

Coinneamh: Comataidh Poileasaidh is Ghoireasan
Ceann-là/Àm: 20 Samhain 2025 aig 09.30m
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 (Airson Fiosrachadh) - aithisg labhairteach**
Nicola Pearson, Ceann an Ionmhas is Cùisean Corporra

3. **Cleachdadh**

- 3.1. **Aithisg air Leasachaidh (Ri deasbad)**
Iain Mac a' Mhaoilein, Stiùiriche
Steven Kellow, Manaidsear Maoineachaidh is Phròiseactan

4. **Planaichean Gàidhlig**

- 4.1. **Planaichean Reachdail (Airson fiosrachadh)**
Iain Mac a' Mhaoilean, Stiùiriche
Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail
- 4.2. **Buidhnean ùra a thoirt a-steach don phròiseas reachdail (Ri aontachadh)**
Iain Mac a' Mhaoilean, Stiùiriche
Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail
- 4.3. **Plana na Gàidhlig – UHI A Tuath, An Iar Is Innse Gall (Ri aontachadh)**
Iain Mac a' Mhaoilean, Stiùiriche
Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail

5. **Riaghladh**

- 5.1. **Plana Obrach na Comataidh Poileasaidh is Ghoireasan (Ri Aontachadh)**
Ealasaid Dhòmhnaillach, Ceannard

6. **GISBE**

Ceann-là na h-ath choinneimh: 10/02/2026

Dùnadh na seisean

Coinneamh:	Comataidh Poileasaidh is Ghoireasan
Ceann-là:	20 Samhain 2025
Tìotal:	Aithisg air Leasachadh
Gnìomh a dhìth:	Airson Deasbad
Àireamh pàipeir:	3.1
Neach-labhairt:	Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh Steven Kellow, Manaidsear Maoineachaidh is Phròiseactan
Pàipearan-taic:	PT1 – Clàr taic Sgeama Oifigearan Gàidhlig

1. Adhbhar

- 1.1. Airson fiosrachadh a thoirt do Bhuill a' Bhùird-stiùiridh mu adhartas le leasachadh na Gàidhlig.

2. Cùl-fhiosrachadh/Prìomh aithris

- 2.1. Tha obair leasachaidh na Gàidhlig mar phrìomh amas aig Bòrd na Gàidhlig agus cudromach airson adhartas a dhèanamh le bhith a' dìon agus a' neartachadh cleachdadh na Gàidhlig gu nàdarra anns na coimhearsnachdan againn.
- 2.2. Tha am Plana Corporra soilleir a thaobh nam prìomhachasan airson leasachadh na Gàidhlig agus tha e a' cur fòcas làidir air h-àrd-amasan a leanas.
 - Gum bi barrachd dhaoine a' cleachdadh Gàidhlig agus a' faighinn bhuannachdan bhon chànan nan obair, aig an taigh agus anns a' choimhearsnachd
 - Gum bi barrachd cothroman ann do dhaoine aig aois sam bith na sgilean Gàidhlig aca a thoirt air adhart agus gum bi na cothroman seo nas ruigsinniche

3. Prìomh Fiosrachaidh

- 3.1. Tha adhartas math air a bhith ann sa bhliadhna gu ruige seo ann a bhith a' toirt nan amasan bhon Phlana Chorporra gu buil, gu sònraichte a bhith a' cumail taic nas seasmhaiche do choimhearsnachdan.
- 3.2. Leis na cothroman a bharrachd a tha air nochdadh le taic-airgid a bharrachd is nas leantainnichte, thathar a' cur prìomhachas air a bhith ag obair leis na buidhnean a tha air am maoineachadh gus am bi iad nas làidire is nas comasaiche gus buaidh a thoirt seachad a thaobh inbhe na Gàidhlig san raon aca.
- 3.3. Thathar ag amas leis an obair com-pàirteachais seo gun tig toraidhean nas fhaicsinniche a-mach às an obair aca, is gu bheil seo a' toirt cothrom a bhith a' taisbeanadh an adhartais a tha air a dhèanamh leis an taic-airgid a tha sinn a' cur an sàs, is cuideachd na bhiodh comasach nan robh tuilleadh ghoireasan againn.

Sgeama Oifigearan Gàidhlig

- 3.4.** Chaidh taic-airgid a thabhann do 24 buidhnean tro Sgeama Oifigearan Gàidhlig 2025-28, le 27 oifigearan air am maoineachadh. Tha clàr ri fhaighinn ann am PT1 le tuilleadh fiosrachaidh air gach dreuchd.
- 3.5.** Bha 16 de na buidhnean seo air taic fhaighinn suas gu ruige Màrt 2028 is 8 airson ùine nas giorra. 'S e seo a' chiad uair a tha aontaidhean fad-ùine air a bhith ann tron sgeama seo is seo a' toirt seasmhachd do bhuidhnean airson obair leantainneach is adhartach a dhèanamh.
- 3.6.** Thathar air còmhraidhean a thòiseachadh leis na 8 buidhnean nach d' fhuair taic ioma-bhliadhna gus taic leasachaidh a thoirt dhaibh ann a bhith ag ullachadh phlanaichean a tha a' toirt dearbhadh seachad air a' bhuidhean a bhios aca, gus leigeil leinn sìneadh a mholadh dhaibh suas gu Màrt 2028 cuideachd.
- 3.7.** Thathar an dùil gun tig na molaidhean seo fa chomhair a' Bhùird-stiùiridh tràth ann an 2026.
- 3.8.** Aig an ìre seo tha a' mhòr-chuid de na buidhnean air a bhith soirbheachail ann a bhith a' fastadh do dhreuchdan a bha bàn, is chan eil ach 3 buidhnean ann a-nise far nach eil oifigear ann an dreuchd is iad uile aig ìre dheireannaich de phròiseas fastaidh.
- 3.9.** Tha amasan soilleir air an cur an cèill anns na h-aontaidhean aig na buidhnean seo gum feumar fianais a thogail mu choinneimh 4 prìomhan roinnean:
- Cothroman a chur air dòigh gus Gàidhlig a chleachdadh sa choimhearsnachd
 - A' toirt fàs air cleachdadh na Gàidhlig ann an coimhearsnachdan
 - Obair com-pàirt a thogail eadar oifigearan/buidhnean Gàidhlig
 - Leasachadh sgilean aig oifigearan Gàidhlig
- 3.10.** Thathar cuideachd air a' chiad phrògram trèanaidh a chur air dòigh do dh'oifigearan leasachaidh, cùrsa air a ruith leis an Social Enterprise Academy ann an co-bhanntachd le Ùdaras na Gaeltachta a leigeas le oifigearan leasachaidh Gàidhlig is Gaeilge tighinn còmhla ann an Alba is Èirinn is ionnsachadh bho chèile air gnothaichean leasachaidh coimhearsnachd.
- 3.11.** Bidh prògraman foirmeil is neo-foirmeil eile air an cur air dòigh do na h-oifigearan sna mìosan ri thighinn.

Planaichean Gàidhlig coimhearsnachd

- 3.12.** Chaidh dà dhreach plana a-mach airson co-chomhairle as t-Samhradh, is dùil ri fhoillseachadh sna mìosan ri thighinn, is seo a' toirt barrachd cumhachd do choimhearsnachdan an lùib roinn leasachadh na Gàidhlig.
- 3.13.** Mar a chaidh air beulaibh a' Bhùird-stiùiridh san Dàmhair, thathar air tòiseachadh air co-obrachadh leis na buidhnean a tha an sàs anns na planaichean gus barrachd tuigse fhaighinn air gnìomhan a tha air ainmeachadh annta is mar as urrainn do Bhòrd na Gàidhlig, is buidhnean poblach eile, a bhith cuideachadh le bhith ga thoirt gu buil.

- 3.14.** Thathar den bheachd gu bheil taic làidir a dhith air na planaichean, is iad a' riochdachadh beachdan nan coimhearsnachd air na tha a dhith gus am bi Gàidhlig a' dol am feabhas, is molaidhean airson sin an lùib a' phàipeir sin airson freagairt a chur air na planaichean nuair a thèid am fhoillseachadh.
- 3.15.** Bidh còmhraidhean anns na mìosan ri thighinn an dà chuid leis na buidhnean seo ach cuideachd le buidhnean/riochdairean de sgìrean eile a bhiodh freagarrach airson planaichean coimhearsnachd eile a chur air dòigh sna bliadhnaichean ri thighinn.

Buidhnean Lìbhrigidh

- 3.16.** Chaidh taic-airgid a bharrachd a thoirt dha na Buidhnean Lìbhrigidh ann an 2025/26 air sgàth maoineachadh a bharrachd bho Riaghaltas na h-Alba airson gnìomhan sònraichte.
- 3.17.** Chaidh cruinneachadh a chumail de na Buidhnean Lìbhrigidh air 11-12 Samhain ann an Glaschu airson a bhith a' mèdachadh air cuspairean a thaobh riaghladh is èifeachdas ro-innleachdail nam buidhnean seo, is cuideachd a bhith a' tomhas na buaidh is an adhartais aca on a chaidh aontaidhean fad-ùine a stèidheachadh as ùr an-uiridh.
- 3.18.** Chaidh cuideachd cothrom a nochdadh dha na buidhnean a bhith a' cleachdadh airgead ann am poit taic-airgid leasachaidh airson molaidhean a chur air adhart mar a ghabhas obair nam buidhnean a thoirt nas fhaisge còmhla, gus sàbhailidhean airgead a dhèanamh san àm ri teachd is èifeachdas a neartachadh.
- 3.19.** Bho na h-aithisgean adhartais aca aig deireadh na Dàmhair, thathar air faicinn gu bheil cothroman ùra air nochdadh às an taic-airgid ùir a chaidh a thabhann le Riaghaltas na h-Alba, ach gu bheil obair fhathast ri dèanamh gus a' bhuaidh is soirbheachas seo a thomhais is a thaisbeanadh. Airson cuid math den obair ùir tha seo aig ìre car tràth, 's ann sna mìosan a tha romhainn a bhios a' bhuaidh as làidire ga faicinn.
- 3.20.** Bidh còmhraidhean a' leantainn leis na buidhnean sna mìosan ri teachd airson fianais a thogail do Riaghaltas na h-Alba air buaidh an airgid a bharrachd a chaidh a thoirt seachad dhaibh ann an 2025/26, airson seo a dhaingneachadh a-rithist airson 2026/27 is an ùine ri teachd.
- 3.21.** Thathar an dùil nach tig dearbhadh air a seo gus às dèidh buidseat Riaghaltas na h-Alba a bhith air fhoillseachadh air 13 Faoilleach 2026, is thig molaidhean air taic-airgid 2026/27 nam buidhnean chun a' Bhùird-stiùiridh sa Mhàirt 2026.

