures - Home	Risk Rating (with controls in place) S X L = R
	Thoir sùil air stiùireadh air ìrean riosg ann an Eàrr-ràdh 3.			Refer to risk rating guidance in Appendix 3.	
Rèiteachaidhean Èiginn/ Tuiteamach (far a bheil an ìre riosg aig 6 no nas àirde)			Emergency/ Contingency Arrangements (where risk rating is 6 or more)		
Gnìomh a bharrachd (ma tha seo iomchaidh)			Further action (if applicable)		
Measadh le /Ceann-latha	Ceann-latha an ath mheasaidh		Measadh le /Ceann-latha	Date of next review	

Leas Phaipear 3

Appendix 3

Stiùireadh air a bhith a' lìonadh foirm measadh cuideim		Guidance on completing stress risk assessment form			
Ìre Riosg		Risk rating			
Is e seo an luach àireamhach a gheibhear bho bhith ag iomadachadh Miosad a' Chunnairt agus an coltas gun tachair a' chùis.		This is the numerical value derived from multiplying the Hazard Severity by the Likelihood of an incident occurring.			
Leigidh seo le luchd-obrach Bhòrd na Gàidhlig tomhas a dhèanamh air an riosg a dh'fhaodadh a bhith ann - an dara cuid riosgan an da-rìribh no riosgan a thathar a' meas, às dèidh sgrùdadh, ath-sgrùdadh agus measadh air na uidheaman-smachd a th' ann; fiosrachadh ri fhaighinn; clàran trèanaidh; agus no na cleachdaidhean as fheàrr a chaidh a shealltainn.		This calculation will enable Bòrd na Gàidhlig employees to quantify the risk potential either actual or perceived, <u>having first examined, reviewed and assessed existing controls</u> ; information available; training records; and or best practices demonstrated.			
Miosad a' chunnairt (S) - Mìneachadh		Hazard severity (S) - Explanation			
Is e cunnart an comas gun tèid cron a dhèanamh an da-rìribh, as urrainn atharrachadh a thaobh miosad. Thèid buaidh a' chunnairt a rangachadh mar a leanas airson adhbharan a' Mheasaidh Chunnartan Choitcheinn seo:		Hazard is the potential to cause actual harm, which can vary in severity of outcome. The effect of a hazard for the purposes of this General Risk Assessment will be rated as:			
S4	Tha e coltach gum bi tinneas no leòn bàsmhor ann.	S4	A fatal injury or illness is likely.		
S3	Tha e coltach gum bi droch leòn no droch thinneas ann, m.e. briseadh saidhceòlach no far a bheil comhairleachadh a dhìth mar eadar-theachd.	S3	A major injury or serious illness is likely e.g. psychological collapse or requires counselling as intervention		
S2	Suidheachaidhean far a bheil e coltach gum bi daoine far an obair airson barrachd air trì làithean no far am faodadh droch-shlàinte ath-thachartach a bhith ann.	S2	Situations where persons are likely to be off work for more than three days or where there may be recurring ill-health.		
S1	A h-uile buil eile, a' gabhail a-steach far a bheil cuideam air daoine agus far na h-obrach suas ri trì làithean mar thoradh air seo.	S1	All other outcomes, including where persons may experience stress resulting in periods of absence from work for up to three days.		
Coltas gun tachair seo (L) - Mìneachadh		Likelihood of incident occurring (L) - Explanation			
Tha seo a' coimhead air a' choltas gun tachair cùis agus thèid a rangachadh mar a leanas:		This is the consideration of how likely an incident is to occur, and will be rated:			
L4	Glè àrd - Far a bheil e cinnteach gun tachair a' chùis.	L4	High - Where it is certain that an incident will occur.		
L3	Meadhanach Mòr - Far a bheil e coltach gun tachair a' chùis.	L3	Medium - Where it is probable that an incident will occur.		
L2	Ìosal - Far am faodadh cùis tachairt.	L2	Low - Where an incident is possible.		
L1	Glè àrd - Far nach eil e coltach gun tachair cùis.	L1	Very Low - Where an incident is unlikely.		
Ag obrachadh a-mach ìre riosg (R)		Calculating a risk rating (R)			
Tha am matraigs a' sealltainn mar a thathar an uair sin ag obrachadh a-mach an ìre riosg:		This matrix shows how the Risk Rating is then calculated:			
		L1	L2	L3	L4
	S1	1	2	3	4
	S2	2	4	6	8
	S3	3	6	9	12
	S4	4	8	12	16
Is e an t-amas an Ìre Riosg a lughdachadh don ìre as ìsle 's a ghabhas dèanamh gu reusanta - mar as trice thathar a' meas gu bheil sgòr de 3 no nas lugha iomchaidh agus nach bu chòir gabhail idir ri sgòran de 12 no nas àirde. Far a bheil an rangachadh riosg nas àirde na 3, beachdaich a-rithist an deach gach uidheam-smachd a chleachdadh. Mura deach, feumaidh am manaidsear sreatha co-dhùnadh am bu chòir don ghnìomh a dhol air adhart agus nach bu chòir, le bhith a' sgrùdadh agus a' dèanamh comas eadar na buannachdan agus eas-bhuannachd a bhiodh ann, no a dh'fhaodadh a bhith ann, mar thoradh air an riosg a bharrachd. Far a bheil ìre riosg aig 6 no nas àirde, feumar rèiteachaidhean èiginn /tuiteamach a thoirt a-steach dhan earrann airson an adhbhar seo.		The aim is to reduce the Risk Rating as low as is reasonably practicable - a score of 3 or less is usually regarded as acceptable and scores of 12 or above are clearly unacceptable. Where the risk rating is greater than 3, consider again if all possible controls have been utilised. If not, then the line manager needs to decide whether the activity should go ahead or not by analysing and comparing the benefits of carrying out activity against the actual or potential costs associated with the increased risk. Where risk ratings are 6 or above, emergency/contingency arrangements need to be included in the section of the risk assessment detailed for this purpose.			

Dreach <i>Version Number</i>	Adhbhar/Atharrachadh <i>Purpose/Change</i>	Ùghdar <i>Author</i>	Ceann-là <i>Date</i>
V2	Update and review	Arena HR and HoF&CA	01/04/2024



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	07 Cèitean 2024
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	6.1

Tìotal a' Phàipeir	Bun-riaghailtean na Comataidh Poileasaidh is Ghoireasan	
Moladh do Bhuill	Ri Aontachadh	
Neach labhairt:	Ealasaid Dhòmhnallach, Ceannard	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
-	-	-
Pàipear-taice air a cheangal ris	PT1 – Bun-riaghailtean na Comataidh Poileasaidh is Ghoireasan	
1.0	Adhbhar	
1.1	'S e as adhbhar don aithisg seo, cothrom a thoirt do Bhuill na Comataidh beachdachadh air Bun-riaghailtean airson na Comataidh Poileasaidh is Ghoireasan, agus ballrachd na Comataidh; agus molaidhean a thoirt seachad ma tha atharraichean sam bith a dhìth gus cuideachadh le bhith a' dèanamh cinnteach gum bi siostaman-riaghlaidh èifeachdach ann fhathast.	
2.0	Cùl-fhiosrachadh	
2.1		
3.0	Prìomh Aithris/Fiosrachadh	
3.1	Chaidh ùrachadh a dhèanamh air na Bun-riaghailtean ann an Dùbhlachd 2023 is tha na atharraichean as ùr ri fhaicinn ann an dearg.	
4.0	Moladh	
4.1	Thathar ag iarraidh air Buill na Comataidh: <ul style="list-style-type: none"> • beachdachadh air na Bun-riaghailtean airson na comataidh (PT1) agus molaidhean a thoirt seachad, ma tha atharraichean a dhìth; • an aonta a chur ris agus a mholadh don Bhòrd-stiùiridh airson an aonta. 	
5.0	Prìomh Bhuidhean Ro-innleachdach	
5.1	Buidhean air Ionmhas	
	Chan eil buaidh a bharrachd ann.	
5.2	Buidhean air Luchd-obrach	
	Chan eil seo a' bualadh air luchd-obrach ann an dòighean ùra.	
5.3	Buidhean air Trèanadh	
	Bidh buill a' faighinn trèanadh iomchaidh ann an riaghlaidh.	
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra	
	Tha na bun-riaghailtean a' cur ris an amas corporra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.	
5.5	Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta	
	AR N-ADHBHAR	AR LUACHAN
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar slugh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag

			obair ann an dòigh a tha fosgailte agus follaiseach	
	AR LUACHAN BUILEAN NÀISEANTA			
	Còraichean daonna	<input type="checkbox"/>	Clann	<input type="checkbox"/>
	Cultar	<input type="checkbox"/>	Coimhearsnachdan	<input type="checkbox"/>
	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>
	Foghlam	<input type="checkbox"/>	Eaconamaidh	<input type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach		<input checked="" type="checkbox"/>	
5.6	Buaidhean air Cliù			
	Tha deagh riaghlaidh a' cur ri deagh chliù airson na buidhne.			
5.7	Buaidhean air Slàinte is Sàbhailteachd			
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air Slàinte is Sàbhailteachd.			
5.8	Buaidhean Laghail			
	Tha Bun-riaghailtean cudromach a thaobh a bhith a' cumail taic ris a' bhuidhinn ann an coileanadh dhleastanasan reachdail is laghail, agus a thaobh deagh riaghaladh.			
5.9	Buaidhean air Co-ionannachd			
	Chan eil buaidh sam bith a bharrachd aig an aithisg seo air co-ionannachd.			
5.10	Buaidhean air an Àrainneachd			
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air an àrainneachd.			



NA BUN-RIAGHAILTEAN
A' CHOMATAIDH POILEASaidH IS GHOIREASAN
TERMS OF REFERENCE
POLICY AND RESOURCES COMMITTEE

Air aontachadh le/Approved by:

Air aontachadh air/Approved on:

Ath-nuadhachadh a dhìth/Review due on: **2025-05**

A' Ghàidhlig is Beurla Co-ionnan: **OND**

A' CHOMATAIDH POILEASaidh IS GHOIREASAN NA BUN-RIAGHAILTEAN

Tha am Bòrd Stiùiridh air Comataidh Poileasaidh is Ghoireasan a stèidheachadh mar Chomataidh den Bhòrd-stiùiridh gus taic a thoirt do Bhòrd na Gàidhlig ann a bhith a' coileanadh an raon-dleasanais aige fo Achd na Gàidhlig (Alba) 2005 agus Achd Foghlam (Alba) 2016, agus airson rianachd iomlan a thoirt air stòrasan ionmhasail is goireasan daonna na buidhne.