Lìonra Oifigearan Gàidhlig

- 3.22.** Thathar air coinneamhan mìosail a chur air dòigh den Lìonra Oifigearan Gàidhlig, is seo a' toirt fòram do dh'oifigearan Gàidhlig an sàs ann an leasachadh coimhearsnachd agus/air no planaichean Gàidhlig tighinn còmhla is ionnsachadh bho chèile. Tha seo a' cur ri eòlas

is a’ sgaoileadh deagh chleachdadh am measg dhaoine a tha an sàs ann an roinn leasachadh na Gàidhlig.

- 3.23.** Sna mìosan a chaidh seachad, tha diofar bhuidhnean air a bhith a’ bruidhinn air an obair aca, nam measg Alba Chruthachail, Ionad Gàidhlig Dhùn Èideann is Pàrlamaid na h-Alba.
- 3.24.** Tha na h-àireamhan a tha air na coinneamhan a fhrithéaladh air a dhol am meud, le mu 50 neach air coinneamh a frithealadh gach turas, is dòighean-conaltraidh dhan Lìonra air am meas nas fheàrr le atharrachaidhean bho oifigearan a’ Bhùird.
- 3.25.** Thathar an dùil sna mìosan ri thighinn gum biodh seiseanan fa leth air an chur air dòigh do dh’oifigearan leasachaidh is oifigearan planaigh airson coimhead air diofar chuspairean. Do dh’oifigearan leasachaidh, thathar an dùil cothroman aghaidh-ri-aghaidh a chruthachadh gum am bi cothroman co-obrachaidh a bharrachd air ann, is do dh’oifigearan planaigh, thathar an dùil nuair a tha barrachd fios ann bho Riaghaltas na h-Alba a thaobh brìgh inbhean Gàidhlig (“standards”) is sgìrean cànan sònraichte gum bi seiseanan ann dhaibh air dleastanasan aca fo Achd na Gàidhlig mar a chaidh ùrachadh le Achd nan Cànanan Albannach.

4. Moladh

- 4.1.** Gum bi na buill a’ toirt fa-near dhan fhiosrachadh anns a’ phàipear seo agus a’ gabhail beachd air an adhartas.

5. Prìomh Bhuidhean Ro-innleachdail

- 5.1.** Buidhean air Ionmhas: Chan eil buaidh air ionmhas leis a’ phàipear seo.
- 5.2.** Buidhean air Luchd-obrach: Tha am paipear a’ toirt fa-near dhan obair a tha luchd-obrach a’ Bhùird ris tron bhliadhna.
- 5.3.** Buidhean air Trèanadh: Chan eil buaidh ann.
- 5.4.** Ceanglaichean ri Amasan Ro-innleachadh agus Corporra: Tha an aithisg a’ toirt iomradh air coileanadh amasan ro-innleachdail agus corporra
- 5.5.** Buidhean air Cliù: Tha e riatanach gum bi sinn a dèanamh adhartas air obair leasachaidh agus tha seo a’ toirt buaidh air cliù Bhòrd na Gàidhlig.
- 5.6.** Buidhean air Slàinte is Sàbhailteachd: Chan eil gin ann.
- 5.7.** Buidhean Laghail: Tha dleastanasan air Bòrd na Gàidhlig fo sgèith Achd na Gàidhlig (Alba) 2005.
- 5.8.** Buidhean air Co-ionannachd: Chan eil buaidh ann.
- 5.9.** Buidhean air an Àrainneachd: Chan eil buaidh ann.

6. Ceanglaichean ri Frèama-obrach Coileanadh Nàiseanta

Còraichean Daonna	☒	Slàinte	☒
Cultar	☒	Foghlam	☒
Àrainneachd	☐		

Gnothachasan soirbheachail is ùr-ghnàthach	Bochdainn	☐
☒	Eadar-nàiseanta	☐
Clann is Òigridh	Eaconamaidh	☐
☒		
Coimhearsnachdan		
☒		

7. Cùrsa Riaghlachais

7.1. Thug an Sgioba-stiùiridh fa-near don phàipear seo air 7 Samhain 2025.

8. Dearbhadh air Cuairteachadh Sgrìobhainn

8.1. Tha am pàipear ri bhreithneachadh air san t-seisean fosgailte den choinneimh.

Còd	Buidheann	Dreuchd	Taic aontachadh	Taic gu	Oifigear ann an dreuchd	Uairean/ seachdain	Dreuchdan
2026-02134	An Lanntair	Oifigear Ealain Gàidhlig	£36,000	31/03/2028	Tha	35	1
2026-02146	An Lòchran	Oifigear Leasachaidh Gàidhlig	£18,000	30/10/2026	Tha	18	1
2026-02137	ATLAS Arts	Oifigear Gàidhlig	£35,000	31/12/2026	A' fastadh	35	1
2026-02100	Bragar & Arnol Community Trust	Oifigear Gàidhlig agus Coimhearsnachd	£17,500	30/06/2026	Tha	21	1
2026-02098	Comann Eachdraidh Uibhist a Tuath	Oifigear Com-pàirteachas Coimhearsnachd	£36,000	02/11/2026	Tha	35	1
2026-02021	Comunn Eachdraidh Nis	Community Archive Coordinator	£63,000	31/03/2028	Tha	37.5	1
2026-02073	Comunn Eachdraidh Nis	Oifigear Plana Cànan Iar-thuath Leòdhais	£106,000	31/03/2028	Tha	37.5	1
2026-02088	Cothrom	Oifigear Còmhraidh Gàidhlig	£45,000	31/03/2028	Tha	35	1
2026-02091	Cultarlann Inbhir Nis	Gaelic Community Engagement and Activity Co-ordinator	£99,000	31/03/2028	A' fastadh	35	1
2026-02142	Eden Court	Manaidsear Phròiseict Gàidhlig	£72,000	31/03/2028	Tha	25	1
2026-02144	Fèis Rois	Oifigear(an) Leasachaidh Gàidhlig	£99,000	31/03/2028	Tha	14	2
2026-02148	Ionad Gàidhlig Dhùn Èideann	Oifigear Leasachaidh	£84,000	31/03/2028	Tha	35	1
2026-02089	Ionad Thròndairnis	Oifigear Pròiseact is Gàidhlig	£37,000	31/03/2028	Tha	28	2
2026-02121	Kilmuir Community Trust	Oifigear Leasachaidh Gàidhlig	£33,000	30/06/2026	Tha	38	1
2026-02160	Kinloch Historical Society	Oifigear Leasachaidh Gàidhlig - Na Lochan	£35,000	05/10/2026	Tha	37	1
2026-02135	North Harris Trust	Maor-dùthcha na Hearadh	£36,300	31/03/2028	Tha	35	1
2026-02120	Northton Heritage Trust	Oifigear Gàidhlig - Hebrides People	£90,000	31/03/2028	A' fastadh	35	1
2026-02093	Oban Communities Trust - The Rockfield Centre	Oifigear Dualchais Gàidhlig - Cultural Heritage Rekindled	£65,271	31/03/2028	Tha	20	1
2026-02115	SEALL - Skye Events for All	Oifigear leasachaidh na Gàidhlig	£36,000	31/12/2026	Tha	21	1
2026-02149	Staffin Community Trust	Oifigear Leasachaidh	£47,400	31/03/2028	Tha	18.5	1
2026-02024	Taigh Chearsabhagh	Manaidsear Gaidhlig is Com-pàirteachais & Neach-taice Conaltraidh Gàidhlig	£85,000	31/03/2028	Tha	21	2
2026-02056	Third Sector Hebrides	Oifigear Leasachaidh Gàidhlig Treas Roinn	£78,000	31/03/2028	Tha	28	1
2026-02105	Tiree Community Development Trust	Ceannard Conaltraidh agus Gàidhlig & Neach-taic Gàidhlig	£99,000	31/03/2028	Tha	35	2
2026-02116	Wester Ross Biosphere	Oifigear Leasachaidh Gàidhlig	£34,000	31/10/2026	Tha	35	1
			£1,386,471	28			

Coinneamh:	Comataidh Poileasaidh is Goireasan
Ceann-là:	20 Samhain 2025
Tìotal:	Aithisg air Planaichean Reachdail
Gnìomh a dhìth:	Airson Fiosrachadh agus Deasbad
Àireamh pàipear:	4.1
Neach-labhairt:	Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh; Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail
Pàipearan-taic:	PT1 – Ùghdarrasan Poblach le Planaichean Gàidhlig Reachdail

1. Adhbhar

- 1.1. Airson fiosrachadh a thoirt do Bhuill Chomataidh Poileasaidh is Goireasan mu adhartas le pròiseas nam planaichean.

2. Co-theacs

- 2.1. Sa Ghiblean 2024 thàinig gearradh air an àireamh de dh'oifigearan Phlanaichean a bha air am fastadh aig Bòrd na Gàidhlig bho: 4 Oifigearan & 1 Manaidsear Phlanaidh gu 3 Oifigearan. Eadar Sultain 2024 – Cèitean 2025 bha dithis Oifigear ag obair san raon seo. Dh'adhbhraich an suidheachadh seo dàilichean.
- 2.2. Thòisich oifigear ùr san Lùnastal 2025, agus chaidh fhasdadh na Mhanaidsear san t-Sultain. Chaidh oifigear ùr fhasdadh na àite is an uair sin thàinig dithis oifigear air ais o fhòrladh air 29 den t-Sultain.
- 2.3. Bho thoiseach na Dàmhair 2025 tha sgioba iomlan air a bhith againna-rithist (.i. manaidsear ghnìomhan reachdail agus triùir oifigear phlahaichean).