Ballrachd

- Is iad buill na comataidh Buill a' Bhùird-stiùiridh: Seonaidh Charity, Dòmhnall M MacAoidh, Michelle Nicleòid agus Iain Dòmhnallach agus ~~Coinneach MacIomhair.~~
- Bidh Seonaidh Charity sa chathair air a' chomataidh.
- Bidh rùnaireachd na comataidh air a sholarachadh leis a' Cheannard.

Aithriseadh

- Bidh a' chomataidh ag aithris gu foirmeil ann an sgrìobhadh chun a' Bhùird-stiùiridh an dèidh gach coinneamh. Mar is àbhaist, bi gearr-chunntas na coinneimh na bhun-stèidh airson na h-aithris.
- Bidh a' chomataidh a' toirt Aithisg Bhliadhnail don Bhòrd-stiùiridh, ann an deagh ùine gus taic a thoirt a thaobh crìoch a chur air an aithisg bhliadhnail agus air an aithris air riaghladh, anns an toir a' chomataidh gearr-chunntas air na co-dhùnaidhean a rinneadh bhon obair aice rè na bliadhna.

Uallaichean

Bidh a' chomataidh

- a' cumail sùil air adhartas ùghdarrasan poblach ann an cur an gnìomh an cuid phlanaichean cànan;
- a' ceadachadh ~~Amasan aig Àrd Ìre Prìomhachasan Ro-innleachdail~~ airson Phlanaichean Cànan;
- a' cumail sùil air adhartas an aghaidh targaidean is crìochan mar a chuireadh an cèill anns na Planaichean Corporra agus Gnìomh aig Bòrd na Gàidhlig;
- a' ceadachadh ro-innleachdan air rannsachadh agus fiosrachadh;
- a' ceadachadh Plana Ionmhasail sa Mheadhan-ùine (MTEP) ceangailte ris a' phlana corporra agus ris an Ro-innleachd Ionmhasail sa Mheadhan-ùine aig Riaghaltas na h-Alba, agus a' moladh a' Phlana ris a' Bhòrd Stiùiridh;

POLICY AND RESOURCES COMMITTEE TERMS OF REFERENCE

The Board has established a Policy and Resources Committee as a Committee of the Board to support Bòrd na Gàidhlig in fulfilling its remit under the Gaelic Language (Scotland) Act 2005, the Education (Scotland) Act 2016, and for overall management of the organisation's financial and people resources.

Membership

- The members of the committee are Board Members: Seonaidh Charity, Domhnall Mackay, Michelle Macleod and John Neil Macdonald ~~and Coinneach Maciver.~~
- The committee will be chaired by Seonaidh Charity
- The committee will be provided with a secretariat function by the Ceannard.

Reporting

- The committee will formally report in writing to the Board after each meeting. A copy of minutes of the meeting will usually form the basis of the report.
- The committee will provide the Board with an Annual Report, timed to support finalisation of the annual report and the governance statement, summarising its conclusions from the work it has done during the year.

Responsibilities

The committee will

- monitor progress with implementation by public authorities of their Gaelic language plans;
- approve ~~High Level Aims Strategic Priorities for Gaelic Language Plans;~~
- monitor progress against targets and goals as set out in Bòrd na Gàidhlig's Corporate and Operational Plans;
- approve research and information strategies;
- approve the Medium-Term Financial Plan (MTEP) linked to its corporate plan and the Scottish Government Medium-Term Financial Strategy, and recommend the Plan to the Board;

- a' ceadachadh a' bhuidseit bhliadhnail (aig a bheil ceanglaichean soilleir ris an MTFP) agus a' moladh buidseat na buidhne ris a' Bhòrd-stiùiridh;
- a' cumail sùil air teachd-a-steach agus caiteachas an aghaidh bhuidseatan ùghdarraichte;
- a' dèanamh lèirmheas air cùisean is co-dhùnaidhean cudromach a thaobh aithriseadh ionmhasail;
- a' leasachadh agus a' ceadachadh poileasaidh corporra agus ro-innleachdan, nam measg air obrachadh ann an com-pàirteachas;
- a' sgrùdadh agus ag aontachadh atharraichean sònraichte gu poileasaidhean daonna;
- a' dèanamh cinnteach gu bheil rianachd èifeachdach ann airson chùisean ceangailte ris an luchd-obrach taobh a-staigh na buidhne;
- a' ceadachadh atharrachaidhean mòra ris na structaran airson luchd-obrach agus gu luchd-obrach a bharrachd mar a tha an Ceannard a' socrachadh;
- a' marasgladh ullachaidhean a' Chòd Ghiùlain airson Buill Bhòrd na Gàidhlig agus mar a tha stiùireadh no atharrachaidhean poileasaidh sam bith air an toirt a-steach ann an co-rèir ri ullachaidhean a' Chòd; agus
- a' beachdachadh air cùisean sam bith eile a dh'fhaodar am Bòrd-stiùiridh òrdachadh no Ministearan na h-Alba a riaghladh bho àm gu àm.
- approve the annual budget (which has clear links to the MTFP) and recommend the organisation's budget to the Board;
- monitor the income and expenditure against authorised budgets;
- review significant financial reporting issues and judgements;
- develop and approve corporate policy and strategies including partnership working;
- Review and approve major changes to HR policies;
- ensure there is effective management of people-related matters within the organisation;
- approve major changes to staffing structures and for additional staffing as determined by the Ceannard;
- oversee the provisions of the Code of Conduct for Members and the introduction of any guidance or policy changes in accordance with the provisions of the Code; and
- consider such other issues as may be prescribed by the Board or as Scottish Ministers may direct from time to time.

Bidh a' Chomataidh Poileasaidh is Ghoireasan cuideachd a' dèanamh lèirmheas air a' choileanadh is èifeachdas aice fhèin gach bliadhna agus ag aithris toraidhean an lèirmheis sin don Bhòrd-stiùiridh. Beachdaichidh Cathraiche na Comataidh air lèirmheas sam bith air ballrachd le Cathraiche a' Bhùird-stiùiridh.

The Policy and Resources Committee will also annually review its own performance and effectiveness and report the results of that review to the Board. The Chair of the Committee will consider any review of membership with the Chair of the Board.

Còraichean

Faodaidh a' chomataidh:

- buill a bharrachd a cho-thaghadh gus sgilean, fios agus eòlas sònraichte a thoirt dhan bhuidhinn;
- comhairle shònraichte fhaighinn air stèidh ad-hoc agus sin air a phàigheadh leis a' bhuidhinn, le ùmhlachd do chead buidseit bhon Bhòrd-stiùiridh no bhon Oifigear Chunntachail.

Rights

The committee may:

- co-opt additional members to provide specialist skills, knowledge and experience to the group;
- procure specialist ad-hoc advice at the expense of the organisation, subject to budgetary approval by the Board or Ceannard.

Ùghdarras

Tha a' chomataidh ùghdarraichte le Bòrd-stiùiridh Bhòrd na Gàidhlig na leanas, às an leth, a cheadachadh:

Authority

The committee is authorised by the Board of Bòrd na Gàidhlig to approve, on their behalf:

- Planaichean Gàidhlig
- poileasaidhean obrachaidh
- poileasaidhean air luchd-obrach
- sgeamaichean thabhartasan is duaisean, ann an co-rèir ris an Sgeama airson Ùghdarras air a Thiomnadh

Coinneamhan

Is iad modhan na comataidh:

- bidh a' chomataidh a' coinneachadh co-dhiù ceithir tursan gach bliadhna. Faodaidh Cathraiche na Comataidh coinneamhan a bharrachd a ghairm, mar a tha e/i ga mheas riatanach;
- mar ìos-mheud, bidh dithis bhall den Chomataidh an làthair mus bi coinneamh air a meas cuòraichte;
- am bitheantas, bidh an Ceannard an làthair aig coinneamhan na Comataidh, agus far a bheil cùisean ann a tha a' buntainn ris na dreuchdan aca bidh buill eile den Sgioba-stiùiridh an làthair;
- faodaidh a' Chomataidh iarraidh air oifigich sam bith eile bhon bhuidhinn a bhith an làthair gus a cuideachadh le còmhraidhean air cùis shònraichte;
- faodaidh a' Chomataidh iarraidh air a h-uile duine a tha an làthair nach eil nam buill den Chomataidh, no air feadhainn dhiùbhsan, a tharraing air ais gus deasbad fosgailte is fosgarra fhurastachadh air cùisean sònraichte;
- faodaidh am Bòrd Stiùiridh no an Ceannard iarraidh air a' Chomataidh coinneamhan a bharrachd a ghairm gus cùisean sònraichte a dheasbad air a bheil iad ag iarraidh comhairle na Comataidh.

- Gaelic Language Plans
- operational policies
- people policies
- grants schemes and awards, as per the Scheme of Delegated Authority

Meetings

The procedures for meetings are:

- the committee will meet at least four times a year. The Chair of the Committee may convene additional meetings, as he/she deems necessary;
- a minimum of two members of the Committee will be present for a meeting to be deemed quorate;
- Committee meetings will normally be attended by the Ceannard, and for matters relating to their roles by the other members of the Leadership Team.
- the Committee may ask any other officials of the organisation to attend to assist it with its discussions on any particular matter;
- the Committee may ask any or all of those who normally attend but who are not members to withdraw to facilitate open and frank discussion of particular matters;
- the Board or Ceannard may ask the Committee to convene further meetings to discuss particular issues on which they want the Committee's advice.



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	07/05/2024
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	6.2