3. Cùl-fhiosrachadh/Prìomh Aithris

- 3.1. Tha 66 buidhnean poblach ann an ceartair aig a bheil planaichean reachdail. Tha an àireamh seo a' gabhail a-steach 30 ùghdarrasan ionadail, buidhnean eaconamaidh, buidhnean foghlaim, buidhnean cultarach, buidhnean nàdair agus buidhnean maoineachaidh, am measg eile.
- 3.2. Chaidh 10 Planaichean Gàidhlig Reachdail aontachadh eadar 1mh Giblean 2024 agus 31mh Màrt 2025.
- 3.3. Chaidh 1 phlana Gàidhlig a dhiùltadh aig CPG sa Ghearran 2025 ach às dèidh tighinn gu aonta a thaobh atharraichean, chaidh aontachadh ris sa Chèitean 2025.
- 3.4. 'S iad na Planaichean Reachdail a leanas a chaidh aontachadh eadar 2024-25:

Comataidh Poileasaidh is Ghoireasan 07/05/2024

- PGR022 E04 Comhairle na Gàidhealtachd
- PGR009 E03 Comhairle Baile Dhùn Èideann
- PGR025 E03 Comhairle Pheairt is Cheann Rois

Comataidh Poileasaidh is Ghoireasan 10/09/2024

- PGR037 E02 Comhairle Siorrachd Rinn Friù an Ear

Comataidh Poileasaidh is Ghoireasan 28/02/2025

- PGR021 E02 Comhairle Mhoireibh
- PGR063 E03 Ùghdarras Pàirc Nàiseanta Loch Laomainn is nan Tròisichean
- PGR062 E03 Ùghdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh

Comataidh Poileasaidh is Ghoireasan 06/05/2025

- PGR050 E03 Oilthigh Obar Dheathain
- PGR028 E03 Comhairle Siorrachd Àir a Tuath
- PGR042 E03 Leabharlann Nàiseanta na h-Alba

3.5. Ro dheireadh na bliadhna ionmhais 2025-26, thathar an dòchas gun tèid 12 planaichean reachdail fhathast air beulaibh Comataidh Poileasaidh is Ghoireasan. Tha obair a' leantainn leis na h-ùghdarrasan seo gus na planaichean Gàidhlig aca ullachadh. Bidh seo a' gabhail a-steach nan ùghdarrasan poblach a leanas:

Ùghdarras Poblach Ìre anns a' phròiseas

UHI Tuath, an Iar & Innse Gall E01	• Bha còmhraidh air a bhith ann leotha air cho cudromach 's a tha e gum bi am Plana seo làidir • Eagran E01 air tighinn 4/11/25
Comhairle Siorrachd Lannraig a Deas E03	• Thàinig dreach eagrain phlana a-steach air a' cheann-latha reachdail. • Measadh foirmeil dèanta; cha do nochd eas-aonta; ceann-là reachdail son eagran mu dheireadh 3/1/26
Leasachadh Sgilean na h-Alba E04	• Thàinig dreach phlana a-steach air a' cheann-latha reachdail; measadh oifigeir a' dol.
Coimisean na Croitearachd E04	• Thàinig dreach phlana ron cheann-latha reachdail; measadh foirmeil dèanta is ga thilleadh chun na buidhne
Comhairle Siorrachd Àir a Deas E03	• Thàinig dreach phlana a-steach air a' cheann-latha reachdail; measadh oifigeir a' dol.
Comhairle Lodainn an Ear E02	• Thàinig dreach phlana a-steach air a' cheann-latha reachdail; measadh oifigeir a' dol.
Comhairle Siorrachd Dhùn Breatann an Iar E02	• Cha tàinig an dreachd a-steach air a' cheann-latha reachdail: 21/04/2025. • Thàinig dreachd son measadh foirmeil air 20/10/2025; measadh oifigeir air an dreachd fhathast a' dol

Comhairle na h-
Eaglaise Brice E03

- Cha tàinig an dreachd as ùire a-steach air a' cheann-là reachdail: 09/06/2025
- Thàinig dreachd 27/8/25 – measadh oifigeil deiseil

3.6. Tha dùbhlain a' leantainn leis na h-ùghdarrasan a leanas ach tha coinneamhan rèiteachaidh a' dol gus eagrain phlanaichean fhaighinn cho luath agus a ghabhas:

Ùghdarras Poblach Ìre anns a' phròiseas

Sabhal Mòr Ostaig
E03

- Chaidh dreachd den phlana gu coinneamh a Bhùird-stiùiridh aig SMO air 26 Ògmhios 2025
- Eagra E03 air tighinn a-steach 5/11/25 ach cha deach atharrachaidhean bhon mheasadh a chur ris – coinneamh le prionnsabal ga iarraidh.

Comhairle
Siorrachd Chlach
Mhanainn E02

- Bha oifigearan BnG a' feuchainn ri conaltradh a dhèanamh leis an ùghdarras mu dheasachadh E02.
- Chaidh litir chun an ùghdarras air 10/04/2025 mu dhìth-chonaltradh co-cheangailte ri deasachadh E02.
- Cha tàinig an dreachd as ùire a-steach air a' cheann-latha reachdail; chaidh litir gu Ceannard na Comhairle, agus chumadh coinneamh ann an Alloa 7/11/25 gus aonta ruighinn son eagra ùr a chur a-steach do Bhòrd na Gàidhlig.

Comhairle Fhìobha
E03

- Cha tàinig an dreachd as ùire a-steach air a' cheann-latha reachdail: 21/04/2025.
- Chaidh litir gu Ceannard na Comhairle, a' sireadh dearbhadh air ceann-là airson an eagra ùr a chur a-steach do Bhòrd na Gàidhlig ach cha tàinig seo.
- Dhearbhaich an t-oifigear gum biodh dreachd ga chur a-staigh tràth an dèidh na Nollaig ach coinneamhan rèiteachaidh fhathast a' dol

Comhairle
Siorrachd Dhùn
Breatann an Ear
E03

- Chaidh measadh foirmeil a dhèanamh air an dreach phlana E03.
- Cha deach eas-aonta a thogail ach cha do ghabh iad ris na molaidhean gu lèir aig Bòrd na Gàidhlig.
- Dh'fhoillsich an t-ùghdarras E03 air làrach-lìn na Comhairle às aonais aonta bho Bhòrd na Gàidhlig.
- Tha conaltradh a' leantainn leis a' bhuidheann gus seo a rèiteachadh (coinneamh mu dheireadh aig a' Chomhairle 14.11.25)

Ùghdarras
Theisteanas na h-
Alba E04

- Ùghdarras a' dol a-mach à bith gu laghail; thèid nota fios plana a sgaoileadh air a' bhuidheann ùr (a rèir aonta a' Chomataidh)
- Sgioba phlanaichean fhathast ann an conaltradh le oifigearan SQA

3.7. Bidh Oifigearan Phlanaichean ag obair le 10 ùghdarrasan poblach gus na h-ath eagrain aca a dheasachadh tron bhliadhna ionmhasail 2026/27. Thathar an dùil gun tèid na dreach phlanaichean sin air beulaibh Comataidh Poileasaidh is Ghoireasan ann am-bliadhna ionmhais 2026/27. Thèid co-obrachadh a dhèanamh leis na h-ùghdarrasan poblach a leanas (cinn-làithean reachdail an cois):

- Comhairle Lodainn Mheadhanaich: 02/02/2026
- Seirbheis Smàlaidh is Teasairginn na h-Alba: 09/05/2026
- Puirt-adhair na Gàidhealtachd 's nan Eileanan Eta: 21/06/2026
- Comhairle Baile Dhùn Dè: 21/06/2026
- Comhairle Lodainn an Iar: 07/07/2026
- Àrainneachd Eachdraidheil Alba: 07/11/2026
- Coimisean Fearainn na h-Alba: 26/01/2027
- Comhairle Aonghais: 26/01/2027
- Comhairle Shruighlea: 13/01/2027
- Comhairle Maoineachadh na h-Alba 08/02/2027

4. Pròiseas Dearcnachaidh

- 4.1. Mar thoradh air an Stiùireadh Reachdail air Deasachadh Phlanaichean Gàidhlig chaidh atharraichean a dhèanamh air a' phròiseas dearcnachaidh againn. Chaidh fios a' sgaoileadh chun nan ùghdarrasan poblach san Lùnastal 2024 a' mìneachadh nan atharraichean seo.
- 4.2. Fhad 's a tha sinn a' feitheamh soillireachaidh air òrdughan tòiseachaidh Achd nan Cànan 2025, tha clàr-ama dearcnachaidh fhathast mar a tha air a mhìneachadh ann an Achd na Gàidhlig (Alba) 2005.
- 4.3. Eadar 1mh Giblean 2024 agus 31 Cèitean 2025 thàinig aithisgean dearcnachaidh a-steach bho 33 ùghdarrasan poblach. Eadar an t-Ogmhios agus deireadh na Dàmhair thàinig 10 aithisgean dearcnachaidh a bharrachd a-steach, agus an dùil gun tig 8 a bharrachd ron Nollaig.
- 4.4. Tha sgioba phlanaichean reachdail ag obair còmhla gus dèiligeadh le dàilichean sa phròiseas dearcnachaidh cho luath agus a ghabhas.

5. Leasachadh ri thighinn

- 5.1. Bithear ag obair a dh'ionnsaigh barrachd leasachaidh a thoirt air adhart anns na mìosan a tha romhainn le pròiseas nam planaichean. Thathar an dùil teamlaid roghainneil eagrain plana ùr a leasachadh a a thèid fhoillseachadh anns na mìosan a tha romhainn.
- 5.2. Ron Nollaig thèid seisean fàilteachaidh is fiosrachaidh a chumail le oifigearan air a bheil dleastanas son gnìomhan phlana aig na 66 ùghdarrasan poblach aig a bheil plana reachdail, ga chur air dòigh le Manaidsear Planaidh is Ghnìomhan Reachdail.

6. Moladh

- 6.1. Gum bi na buill a' toirt fa-near dhan fhiosrachadh anns a' phàipear seo.

7. Prìomh Bhuidhean Ro-innleachdach

- 7.1. Buidhean air Ionmhas: Chan eil buaidh ann.
- 7.2. Buidhean air Luchd-obrach: Tha e cudromach gu bheil luchd-obrach gu leòr aig Bòrd na Gàidhlig gus an obair seo a choileanadh gu soirbheachail.
- 7.3. Buidhean air Trèanadh: Bidh luchd-obrach a' leasachadh nam pròiseasan agus bithear ag ionnsachadh mu na dòighean-obrach ùra fhad 's a tha sinn gan cruthachadh.
- 7.4. Ceanglaichean ri Amasan Ro-innleachadh agus Corporra: Tha Planaichean Gàidhlig reachdail bho Achd na Gàidhlig (Alba) 2005 agus tha sin air aithneachadh anns a' Phlana Nàiseanta airson 2023-28 agus ann am Plana Corporra a' Bhùird
- 7.5. Buidhean air Cliù: Leis gu bheil dàil air a bhith ann le cuid den na h-ùghdarrasan ann a bhith a' cumail ris na dleastanasan aca fo sgèith na h-Achd, dh'fhaodadh gum bi buaidh air cliù nan ùghdarrasan agus buaidh air cliù Bhòrd na Gàidhlig ann a bhith a' dèanamh na h-obrach againn ann an ùine reusanta.
- 7.6. Buidhean air Slàinte is Sàbhailteachd: Chan eil buaidh ann.
- 7.7. Buidhean Laghail: Tha dleastanasan air Bòrd na Gàidhlig gus pròiseas nam planaichean a ruith gus soirbheachail fo sgèith Achd na Gàidhlig (Alba) 2005.
- 7.8. Buidhean air Co-ionannachd: Ged nach eil fiosrachadh mu dheidhinn co-ionannas mar phàirt den aithisg seo, tha Bòrd na Gàidhlig a' trusadh fiosrachadh co-cheangailte ri co-ionannas gach bliadhna mar phàirt de dh'aithisgean dearcnachaidh nan ùghdarrasan.
- 7.9. Buidhean air an Àrainneachd: Chan eil buaidh ann.

8. Ceanglaichean ri Frèama-obrach Coileanadh Nàiseanta

Còraichean Daonna	☒	Clann is Òigridh	☒
Cultar	☒	Coimhearsnachdan	☒
Àrainneachd	☐	Bochdainn	☐
Slàinte	☒	Eadar-nàiseanta	☐
Foghlam	☒	Eaconamaidh	☒
Gnothachasan soirbheachail is ùr-ghnàthach	☒		

9. Cùrsa Riaghlachais

- 9.1. Thug an Sgioba-stiùiridh fa-near dhan phàipear seo air 10 Samhain 2025.

10. Dearbhadh air Cuairteachadh Sgrìobhainn

- 10.1. 'S e pàipear fosgailte a tha seo.

Buidhnean làithreach le plana reachdail

- Alba Chruthachail
- Arainneachd Eachdraidheil na h-Alba
- Coilltearachd agus Fearann Alba
- Coilltearachd na h-Alba
- Coimisean Fearrain na h-Alba
- Coimisean na Croitearachd
- Comhairle Aonghais
- Comhairle Baile Dhùn Dè
- Comhairle Baile Dhùn Èideann
- Comhairle Baile Ghlaschu
- Comhairle Baile Obair Dheathain
- Comhairle Chrìochan na h-Alba
- Comhairle Dhun Phris is Gall Gàidhealaibh
- Comhairle Earra-Ghàidheal is Bhòid
- Comhairle Fhìobha
- Comhairle Inbhir Chluaidh
- Comhairle Lodainn an Ear
- Comhairle Lodainn an Iar
- Comhairle Lodainn Mheadhanaich
- Comhairle Maoineachadh na h-Alba [Dùn È]
- Comhairle Mhoireibh
- Comhairle na Gàidhealtachd
- Comhairle na h-Eaglaise Brice
- Comhairle nan Eilean Siar
- Comhairle Pheairt & Cheann Rois
- Comhairle Shruighlea
- Comhairle Siorrachd Àir a Deas
- Comhairle Siorrachd Àir a Tuath
- Comhairle Siorrachd Àir an Ear
- Comhairle Siorrachd Chlach Mhannan
- Comhairle Siorrachd Dhùn Breatann an Ear
- Comhairle Siorrachd Dhùn Breatann an Iar
- Comhairle Siorrachd Lannraig a Deas
- Comhairle Siorrachd Lannraig a Tuath
- Comhairle Siorrachd Obar Dheathain
- Comhairle Siorrachd Rinn Friù
- Comhairle Siorrachd Rinn Friù an Ear

- Foghlam Alba
- Gailearaidhean Nàiseanta na h-Alba
- Iomairt na Gàidhealtachd is nan Eileanan
- Iomairt na h-Alba
- Leabharlann Naiseanta
- Leasachadh Sgilean na h-Alba
- Nàdar Alba
- NHS Eileanan Siar
- NHS na Gàidhealtachd
- Oilthigh Ghlaschu
- Oilthigh na Gàidhealtachd agus nan Eilean
- Oilthigh Obar Dheathain
- Oilthigh Shrath Chluaidh
- Pàrlamaid na h-Alba (Buidheann Corporra)
- Poileas Alba
- Puirt-adhair na Gàidhealtachd 's nan Eilean Eta
- Riaghaltas na h-Alba
- Sabhal Mòr Ostaig
- Seirbheis Ambaileans na h-Alba
- Seirbheis Smàlaidh is Teasairginn na h-Alba
- Spòrs Alba
- Stòras Mara Cailleannach Eta
- Taighean-tasgaidh Nàiseanta na h-Alba
- Ùghdarras Pairc Nàiseanta a' Mhonaidh Ruaidh
- Ùghdarras Pàirc Nàiseanta Loch Laomainn is nan Tròisichean
- Ùghdarras Poilis na h-Alba
- Ùghdarras Theisteanas na h-(>Teisteanasan Alba*)
- UHI a Tuath, an Iar agus Innse Gall
- Visit Alba

**Buidhnean a chuthaicheas plana às ùir*
(a rèir aonta CPG: 20/11/2025)**

- Luchd-sgrùdaidh an Rìgh airson Foghlaim
- Tèarainteachd Shòisealta na h-Alba

Coinneamh:	Comataidh Poileasaidh is Goireasan
Ceann-là:	20 Samhain 2025
Tìotal:	Buidhnean ùra a thoirt a-steach don phròiseas reachdail
Gnìomh a dhìth:	Airson Aontachadh
Àireamh pàipear:	4.2
Neach-labhairt:	Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh; Stiùbhart Dunmore, Manaidsear Planaidh is Ghnìomhan Reachdail
Pàipearan-taic:	

1. Adhbhar

- 1.1. Gus aonta a' Chomataidh a ruighinn gun tèid notaichean fios plana foirmeil a sgaoileadh às ùr air trì ùghdarrasan a thathas a' meas mar ùghdarrasan poblach iomchaidh fo Achd na Gàidhlig 2005.
- 1.2. 'S iad sin: Luchd-sgrùdaidh an Rìgh airson Foghlam (HMle), Teisteanasan Alba (Qualifications Scotland) agus Tèarainteachd Shòisealta na h-Alba (Social Security Scotland).

2. Co-theacs

- 2.1. Ri linn Achd an Fhoghlaim (Alba) 2025 thèid dà ùghdarras poblach ùr a chruthachadh a-mach à dà ùghdarras làithreach a tha a' cur planaichean reachdail an gnìomh an ceartair (.i. Luchd-sgrùdaidh an Rìgh airson Foghlam/Foghlam Alba agus Teisteanasan Alba/SQA).
- 2.2. Cuideachd, tha gealltanais reachdail an lùib a' phlana làithrich aig Riaghaltas na h-Alba gum bi a' bhuidheann ùr Tèarainteachd Shòisealta na h-Alba ag ullachadh plana reachdail ann an compàirteachas le Bòrd na Gàidhlig.

3. Cùl-fhiosrachadh/Prìomh Aithris

- 3.1. Ri linn Achd an Fhoghlaim (Alba) 2025 thèid Luchd-Sgrùdaidh an Rìgh airson Foghlam na bhuidheann neo-eisimeilich fa-leth ro dheireadh na Dùbhlachd 2025. An-dràsta tha gnothaichean sgioba an luchd-sgrùdaidh a' tuiteam fo sgèith phlana Ghàidhlig reachdail Foghlaim Alba.
- 3.2. Bha plana na Gàidhlig fa-leth aig HMle mus tàinig a' bhuidheann Foghlam Alba gu bith ann an 2011.
- 3.3. Leis cho cudromach agus a bhios a' bhuidheann ùr seo son obair sgrùdaidh foghlaim tro mheadhan na Gàidhlig agus foghlaim do luchd-ionnsachaidh, tha e gu math

iomchaidh gun cùm iad orra ann a bhith a' coileanadh plana cànanain reachdail, mar a tha an-dràsta.

3.4. Airson an ceann-uidhe seo a ruighinn gu h-èifeachdach feumaidh oifigearan Bhòrd na Gàidhlig nota fios plana foirmeil a sgaoileadh air Luchd-sgrùdaidh an Rìgh cuimseach tràth ann an 2026 los gun tèid aca air plana làidir, adhartach a chur an gnìomh.

3.5. Cuideachd mar thoradh air Achd an Fhoghlaim 2025 thèid Ùghdarras Theisteanas na h-Alba (SQA) à bith ro dheireadh 2025, agus buidheann ùr, Teisteanasan Alba, a' tighinn na h-àite.

3.6. Air sgàth 's gu bheil an SQA a' cur plana reachdail an gnìomh an-dràsta, tha e cudromach gun cùm a' bhuidheann ùr a' dol leis na dleastanasan a bhios air ri linn Achd na Gàidhlig, agus a los nach tèid adhartas a rinneadh le Ùghdarras Theisteanas na h-Alba a chall.

3.7. A bharrachd air an dà bhuidheann foghlaim chudromach seo, tha oifigear na buidhne ùire Tèarainteachd Shòisealta na h-Alba air coinneachadh le Manaidsear Ghnìomhan Reachdail BnG gus dèanamh cinnteach gum bi iad agus Riaghaltas na h-Alba ann an gèilleadh ris an Achd air sàilleabh a' ghealltanais reachdail a th' aig an riaghaltas gum bi Tèarainteachd Shòisealta na h-Alba ag ullachadh plana reachdail.

3.8. Feumar nota fios plana foirmeil a sgaoileadh air a' bhuidheann seo a dh'aithghearr gus a thoirt a-steach don phròiseas reachdail.

4. Moladh

4.1. Gun toir buill a' chomataidh fa-near don fhiosrachadh gu h-uasail, agus gun aontaich an Comataidh cead a thoirt do sgioba phlanaichean reachdail na trì buidhnean seo a thoirt a-steach don phròiseas reachdail gu foirmeil.

5. Prìomh Bhuidhean Ro-innleachdach

5.1. Buidhean air Ionmhas: Chan eil buaidh ann.

5.2. Buidhean air Luchd-obrach: Thèid obair son taic a chumail ris na trì buidhnean ùra a cho-roinneadh eadar an triùir oifigear phlanaichean, le stiùir is taic bhon Mhanaidsear Phlanaidh is Ghnìomhan Reachdail.

5.3. Buidhean air Trèanadh: Chan eil buaidh ann.

5.4. Ceanglaichean ri Amasan Ro-innleachadh agus Corporra: Tha Planaichean Gàidhlig reachdail bho Achd na Gàidhlig (Alba) 2005 agus tha sin air aithneachadh anns a' Phlana Nàiseanta airson 2023-28 agus ann am Plana Corporra a' Bhùird.

5.5. Buaidhean air Cliù: 'S e buidhnean cudromach cliùmhor a bhios sna trì buidhnean agus bidh teachdaireachd adhartach mu àite na Gàidhlig gu nàiseanta a' tighinn ri linn nam planaichean reachdail seo.

5.6. Buaidhean air Slàinte is Sàbhailteachd: Chan eil buaidh ann.

5.7. Buaidhean Laghail: Tha dleastanasan air Bòrd na Gàidhlig gus pròiseas nam planaichean a ruith gu soirbheachail fo sgèith Achd na Gàidhlig (Alba) 2005 agus Achd nan Cànan Albannach 2025.

5.8. Buaidhean air Co-ionannachd: Ged nach eil fiosrachadh mu dheidhinn co-ionannas mar phàirt den aithisg seo, tha Bòrd na Gàidhlig a' trusadh fiosrachadh co-cheangailte ri co-ionannas gach bliadhna mar phàirt de dh'aithisgean dearcnachaidh nan ùghdarrasan.