Tìotal a' Phàipeir	Aithisg Bhliadhnail bho Chathraiche Comataidh Poileasaidh is Ghoireasan			
Moladh do Bhuill	Ri Aontachadh			
Neach labhairt:	Ealasaid Dhomhnallach, Ceannard			
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris		
Sgioba-stiùiridh		Airson aontachadh		
Pàipear-taice air a cheangal ris	PT1 – Aithisg Bhliadhnail			
1.0	Adhbhar			
1.1	'S e adhbhar na h-aithisge seo cunntas a thoirt air an obair a rinn a' Chomataidh bho thòisich i gu deireadh na bliadhna ionmhais 2023/24.			
2.0	Cùl-fhiosrachadh			
3.0	Prìomh Aithris/Fiosrachadh			
3.1	Bha sia coinneamhan aig a' Chomataidh. Chaidh iad uile a chumail air-loidhne.			
4.0	Moladh			
4.1	Thathar ag iarraidh air a' Chomataidh Poileasaidh is Ghoireasan: <ul style="list-style-type: none"> • beachdachadh air an aithisg bhliadhnail a chithear ann an PT1; agus • aonta a chur ris an aithisg gus an tèid a cur air beulaibh a' Bhùird-stiùiridh aig an ath choinneimh aca san Ògmhios 2024. 			
5.0	Prìomh Bhuaidhean Ro-innleachdach			
5.1	Buaidhean air Ionmhas			
	Chan eil buaidh ionmhasail dhìreach sam bith aig an aithisg seo.			
5.2	Buaidhean air Luchd-obrach			
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air an luchd-obrach.			
5.3	Buaidhean air Trèanadh			
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air trèanadh.			
5.4	Ceanglaichean ri Amasan Ro-innleachdach agus Corporra			
	Tha am plana obrach a' cur ris an amas chorporra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.			
5.5	Ceanglaichean ri Frèam-obrach Coileanaidh Nàiseanta			
	AR N-ADHBHAR		AR LUACHAN	
	Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
	AR LUACHAN BUILEAN NÀISEANTA			
	Còraichean daonna	<input type="checkbox"/>	Clann is Òigridh	<input checked="" type="checkbox"/>
	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
	Àrainneachd	<input checked="" type="checkbox"/>	Bochdainn	<input type="checkbox"/>
	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>
	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>
	Gnothachasan soirbheachail is ùr-ghnàthach			<input checked="" type="checkbox"/>
5.6	Buaidhean air Cliù			
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air cliù na buidhne.			

5.7	Buaidhean air Slàinte is Sàbhailteachd
	Chan eil buaidh dhìreach sam bith aig an aithisg seo air Slàinte is Sàbhailteachd.
5.8	Buaidhean Laghail
	Tha an aithisg a' sealltainn gu bheil a' Chomataidh a' coileanadh nan dleastanasan aice, agus tha cuid dhiubh mar dleastanasan reachdail is laghail.
5.9	Buaidhean air Co-ionannachd
	Chan eil buaidh sam bith a bharrachd aig an aithisg seo air co-ionannachd.
5.10	Buaidhean air Àrainneachd
	'S e an aon buaidh a tha air an àrainneachd nach robh aig buill no oifigear a bhith a' siubhal airson nan coinneamhan is tha sin math a thaobh na h-àrainneachd.

AITHISG BHLIADHNAIL NA COMATAIDH POILEASaidh IS GHOIREASAN DHAN BHÒRD-STIÙIRIDH	ANNUAL REPORT TO THE BOARD FROM THE POLICY AND RESOURCES COMMITTEE
<p>1. CÙL-FHIOSRACHADH</p> <p>1.1 Bidh a’ Chomataidh Poileasaidh is Ghoireasan (CPG) a’ dèanamh aithris gach bliadhna dhan Bhòrd-stiùiridh air a h-obair thar na bliadhna, agus air na h-aithisgean a chaidh a thoirt dhan Chomataidh le luchd-rannsachaidh is eile.</p> <p>1.2 Tha an Aithisg Bhliadhnail seo air a toirt seachad às leth na Comataidh Poileasaidh is Ghoireasan agus i a’ coimhead air a h-obair eadar an Giblean 2023 agus am Màrt 2024.</p> <p>2. TAR-SHEALLADH</p> <p>2.1 Tha ùine na h-Aithisg Bliadhnail seo a' gabhail a-steach beachdachadh air na cunntasan deireannach airson 2023/24.</p> <p>2.2 Tha a’ Chomataidh air a bhith a’ cumail sùil air obair oifigearan agus luchd-rannsachaidh a chaidh a chur air bhonn leis a’ bhuidhinn.</p> <p>2.3 Choinnich a’ Chomataidh ochd tursan rè àm na h-aithisg seo.</p> <p>3. OBAIR NA COMATAIDH</p> <p>Coinneamhan CPG</p> <p>3.1 Tha Leas-phàipear A a’ liostadh ballrachd na Comataidh thar na h-ùine cho math ri luchd-frithealaidh cunbhalach bhon Sgioba-stiùiridh.</p> <p>3.2 Chùm CPG coinneamhan air 09 Cèitean 2023; 25 Iuchar 2023; 17 Lùnastal 2023; 05 Sultain 2023; 07 Samhain 2023; 19 Dùbhlachd 2023; 06 Gearran 2024 and 28 Màrt 2024. Chaidh na coinneamhan uile a chraoladh beò air Teams Live. Thug Cathraiche na CPG seachad dreachd de na geàrr-chunntasan airson seachd de na</p>	<p>1. BACKGROUND</p> <p>1.1 The Policy and Resources Committee (PRC) reports annually to the Board on its activities over the year, and on the reports presented to the Committee by researchers and others.</p> <p>1.2 This Annual Report is presented on behalf of the Policy and Resources Committee to cover the period April 2023 to March 2024.</p> <p>2. OVERVIEW</p> <p>2.1 The period of this Annual Report covers consideration of final accounts for 2023/24.</p> <p>2.2 The Committee has continued to have oversight of the work of officers and external research commissioned by the organisation.</p> <p>2.3 The Committee met eight times during the period covered by this report.</p> <p>3. WORK OF THE COMMITTEE</p> <p>Meetings of the PRC</p> <p>3.1 Annex A lists the membership of the Committee over the period and the regular attendees from the Leadership Team.</p> <p>3.2 The PRC held meetings on 09 May 2023; 25 July 2023; 17 August 2023; 05 September 2023; 07 November 2023; 19 December 2023; 06 February 2024 and 28 March 2024. All of these meetings were broadcast live via Teams Live. The PRC Chair presented a draft of the minutes of seven meetings to the following Board meeting.</p>

coinneamhan aig CPG dhan ath choinneimh Bùird-stiùiridh.