5.9. Buaidhean air an Àrainneachd: Chan eil buaidh ann.

6. Ceanglaichean ri Frèama-obrach Coileanadh Nàiseanta

Còraichean Daonna	☒	Àrainneachd	☐
Cultar	☒	Slàinte	☐
Foghlam	☒		
Gnothachasan soirbheachail is ùr-ghnàthach	☒		
Clann is Òigridh	☒		
Coimhearsnachdan	☒		
Bochdainn	☐		
Eadar-nàiseanta	☐		
Eaconamaidh	☐		

Pàipear 4.2



7. Cùrsa Riaghlachais

7.1. Thug an Sgioba-stiùiridh fa-near dhan phàipear seo air XX Samhain 2025.

8. Dearbhadh air Cuairteachadh Sgrìobhainn

8.1. 'S e pàipear fosgailte a tha seo.

Coinneamh:	Comataidh Poileasaidh is Ghoireasan
Ceann-là:	20 Samhain 2025
Tìotal:	PGR073 E01 Plana Gàidhlig UHI a Tuath, an Iar is Innse Gall
Gnìomh a dhìth:	Ri Aontachadh
Àireamh pàipear:	4.3
Neach-labhairt:	Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh Stiùbhart Dunmore, Manaidsear Ghnìomhan Reachdail
Pàipearan-taic:	PT1 PGR073 E01 Plana Gàidhlig UHI a Tuath, an Iar is Innse Gall

1. Adhbhar

- 1.1. A' sireadh aonta air plana reachdail fo Achd na Gàidhlig (Alba) 2005.

2. Cùl-fhiosrachadh/Prìomh aithris

- 2.1. Bha UHI a Tuath, an Iar is Innse Gall air a stèidheachadh aig toiseach an Lùnastail 2023 às dèidh trì colaistean - UHI Innse Gall, Colaiste na Gàidhealtachd an Iar UHI is Colaiste na Gàidhealtachd a Tuath UHI - a' tighinn còmhla.
- 2.2. B' àbhaist plana Gàidhlig reachdail a bhith aig UHI Innse Gall. Bha an dàrna eagraan de phlana Gàidhlig UHI Innse Gall a' tighinn gu crìoch air 5mh den Dùbhlachd 2023. Mar sin, bha iad ag obair air an treas eagrain nuair a thàinig na trì colaistean còmhla.
- 2.3. Chruthaich UHI a Tuath, an Iar is Innse Gall a' chiad eagraan (E01) den phlana Gàidhlig aca stèidhte air na prìomhachasan ro-innleachdail a chaidh aontachadh eadar an ùghdarras agus Bòrd na Gàidhlig.
- 2.4. Chaidh measadh a dhèanamh air an dreach phlana seo le oifigearan Bòrd na Gàidhlig. Thug an Sgioba-stiùiridh sùil mhionaideach air a' phlana agus mhol iad atharraichean.
- 2.5. Ghabh a' bhuidheann ris a' mhòir-chuid de na h-atharraichean ach nochd an t-ùghdarras eas-aonta a thaobh trì de na h-atharraichean a dh'iarr Bòrd na Gàidhlig.
- 2.6. Thug oifigearan a' Bhùird taic seachad far an robh soilleireachadh a barrachd a dhìth air na molaidhean agus chaidh rèiteachadh a dhèanamh orra.

3. Moladh

- 3.1. Aire a thoirt don fhiosrachadh ann am PT1.
- 3.2. Aonta a chur ris nan dreachd E01 de phlana UHI a Tuath, an Iar is Innse Gall an cois PT1.

4. Prìomh Bhuidhean Ro-innleachdach

- 4.1. Buidhean air Ionmhas: Chan eil buaidh ann
- 4.2. Buidhean air Luchd-obrach: Chan eil buaidh ann
- 4.3. Buidhean air Trèanadh: Chan eil buaidh ann
- 4.4. Ceangalaichean ri Amasan Ro-innleachadh agus Corporra: Tha am pàipear seo a' toirt taice don Chomataidh ann a bhith a' coileanadh amasan na bliadhna.
- 4.5. Buidhean air Cliù: Chan eil buaidh ann
- 4.6. Buidhean air Slàinte is Sàbhailteachd: Chan eil buaidh ann
- 4.7. Buidhean Laghail: Chan eil buaidh ann
- 4.8. Buidhean air Co-ionannachd: Chan eil buaidh ann
- 4.9. Buidhean air an Àrainneachd: Chan eil buaidh ann

5. Ceangalaichean ri Frèama-obrach Coileanadh Nàiseanta

Còraichean Daonna	☐	Clann is Òigridh	☒
Cultar	☒	Coimhearsnachdan	☒
Àrainneachd	☐	Bochdainn	☐
Slàinte	☐	Eadar-nàiseanta	☐
Foghlam	☒	Eaconomaidh	☒
Gnothachasan soirbheachail is ùr-ghnathach			
	☐		

6. Cùrsa Riaghlachais

- 6.1. Thug an Sgioba Stiùiridh fa-near don aithisg seo air 10 Samhain 2025.

7. Dearbhadh air Cuairteachadh Sgrìobhainn

- 7.1. 'S e pàipear fosgailte a tha seo.

Gaelic Language Plan

2025-2030

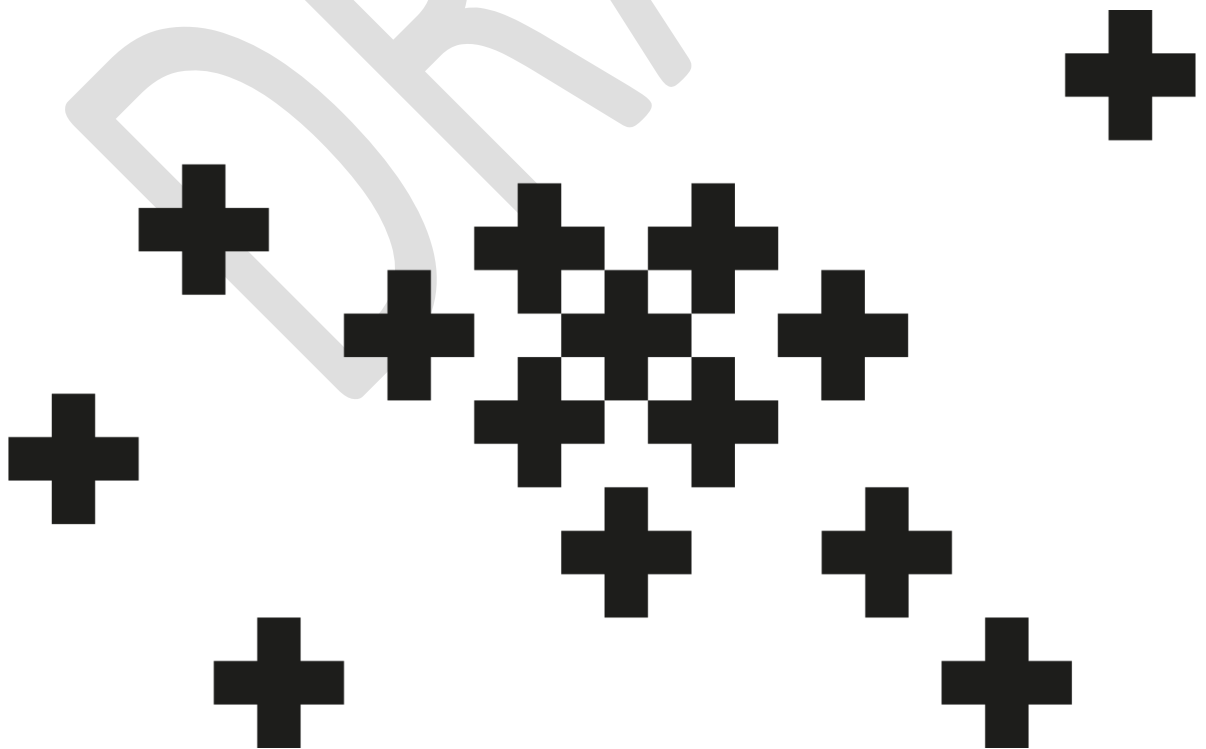


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UHI North, West and Hebrides Gaelic Language Plan 2025-30

FOREWORD

As Principal and Chief Executive of UHI North, West and Hebrides, I am delighted to introduce our Gaelic Language Plan 2025-2030.

Our area has the highest density of Gaelic-speakers in Scotland and, as one of the region's largest tertiary education providers and partner in the University of the Highlands and Islands, we recognise the pivotal role we can play in promoting the importance of Gaelic not only as part of the linguistic and cultural heritage of our communities, but also as a driver of economic growth and activity.

Gaelic is a key area of specialism for UHI North, West and Hebrides that we wish to grow. The Gaelic Language Plan will therefore seek to expand our curriculum offer by securing new areas of activity and by supporting the growth of our Gaelic curriculum in the Outer Hebrides and across our operating area, thereby making a positive contribution to the UHI Gaelic Language Plan and Gaelic strategy for the Highlands and Islands region.

During the lifetime of our Gaelic Language Plan, we will endeavour to enhance the profile and status of Gaelic within our college. We will work to meet our responsibilities to our community of learners and colleagues, and to the wider communities we serve. We will seek to make an important contribution to the achievement of the aspirations and objectives set out in the National Gaelic Language Plan 2023-28 and the Gaelic Language (Scotland) Act 2005.



OVERVIEW

UHI North, West and Hebrides vested on 1st August 2023 following a merger of 3 legacy colleges, namely UHI Outer Hebrides, UHI West Highland and UHI North Highland. The UHI North, West and Hebrides Gaelic Language Plan is prepared within the framework of the Gaelic Language (Scotland) Act 2005. The Gaelic Language Plan will span a five-year period from 2025 to 2030. It will seek to build on the progress made within previous plans advanced by UHI Outer Hebrides and UHI West Highland, and it will seek to promote the usage and acquisition of Gaelic throughout the entire region it serves. This Plan follows the format of the National Gaelic Language Plan 2023–28, which includes the following four themes:

1. Communities and Home
2. Media, Arts, Culture and Heritage
3. Business and the Economy
4. Education

Bòrd na Gàidhlig and UHI North, West and Hebrides have worked together to produce a set of Strategic Priorities for the development of the Plan to further grow the use of Gaelic and the learning of Gaelic.

The Strategic Priorities focus on how UHI North, West and Hebrides will progress the aims of the National Gaelic Language Plan. These are based on the overall aims of the National Gaelic Language Plan and our key duties as a college. This Gaelic Language Plan describes how each of the Strategic Priorities will be delivered, and identifies the actions required.

The Gaelic Language Plan also includes a section on Corporate Service Aims. These will be utilised with the aim of standardising and normalising key Gaelic services across the college during the lifetime of the Plan.

INTRODUCTION

According to the most recent figures from the Office for National Statistics, the percentage of people aged three and over with some Gaelic language skills was highest in the Western Isles, with 61.2% of the total population, while Highland region with 7.4% contained the second highest percentage. The college therefore recognises that Gaelic is fundamental to its ethos, to the region it serves and is a central pillar of Scotland's rich heritage, national identity and cultural life.

UHI North, West and Hebrides is a regional college of scale across the north-west Highlands and Outer Hebrides, with 9,000 students and 600 staff. UHI North, West and Hebrides will provide sustainable tertiary education, skills training, research and innovation for the communities of Lochaber, Lochalsh, Sutherland, Caithness & Easter Ross, Skye, the Inner Hebrides and the Outer Hebrides.

UHI North, West and Hebrides has a physical presence within 19 distinct communities, each serving a wide but sparsely populated area. Our communities cover an area of 12545 miles²; (almost the size of Wales), and 5357 miles (70%) of Scotland's coastline. The collective area of Lochaber, Skye, Outer Hebrides, Caithness, Sutherland, Easter Ross and Wester Ross has a population of 125,716.

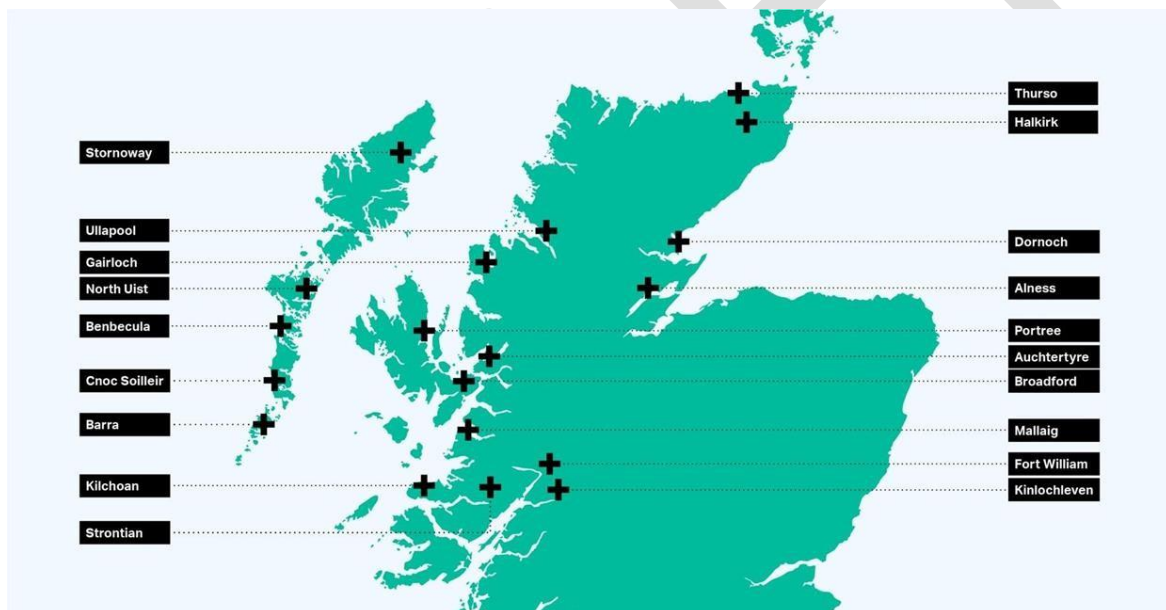


Figure 1: Region and Learning Centre Locations

UHI North, West and Hebrides currently delivers a range of further and higher education Gaelic language education online and in-person, to students within the region and across Scotland. This includes the delivery of Gaelic-medium undergraduate degree programmes, being the lead college for BAH Gaelic Scotland, providing online and in-person community classes across the islands, bespoke courses developed in response to employer requirements and residentials developed in collaboration with community groups. In support of growing GME teacher training provision across the region, UHI North, West and Hebrides also delivers PGDE (English and Gaelic pathways) and are delivery partners on the BA Gaelic with Education programme.

Our commitments

Recent research has shown that there is a need to revitalise and develop Gaelic language, culture and heritage in local communities with the National Gaelic Language Plan identifying key interlinking aspects of Gaelic development, setting out several priority action areas for the growth of the language. Research, including current research led by UHI's Language Sciences Institute, has shown that an increased emphasis on community-focused language policy is essential for the revitalisation and development of Gaelic. This Gaelic Language Plan will therefore detail how UHI North, West and Hebrides will work in partnership with schools, communities, key stakeholders and UHI partner colleges to drive forward this revitalisation within our region.

With our Gaelic Language Plan 2025-2030, it is the aim of UHI North, West and Hebrides to support more people to learn, improve and use Gaelic within their learning experiences, communities and working lives. We are committed to the development and use of Gaelic across our curriculum and as an integral aspect of our workplace and community activities. Through partnership working, we will make available a range of accredited and informal community-based opportunities to learn Gaelic, develop further existing proficiencies and provide the skills required to support staff and employers in the use of Gaelic in the workplace.

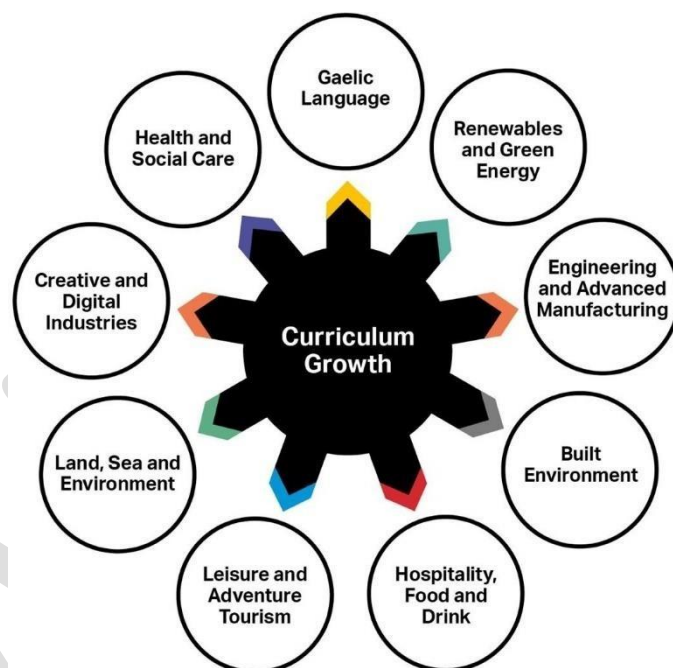
To extend our reach, we are committed to developing and delivering Gaelic language micro-credentials. These short employment focused Gaelic language modules will be contextualised to key demand sectors, including Early Education and Childcare and Health and Social Care. Micro-credentials will be embedded into programmes that lead to professional registration, and by using our expertise in digital pedagogy, we will offer a more accessible option for more students and employers.

UHI North, West and Hebrides Gaelic Language Plan 2025-2030 will complement our *Tertiary Curriculum Strategy 2025-2028*. Responding to the National Plan for Scotland's Islands, National Gaelic Language Plan, and UHI's Gaelic Language Plan, we will extend and further strengthen our work with key partners, including Bòrd na Gàidhlig, Comhairle nan Eilean Siar, Ceòlas Uibhist, Comhairle na Gàidhealtachd, other colleges within UHI and a range of community partners. This will serve to cement our leading position as an anchor institution in developing Gaelic language and Gaelic medium curriculum across the Highlands and Outer Hebrides.

Our priorities

Gaelic has been identified as a curriculum area of growth within UHI North, West and Hebrides and key priorities will be to:

- drive forward the availability of Gaelic education across the Outer Hebrides, Lochaber, Skye, Wester Ross, Easter Ross, Caithness and Sutherland regions.
- support the development of language skills and education through working with heritage and community groups to protect and further develop Gaelic as a community asset.
- build partnerships, including those with Bòrd na Gàidhlig, community organisations and Ceòlas on the Cnoc Soilleir project to create opportunities that develop stronger interdisciplinary activity between Gaelic language, culture and heritage and accredited short course provision in Gaelic media and the creative industries.
- ensure that a link is made between Gaelic and employability skills, including the development and use of micro-credentials within a range of programmes.
- increase enrolments on Gaelic medium teacher education qualifications particularly at primary but also at secondary levels to serve the existing and future demand within our region's schools.



Curriculum Development priorities will:

- upskill existing teaching practitioners;
- increase the flexibility of undergraduate GME Initial Teacher Education courses;
- support the development and delivery of:
 - short online and in-person language courses.
 - new digital courses in Gaelic.
 - Gaelic micro-credential to enhance Gaelic provision for health, early years and childcare professionals across the region and within programme areas such as Tourism, Hospitality, and Creative Industries.

Strategic priorities agreed with Bòrd na Gàidhlig

Increase the opportunities for Gaelic usage by:

- working with neighbouring public bodies and communities to increase opportunities for Gaelic usage throughout the Western Isles, north and west Highlands;
- embed Gaelic Delivery and micro-credentials across multiple disciplines within UHI North, West and Hebrides to strengthen links between Gaelic and employability, with an initial focus given to Health, Social & Child Care and Tourism;
- ensure annual improvement planning is in place to extend the range of courses delivered through the medium of Gaelic and that course delivery is regularly audited. Commitments with timescales are included in the action plan in relation to this priority.

Increase the learning of Gaelic by:

- developing a Gaelic early years course in collaboration with partners and ensuring that it is made accessible at all campuses throughout the college by academic year 2026/2027;
- supporting the development of culture and heritage as a community asset and developing a regular programme of community-based immersive experiences;
- Working in partnership with Bòrd na Gàidhlig to seek increased funding to support the expansion of our successful partnership with e-Sgoil for increased delivery of National Qualifications in Gaelic across Scotland, at learner and fluent levels.

Promote a positive image of Gaelic by:

- developing and promoting Gaelic immersive experiences as part of the wider student experience at UHI North, West and Hebrides;
- developing and delivering post graduate education and training for Gaelic Development Officers with a focus on development within fragile communities;
- developing a range of reporting mechanisms to capture success and impact.

Our vision

UHI North, West and Hebrides will build on established good practice to expand Gaelic language and cultural learning opportunities across our operating area. Having laid the foundation of supporting Gaelic Medium Education (GME) teaching training, we will seek to augment this provision with Gaelic CPD for teaching practitioners, enabling them to teach in the medium of Gaelic. Having identified the need to take a holistic approach to GME, our strategy for the next 5 years includes developing training for ancillary and support staff.

UHI North, West and Hebrides is at the heart of the communities it serves, and the college will continue to enable and encourage both the learning and usage of Gaelic throughout our regions. This will include fostering a Gaelic ethos and positive attitude towards Gaelic within the organisation itself.