Prìomh ghniomhan

4. A bharrachd air aithisgean bhon luchd-stiùiridh air adhartas air plana gnìomh 2022-23 agus aithisgean ionmhais, bheachdaich a' Chomataidh air grunn chùisean eile tron bhliadhna.

4.1.1 Tha dleastanas air a' Chomataidh gus planaichean Gàidhlig a sgrùdadh agus aontachadh. Thèid na planaichean seo a sgrùdadh leis an Sgioba Stiùiridh mus tèid iad air adhart dhan Chomataidh. Tron ùine Giblean 2023 gu Màrt 2024, dh'aontaich a' Chomataidh ri Amasan Àrd-ìre aig ochd buidhnean (Gaileiridhean Nàiseanta na h-Alba, Comhairle Siorrachd Rinn Friù an Ear, Ùghdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh, Leabharlann Nàiseanta na h-Alba, Comhairle Siorrachd Dhùn Bhreatainn an Ear, UHI a Tuath, an Iar is Innse Gall, Comhairle Siorrachd Àir a Tuath agus Oilthigh Obar Dheathain) agus ri 22 Planaichean Gàidhlig (Seirbhis Ambaileans na h-Alba, Seirbhis Smàlaidh is Teasairginn na h-Alba, Poileas Alba, Iomart na Gàidhealtachd is nan Eilean, Oilthigh na Gàidhealtachd is nan Eilean, Comhairle Siorrachd Obar Dheathain, Comhairle Baile Obar Dheathain, Comhairle Crìochan na h-Alba, spòrsalba, Comhairle Baile Ghlaschu, Taighean-Tasgaidh Nàiseanta Alba, Alba Chruthachail, Coilltearachd na h-Alba, NHS na Gàidhealtachd, Comhairle nan Eilean Siar, Buidheann Chorporra Pàrlamaid na h-Alba, Visit Alba, Àrainneachd Eachdraidheil Alba, Oilthigh Ghlaschu, Gailearaidhean Nàiseanta na h-Alba, Comhairle Siorrachd Àir an Ear agus Comhairle Siorrachd Rinn Friù).

4.1.2 Dh'aontaich CPG ris an dreachd buidseat airson 24/25 agus mhol iad dhan Bhòrd-stiùiridh e.

4.1.3 Dh'aontaich CPG grunn iarrtasan taic-airgid. Dh'aontaich a' Chomataidh ris na Prìomhachasan is Bun-riaghailtean aig Sgeamaichean Taic-airgid ùra 2023/24.

Key Activities

4. In addition to management reports on progress with the operational plan 2022-23 and financial reports, the Committee also considered a number of other issues throughout the year.

4.1.1 The Committee has responsibility for scrutinising and approving Gaelic language plans. These are considered in detail by the Leadership Team before being submitted to the Committee. During the period April 2023 – March 2024, the Committee agreed the High Level Aims for eight organisations (National Galleries of Scotland, East Renfrewshire Council, Cairngorm National Park Authority, National Library of Scotland, East Dunbartonshire Council, UHI North, West and Hebrides, North Ayrshire Council and The University of Aberdeen) and 22 Gaelic Language Plans (Scottish Ambulance Service, Scottish Fire and Rescue Service, Police Scotland, Highlands and Islands Enterprise, University of the Highlands and Islands, Aberdeenshire Council, Aberdeen City Council, Scottish Borders Council, sportscotland, Glasgow City Council, National Museums Scotland, Creative Scotland, Scottish Forestry, NHS Highland, Comhairle nan Eilean Siar, Scottish Parliament Corporate Body, Visit Scotland, Historic Environment Scotland, University of Glasgow, National Galleries of Scotland, East Ayrshire Council and Renfrewshire Council).

4.1.2 The Committee approved the draft budget 24/25 and recommended it to the Board.

4.1.3 The Committee agreed a number of funding applications. The Committee agreed the new Priorities and Rules for 2023/24 Funding Schemes.

4.1.4 Fhuair a' Chomataidh aithisg air buaidh taic BnG air obair òigridh is chuir iad fàilte air an adhartas.

4.1.5. Fhuair a' Chomataidh aithisgean cunbhalach air cuspairean co-cheangailte ri ionmhas agus adhartas le Plana Ghnìomh 22/23. Fhuair iad cuideachd aithisgean air feachd-obrach, a' gabhail a-staigh aithisg bheachdan luchd-obrach, trèanadh is leasachadh, slàinte is sàbhailteachd agus pàrantan corporra.

4.1.6 Fhuair a' Chomataidh aithisgean cunbhalach air cuspairean co-cheangailte ri foghlaim, mar eisimpleir adhartas air fòghlam àrd-sgoile agus adhartas air a' trusadh agus a' gleidheadh luchd-teagaisg.