UHI Gaelic Language Plan 2023-26

UHI *Gaelic Language Plan 2023-26* is enabling the promotion of Gaelic across UHI academic partners. Activities have been developed within the context of the UHI mission *Where Learning Means More* and the UHI Strategic Plan 2030. UHI North, West and Hebrides Gaelic Language Plan has clear synergies with this plan and will work to contribute to its success and contextualise it to embody our own values and behaviours, and aims and objectives.

UHI's *Gaelic Language Plan* contains a set of core commitments:

- Enhancing the place, visibility and usage of Gaelic within UHI's core business of education and research, including the proactive engagement with Gaelic-speaking communities in our operating area;
- Ensuring that the student experience affirms the principle of equal respect for Gaelic and English;
- Promoting the bilingual identity of UHI in our corporate communications and brand;
- Encouraging and supporting all staff, regardless of their role, and wherever they are employed within the UHI partnership, to appreciate, acquire and develop Gaelic language skills.

These core commitments align with our vision, mission, values, and strategic goals.

UHI North, West and Hebrides: strategic statement, aims and objectives

Our **vision** is to be an anchor institution for the region – a connected, flexible and sustainable learning organisation, opening doors to a world of opportunities.

Our **mission** is to connect rural and island Scotland, pioneering distinctive education and research opportunities to enable our students and communities to shape their future in a changing world.

Our **values** – trust, integrity, and excellence - sit at the centre of our strategic framework and reflect how we will operate. We will be bold, agile, and collaborative in our behaviour.

Our strategic goals are:

- To become a financially sustainable joined-up organisation
- To grow curriculum, particularly into key areas that link with our research and commercial opportunities
- To grow research and knowledge exchange through connecting our current specialisms and developing them alongside our region's potential
- To have cohesive and responsive business development teams who can respond effectively and purposefully to opportunities of scale
- To enhance the student experience through connecting our sites, resources, communities, and multi-location programmes
- To have resilient team structures and depth of resource to address changing priorities, opportunities, and economic difficulties.

UHI North, West and Hebrides Gaelic Strategy 2024-2029

Our Board of Management approved our *Gaelic Strategy 2024-2029* in December 2024. This strategy is a key enabler, supporting us to realise our vision, mission, and values, and to contribute to achievement of our strategic goals. We took the decision to create a Gaelic Strategy that informed, strengthened, and complemented our *Tertiary Curriculum Strategy 2025-2028* and provided clear direction for our *Gaelic Language Plan 2025-2030*. Gaelic language, culture and heritage have been identified as key areas of curriculum growth within our *Tertiary Curriculum Strategy 2025-2028*. Our *Gaelic Strategy 2024-2029* outlines our approach to the development and delivery of Gaelic language, heritage and culture activities over the next five years. It sets out strategic priority areas alongside their key objectives, and the targets against which our progress will be measured. These strategic aims and objectives will be delivered through our *Gaelic Language Plan 2025-30*.

Our *Gaelic Strategy 2024-2029* contains three strategic pillars:

1. Community and Heritage:

- To expand Gaelic language learning and usage across the region and digitally;
- To support the development of culture and heritage as a community asset.
- *(delivered through our Gaelic Language Plan 2025-2030: Theme 1 – Community, and theme 4 – Media, Arts and Culture)*

2. Curriculum and Research:

- To develop and strengthen links between Gaelic and employability;
- To support and encourage latent speakers/adult returners to fluency;
- To expand Gaelic language learning and usage across the region and digitally.
- *(delivered through our Gaelic language Plan 2025-2030: Theme 2 - Education)*

3. The Gaelic Economy:

- To support the development of Gaelic language and culture as an economic asset;
- To develop and strengthen links between Gaelic and employability.
- *(delivered through our Gaelic Language Plan 2025-2030: Theme 3 – Business and the Economy)*

The Scottish Languages Act 2025

The Scottish Languages Act 2025 received Royal Assent on 31st July 2025, supporting Gaelic and Scots languages and made provision about education in relation to Gaelic and Scots. Whilst the details contained within this Act were not available in their final form during the development and consultation of our Gaelic Strategy 2024-2029 and Gaelic Language Plan 2025-2030, the provisions contained within the Scottish Languages Bill, as introduced in November 2023, strongly influenced the development of our strategy and Plan.

The Act provides official status and support provisions for Gaelic and Scots languages in Scotland. It makes specific provisions relating to Gaelic education, training and the designation of Areas of Linguistic Significance.

UHI North, West and Hebrides are committed to the provisions contained within the Act and to working with our partners, including Comhairle nan Eilean Siar, Comhairle na Gàidhealtachd and Bòrd na Gàidhlig, in the designation of Areas of Linguistic Significance across our operating area. We are committed to supporting feasibility work related to Gaelic School provision, and in supporting the needs of our communities as they take ownership of, and responsibility for, Gaelic development.

Partnership working

To achieve the aims and objectives within our *Gaelic Strategy 2024-2029*, the actions contained within this *Gaelic Language Plan 2025-2030* and our responsibilities contained within the *Scottish Languages Act 2025*, partnership working is vital to our success. We will further our established partnerships with Bòrd na Gàidhlig, Comhairle nan Eilean Siar, Comhairle na Gàidhealtachd, Sabhal Mòr Ostaig, Ceòlas, an increasing range of community organisations, and we seek to develop new partnerships.

We will continue to build our music, culture and heritage offer in partnership with Ceòlas in Cnoc Soilleir. We are committed to furthering our successful partnership with e-Sgoil, using our existing funding and seeking new funding to expand our offer of National Qualifications in Gaelic at learner and fluent levels for young people and adults across Scotland. In order to achieve this, we will work collaboratively with Bòrd na Gàidhlig and other key partners to seek additional funding from Scottish Government, Scottish Funding Council and a range of other potential income streams.

Our relationship with Bòrd na Gàidhlig is central in realising our aims and objectives and we are committed to working closely together to develop and monitor our agreed aims and objectives, and to progress our activities in support of the *Scottish Languages Act 2025*. We will seek opportunities to work collaboratively with Bòrd na Gàidhlig to deliver and monitor progress on joint priorities, including development and delivery of post graduate education and training to support Gaelic Development Officer roles across Scotland, and in the development of their national adult learning strategy and corporate plan.

Our most significant partners are our students and the communities we serve. Our *Gaelic Strategy 2024-2029* and *Gaelic Language Plan 2025-2030* have been developed in consultation with all our partners.

1. STRATEGIC PRIORITIES

Community

Strategic Priority 1	Expand Gaelic language learning and usage and to support the development of culture and heritage as a community asset					
Desired outcome	Deliver Gaelic language learning to at least 100 students within a minimum of four communities. Develop a regular programme of community-based immersive experiences.					
Current practice	A range of FE short courses is offered via flexible modes of delivery. Access to Gaelic language learning has improved over the lifetime of the current plan through increased online provision; Gaelic has been delivered as an optional unit within health courses; Gaelic has also been part of our CPD to UHI North, West and Hebrides staff; Gaelic stakeholders – e.g. CnES and NHS Western Isles; Raise awareness of Gaelic language and culture in key Gaelic communities.					
Actions required	Target date					Responsibility
	2025/26	2026/27	2027/28	2028/29	2029/30	
Utilise the expertise of traditional Gaelic communities in our activities and programmes, including community-based immersive experiences. At least one community-based Seasonal School will be delivered within each AY during the lifetime of the Plan.		✓	✓	✓	✓	Gaelic curriculum team Marketing & Communication team

Collaborate with community groups to accredit community language provision.		✓	✓	✓	✓	Gaelic team
Cater for the needs of the Gaelic diaspora, by regularly engaging with key community groups, organisations and stakeholders such as the Northton Heritage Trust, Ceòlas, Comuinn Eachdraidh, CnES and Visit Scotland. This engagement will include membership of the Gaelic Officers Network. We will also expand our online programmes of language, culture and heritage. Online courses will be offered during each semester of every AY during the lifespan of the Plan.	✓	✓	✓	✓	✓	Short Course Coordinator Gaelic Officer Gaelic curriculum team Enterprise and Engagement Leads
Increase community use of Gaelic in informal settings by further developing our Gaelic mentoring scheme and conversational sessions. The college will engage regularly with key community groups, organisations and stakeholders such as the Northton Heritage Trust, Ceòlas and Comuinn Eachdraidh, CnES and NHS Western Isles/Highland. This engagement will include membership of the Gaelic Officers Network.		✓	✓	✓	✓	Short Course Coordinator Gaelic Officer Enterprise and Engagement Leads Gaelic curriculum team Marketing & Communication team
Develop welcome packs for new residents of the region.			✓			Gaelic curriculum team Marketing & Communication team Enterprise and Engagement Leads
Collaborate with Bòrd na Gàidhlig on the development of the National adult learning strategy.		✓	✓	✓		Bòrd na Gàidhlig Curriculum Manager/Head of Faculty/Director of Curriculum and Student Experience Gaelic curriculum team

Education

Strategic Priority 2	Develop and strengthen links between Gaelic and employability and support and encourage latent speakers/adult returners to fluency					
Desired outcome	Increased uptake of Gaelic CPD opportunities at UHI North, West and Hebrides, and other stakeholders and partners; Develop micro-credentials to business, tourism, health and social care sectors; Develop contextualized micro-credentials to be embedded within programmes for early years and health and social care; Deliver training for GME ancillary staff; Increased uptake of places on Gaelic teacher training courses; Offer capacity building courses for teaching practitioners to move into GME; Embed Gaelic within course frameworks.					
Current practice	Gaelic CPD has been available within UHI North, West and Hebrides, and to other stakeholders and partners, and this would benefit from greater coordination and promotion; There has been some delivery of training to local industry and business, which can be enhanced and further developed; The focus of GME training has not tended to include the roles of ancillary and support workers, where there is an opportunity to develop training which would enhance the whole GME provision; Delivery of Higher Education GME courses; Gaelic offered as an optional non-accredited unit in a limited number of programmes.					
Actions required	Target date					Responsibility
	2025/26	2026/27	2027/28	2028/29	2029/30	
Deliver a suite of Gaelic language courses for parents of children in GME, from beginner to fluent speakers. To be delivered each semester of every AY during the lifespan of the Plan.	✓	✓	✓	✓	✓	Gaelic curriculum team Marketing & Communication team