4.1.7 Dh'aontaich a' Chomataidh ris na poileasaidhean a leanas: Rianachd Coileanaidh; Dìon Dàta; Rianachd Fiosrachaidh is Clàran; Fhaclan Faire; Tèarainteachd Dhìdseatach; Smachd air Inntigeadh; Post-d agus Cleachdadh an Eadar-Lìn agus Cleachdadh Iomchaidh.

4.1.8 Chaidh taisbeanaidhean a thoirt dhan Chomataidh bho Fèisean nan Gàidheal, Ionad Chalum Chille Ìle, Seachdain na Gàidhlig agus Acair.

Co-dhùnaidhean

5. Tha a' Chomataidh Poileasaidh is Ghoireasan den bheachd gu bheil i air a bhith soirbheachail ann a bhith a' toirt air adhart prìomhachasan corporra a' Bhùird-stiùiridh rè ùine na h-aithisg bliadhna seo.

6. Feuchaidh a' Chomataidh ri sùil a chumail air dòigh-obrach agus dòigh-làimhseachaidh na buidhne a thaobh prìomhachasan corporra, eadar poileasaidhean, ro-innleachdan agus goireasan a chur gu feum anns an dòigh as èifeachdaiche.

4.1.4 The Committee received a report on the impact of BnG support on youth work and welcomed the progress.

4.1.5 The Committee received regular reports on finance and progression of the Operational Plan for 22/23. They also received reports on staffing including the staff survey, training and development and health and safety.

4.1.6 The Committee received regular reports on education topics, such as progress with Gaelic secondary education and progress on teacher recruitment and retention.

4.1.7 The Committee agreed the following policies: Performance Management; Data Protection; Information and Records Management; Passwords; Cyber Resilience; Access Control; Email and Internet Use; and Acceptable Use.

4.1.8 The Committee received presentations from Fèisean nan Gàidheal, Islay Gaelic Centre, Seachdain na Gàidhlig and Acair about their work.

Conclusions

5. The Policy and Resources Committee considers that it has been successful in progressing the Board's corporate priorities during the period covered by this annual report.

6. The Committee will seek to continue to have oversight of the organisation's corporate priorities, through strategies, policies and the most effective use of resources.

7. Bu toil leam taing a thoirt do Bhuill eile a' Bhùird-stiùiridh a bha air a' CPG. Bu mhath leam taing a thoirt dhan Sgioba-stiùiridh agus dhan Sgioba Rianachd cuideachd airson an cuid taice ann a bhith a' cur coinneamhan comataidh air dòigh agus ag ullachadh phàipearan agus airson an deòin, agus an dìcheall a bhith daonnan a' feuchainn ri piseach a thoirt air an dòigh sa bheil sinn ag obair.

Seonaidh Charity
Cathraiche

7. I would like to thank my fellow Board members who served on the PRC. I would also like to thank the Leadership Team and the Administration Team for their support in facilitating and in their preparation of papers for the Committee meetings and in their willingness, and determination, to continually strive for improving the way we work.

Seonaidh Charity
Chair

Eàrr-ràdh A

Annex A

Ballrachd Comataidh Poileasaidh is Ghoireasan aig Bòrd na Gàidhlig Giblean 2023 gu Màrt 2024

Buill:

Nicola NicThòmais (Cathraiche gu 31/12/2023)
Seonaidh Charity (Cathraiche bho 01/01/2024)
Dòmhnall MacAoidh
Màiri T NicAonghais (Ball Chomataidh gu 05/09/2023)
Coinneach MacIomhair (Ball co-thaghte gu 06/02/2024)
Michelle NicLeòid (Ball Chomataidh bho 07/11/2023)
John Neil Dòmhnallach (Ball Chomataidh bho 07/11/2023)

Làthaireachd:

Ball	Àireamh de choinneamhan 2023-24	Làthaireachd
Nicola NicThòmais	6	6
Seonaidh Charity	3	3
Màiri NicAonghais	4	4
Dòmhnall MacAoidh	8	6
Coinneach MacIomhair	7	2
Michelle NicLeòid	4	4
John Neil Dòmhnallach	4	4

An Làthair gu cunbhalach:

Sgioba-stiùiridh

Shona NicIlinnein (gu 05/09/2023)
Ealasaid Dhòmhnallach (bho 07/11/2023)
Nicola Pearson
Iain Mac a' Mhaoilein
Jennifer McHarrie

Membership of the Bòrd na Gàidhlig Policy and Resources Committee April 2023 to March 2024

Members:

Nicola Thomson (Chair until 31/12/2023)
Seonaidh Charity (Chair from 01/01/2024)
Donald MacKay
Mary T MacInnes (Committee Member until 05/09/2023)
Kenneth MacIver (co-opted Member gu 06/02/2024)
Michelle MacLeod (Committee Member from 07/11/2023)
John Neil MacDonald (Committee Member from 07/11/2023)

Attendance:

Member	Number of meetings 2023-24	Attendance
Nicola Thomson	6	6
Seonaidh Charity	3	3
Mary MacInnes	4	4
Donald MacKay	8	6
Kenneth MacIver	7	2
Michelle MacLeod	4	4
John Neil MacDonald	4	4

Regular Attendees:

Leadership Team

Shona MacLennan (until 05/09/2023)
Ealasaid MacDonald (from 07/11/2023)
Nicola Pearson
Iain MacMillan
Jennifer McHarrie

An Làthair gu neo-chunbhalach:

Oifigearan

Steven Kellow

Christie NicIleathain

Karen Nic a' Ghobhainn

Taobh a-muigh

Cha robh gin ann.

Occasional Attendees:

Officers

Steven Kellow

Christie MacLean

Karen Smith

External Attendees:

There were none.



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	06/02/2024
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	7.1

Tìotal a' Phàipeir	Plana obrach na Comataidh	
Moladh do Bhuill	Ri Aontachadh	
Neach labhairt:	Ealasaid Dhòmhnallach, Ceannard	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
-	-	-
Pàipear-taice air a cheangal ris	PT1 Plana-obrach 2024/25	
1.0	Adhbhar	
1.1	Gus prògram-obrach na Comataidh aontachadh	
2.0	Cùl-fhiosrachadh	
2.1	Tha prògram-obrach aig an dà Chomataidh agus aig a' Bhòrd-stiùiridh aig BnG. Tha iad feumail ann am planadh agus ann an dearbhadh gun tèid na cuspairean iomchaidh is cunbhalach air beulaibh choinneamhan.	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	Tha am prògram stèidhichte air gnàth-riaghailtean na Comataidh, agus air na thachair am-bliadhna. Tha am plana obrach airson 2024/25 an urra ri atharraichean agus thèid atharraichean sam bith a thaisbeanadh don Chomataidh. Tha seo air sgàth 's gu bheil an dùil ri Plana Chorporra ùr agus bheir seo buaidh air obair Bhòrd na Gàidhlig.	
4.0	Moladh	
4.2	Aonta a chur ris a' phlana obrach airson 2024/25.	
5.0	Prìomh Bhuidhean Ro-innleachdach	
5.1	Buidhean air Ionmhas Chan eil buaidh ann.	
5.2	Buidhean air Luchd-obrach Bidh am plana obrach a' toirt stiùir dhan sgioba air an obair a tha a dhìth airson aithisgean a chur chun na Comataidh.	
5.3	Buidhean air Trèanadh Chan eil buaidh ann.	
5.4	Ceanglaichean ri Amasan Ro-innleachdail agus Corporra Tha am pàipear seo a' cur ris an amas gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.	
5.5	Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta	

AR N-ADHBHAR		AR LUACHAN	
Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmhach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach	
AR LUACHAN BUILEAN NÀISEANTA			
Còraichean daonna	<input type="checkbox"/>	Clann	<input type="checkbox"/>
Cultar	<input type="checkbox"/>	Coimhearsnachdan	<input type="checkbox"/>
Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>
Foghlam	<input type="checkbox"/>	Eaconamaidh	<input type="checkbox"/>
Gnothachasan soirbheachail is ùr-ghnàthach		<input checked="" type="checkbox"/>	
5.6	Buidhean air Cliù Tha e cudromach do chliù na buidhne gu bheil siostaman ann a bhios a' dearbhadh gu bheil deagh riaghlaidh aig a' bhuidhinn.		
5.7	Buidhean air Slàinte is Sàbhailteachd Chan eil buaidh air slàinte is sàbhailteachd		
5.8	Buidhean Laghail Bidh am plana obrach a' cur ri coileanadh nan dleastanasan reachdail agus deagh riaghlaidh aig BnG.		
5.9	Buidhean air Co-ionannas Cha bhi buaidh air co-ionannas		
5.10	Buidhean air an Àrainneachd Cha bhi buaidh air an àrainneachd.		

Plana obrach na Comataidh Poileasaidh is Ghoireasan 2024/25

		Cèitean	Sultain	Samhain	Gearran
		07/05/2024	10/09/2024	05/11/2024	11/02/2025
Puingean Stèidhichte	Cùisean Tòiseachaidh/Fàilte	√	√	√	√
	Geàrr-chunntas na coinneamh mu dheireadh	√	√	√	√
	Clàr gnìomhan	√	√	√	√
	Plana-obrach na Comataidh	√	√	√	√
	Lèirmheas air a' choinneamh	√	√	√	√
	Taisbeanadh		√	√	√
	Fios mun Lìonra Oifigearan Gàidhlig	√	√	√	√
Deagh Riaghladh	Poileasaidhean Daonna	√	√	√	√
	Suirbhìdh Luchd-obrach		√		
	Ro-innleachd ICT		√		
	Ùrachadh Bun-Riaghailtean na Comataidh	√			
	Èifeachdas na Comataidh		√		
	Aithisg Bhliadhnail na Comataidh	√			
	Dàta Daonna	√			
	Slàinte is Sàbhailteachd	√			
	Sgrùdadh Ràitheil den PCC 24/25		√	√	√
	Plana Corporra		√		
Ionmhas	Aithisg Ràitheil air Ionmhas	√	√	√	√
	Tabhartasan eadar £50,001 agus £100,000		√	√	√
	Buidseat Bliadhnail agus Plana Ionmhas Meadhan-teirm				√
	Aithisg Bliadhnail air Solarachadh	√			
Cleachdadh	Planaichean Gàidhlig	√	√	√	√
	Prìomhachasan Ro-innleachdail		√	√	√
	Adhartas nam Prìomh Buidhnean Lìbhrigidh				√
	Molaidhean Taic-airgid nam prìomh buidhnean				√
Ionnsachadh	Prìomh fiosrachadh as ùr air Foghlam Gàidhlig	√	√	√	√
Puingean Ad-hoc	Buaidh bho thaic BnG air obair òigridh	√			