Promote a coordinated programme of CPD language courses to UHI North, West and Hebrides staff Board members and other stakeholders and partners.	✓	✓	✓	✓	✓	Gaelic curriculum team Marketing & Communications Staff Development Officer HR team
Create a coordinated programme of short courses and one-day/half-day training opportunities for industry. Training will include language learning, culture & heritage training (local placenames etc) and Gaelic as means to added value. Deliver at least two such events each year during the lifespan of the Plan.				✓		Gaelic team Director of Enterprise and Engagement Head of Finance
Develop Gaelic skills in conjunction with Business, Leadership and Management skills			✓			Gaelic curriculum team Business Curriculum Manager Director of Enterprise and Engagement
Develop training courses for GME ancillary staff, such as Gaelic for Early Years and Gaelic for Speech Therapy.		✓				Gaelic curriculum team
Offer teacher training courses more flexibly including part-time & twilight delivery.		✓	✓	✓	✓	Gaelic curriculum team
Offer Gaelic medium degrees more flexibly, including part-time & twilight delivery.		✓	✓	✓		Gaelic curriculum team
Develop capacity-building courses to enable existing teaching practitioners to deliver GME by developing and delivering SCQF 7 learner strand language modules for online delivery.				✓	✓	Gaelic curriculum team
Liaise with library team to ensure collections support curriculum and community offer.	✓	✓	✓	✓	✓	Gaelic team Learning Resource and Information team

Gaelic built into 2 appropriate programmes e.g. tourism & hospitality, health and social care.			✓	✓	✓	Curriculum Managers/Heads of Faculty/ Director of Curriculum and Student Experience Gaelic curriculum team Relevant teaching teams
In partnership with Bòrd na Gàidhlig, develop and deliver post graduate education and training to support Gaelic Development officer roles across Scotland.		✓	✓	✓	✓	Bòrd na Gàidhlig Curriculum Manager/Head of Faculty/Director of Curriculum and Student Experience Gaelic curriculum team
In partnership with Bòrd na Gàidhlig, seek additional funding for expansion of e-Sgoil delivery of National Qualifications in Gaelic across Scotland.		✓	✓	✓	✓	Bòrd na Gàidhlig CnES e-Sgoil Curriculum Manager/Head of Faculty/Director of Curriculum and Student Experience Gaelic curriculum team

Business & The Economy

Strategic Priority 3	Support the development of Gaelic language and culture as an economic asset and further develop links between Gaelic and employability					
Desired outcome	Establish a cultural services agency, providing a commercial translation/copywriting service; Translation of UHI North, West and Hebrides press releases, social media posts and website material delivered in-house; Deliver at least two commercial events each year such as half-day/day language & cultural course;					
Current practice	There was, previously, a cultural services agency at UHI Outer Hebrides, which ceased to trade in 2011. Internal communications are either translated in-house on an ad hoc basis, or outsourced. UHI North, West and Hebrides provides some language/culture training to local agencies, businesses and industries, but this would benefit from further development and coordination.					
Action required	Target date					Responsibility
	2025/26	2026/27	2027/28	2028/29	2029/30	
Source appropriate funding streams by engaging with stakeholders such as HIE.		✓				Director of Enterprise and Engagement Gaelic curriculum team Head of Finance
Establish customer base/industry contacts by engaging with community groups, local businesses and stakeholders such as Comuinn Eachdraidh, hospitality industry, Visit Scotland, CnES, Highland Council, NHS Western Isles/Highland, HIE and SDS.			✓	✓	✓	Director of Enterprise and Engagement Marketing & Communications team Gaelic curriculum team
Greater networking within Gaelic/business community to establish commercial opportunities.		✓	✓	✓	✓	Director of Enterprise and Engagement Gaelic curriculum team Head of Finance

Develop a range of language, culture & heritage experiences for the tour market.		✓	✓	✓	✓	Gaelic curriculum team
Develop a range of language, culture & heritage training for professional tour guides.		✓	✓	✓	✓	Gaelic curriculum team

Media, Arts, Culture & Heritage

Strategic Priority 4	Support the development of Gaelic language and culture as an economic asset and further develop links between Gaelic and employability					
Desired outcome	Deliver short courses in creative Gaelic writing, including screen writing. Develop an annual programme of culture & heritage themed talks and lectures in Gaelic.					
Current practice	Current creative writing in UHI North, West and Hebrides is delivered through the medium of English. Delivery of culture & heritage themed talks and lectures in Gaelic.					
Actions required	Target date					Responsibility
	2025/26	2026/27	2027/28	2028/29	2029/30	
Develop short courses in creative Gaelic writing, e.g. prose, screen writing, poetry, web content and writing for specific audiences.			✓			Gaelic curriculum team Curriculum Managers/Heads of Faculty/Director of Curriculum and Student Experience Head of Finance Director of Engagement and Enterprise
Engage with community groups and stakeholders such as Comuinn Eachdraidh, Fèisean nan Gàidheal and Ceòlas to facilitate commitments in Community Gaelic Plans regarding language, and culture and heritage course provision. This engagement will include membership of the Gaelic Officers Network.		✓	✓	✓	✓	Gaelic curriculum team Curriculum Managers/Heads of Faculty/Director of Curriculum and Student Experience Director of Engagement and Enterprise

Continue to develop annual programmes of culture, heritage themed talks and lectures in Gaelic, both online and in-person utilising library space where practicable.		✓	✓	✓	✓	Gaelic curriculum team Library team Marketing & Communications
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2. CORPORATE SERVICES AIMS

STATUS

Desired Outcome	Logo and brand Render the corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.
Current Practice	Logo and brand is displayed bilingually.
Actions Required	We will adopt a fully bilingual corporate logo and branding which gives equal treatment to Gaelic and English.
Target Date	2025
Responsibility	Marketing & Communication team

Desired Outcome	Signage Signage will include Gaelic and English as part of any renewal process.
Current Practice	Signage is replaced fully bilingually as part of any renewal, particularly in the traditional Gaelic-speaking areas.
Actions Required	We will replace all non-bilingual signage with signage that is fully bilingual throughout all UHI North, West and Hebrides campuses. All significant signage within high profile areas in premises to be fully bilingual, giving priority to high profile locations. ‘High profile location’ means in the first instance public facing signage, and in the second instance primary signage for students and staff (i.e. room functions and occupants, directional signs, public conveniences). In areas where static bilingual signage is well established, attention will be given to creation of a bank of temporary signage, such as ‘Meeting in Progress’, ‘Interview in Progress’ etc. This will be made available to all UHI North, West and Hebrides staff via a centralised location.
Target Date	2025 and ongoing
Responsibility	Estates Marketing & Communication team

COMMUNICATING WITH THE PUBLIC

Desired Outcome	Promotion Positive messages that communication from the public in Gaelic is always welcome are regularly repeated.
Current Practice	Gaelic courses and events are promoted bilingually. Some generic promotional materials are bilingual. 'Cleachd i' merchandise is used and displayed.
Actions Required	Continue to ensure Gaelic courses and events are promoted bilingually. Ensure alignment with UHI North, West and Hebrides Marketing and Communication Strategy. Increase visibility of bilingual promotional materials throughout all campuses. Promotional materials for English medium courses will reference the importance of Gaelic within UHI North, West and Hebrides. Ensure all generic promotional materials include a Gaelic strapline. Provide bilingual Visitor badges in all UHI North, West and Hebrides campuses.
Target Date	2025 and ongoing
Responsibility	Marketing & Communication Enquiries team

Desired Outcome	Written Communication Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.
Current Practice	Any such communication coming to the general office would be forwarded to the Gaelic staff.
Actions Required	Generate a pro forma response which can be used to acknowledge all Gaelic communication prior to full response. Signposting to Gaelic-speaking members of staff. Identify frontline staff training requirements particularly designated as Gaelic desirable. Identify posts which can be redesignated as Gaelic essential.
Target Date	2025 and ongoing

Responsibility	Gaelic Compliance Officer Enquiries team Staff Development Officer
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Desired Outcome	Reception and phone Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public. If there are no staff available to deliver this, capacity will be built through training and recruitment.
Current Practice	Where practicable callers to Reception are greeted in Gaelic. Gaelic-speaking staff answer their direct lines in Gaelic.
Actions Required	We will offer training to all front-of-house staff to develop their Gaelic language skills and, as the opportunity arises, we will seek to employ staff with Gaelic language skills. Front of house staff will be trained to answer the phone with a basic Gaelic greeting. Identify frontline staff training requirements particularly designated as Gaelic desirable. Identify posts which can be redesignated as Gaelic essential.
Target Date	2025 and ongoing
Responsibility	Enquiries team Staff Development Officer HR team Gaelic Compliance Officer

Desired Outcome	Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.
Current Practice	Gaelic-themed events are delivered either wholly in Gaelic or Bilingually.
Actions Required	Simultaneous translation will be made available at meetings concerning Gaelic matters and at high profile events, as practicable.
Target Date	2025 and ongoing
Responsibility	Gaelic team Marketing & Communication

INFORMATION

Desired Outcome	News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
Current Practice	Press releases about major events are issued fully bilingually in the Western Isles area
Actions Required	Continue and extend across the operating area of UHI North, West and Hebrides. We will compile a list of Gaelic spokespeople for Gaelic interviews. Media training will be provided.
Target Date	2025 and ongoing
Responsibility	Marketing & Communication team Gaelic Communication Officer (pending)

Desired Outcome	Social Media Gaelic content distributed regularly through social media. All social media communications related to Gaelic are circulated either bilingually or in Gaelic only.
Current Practice	Gaelic specific posts/tweets are issued bilingually. Currently, there is no capacity to post bilingually across the channels.
Actions Required	Increased demand for translation/Gaelic copy will require an increase in staffing capacity. Gaelic will be integrated from the outset into pre-planned social media and digital campaigns. Video content in Gaelic will be generated via promoted interaction by Gaelic-speaking students as digital ambassadors.
Target Date	2025 and ongoing
Responsibility	Marketing & Communication team Gaelic Communication Officer (pending) Gaelic team

Desired Outcome	Website Gaelic content on the college's website is increased, with emphasis given to the pages with the highest potential reach.
Current Practice	Gaelic course information and Gaelic related content are available bilingually.

Actions Required	Increased profile for Gaelic within the UHI North, West and Hebrides website by identifying static information, such as Principal's Welcome, and some key policy documents by 2028. A Gaelic tab on the homepage will provide two levels of navigation to Gaelic on some pages by 2028. Panels with introductory text and key corporate statements will be provided in Gaelic by 2026. Page headings will be available bilingually by 2026. All course pages contain a bilingual strapline by 2025. The principal's welcome will be available in bilingual format by 2025. Static content will increase during the lifespan of the Plan.
Target Date	As detailed above
Responsibility	Marketing & Communication team Gaelic Communication Officer (pending) Gaelic team

Desired Outcome	Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach and impact.
Current Practice	Gaelic-related corporate publications are currently produced as bilingual, or separate Gaelic and English versions. UHI OH Strategic & Operational Plan was produced bilingually as per Gaelic Language Plan 2017-23 commitment.
Actions Required	Identify key documents for translation. Increased demand for translation/Gaelic copy will require an increase in staffing capacity.
Target Date	2025 and ongoing
Responsibility	Executive Management Team Marketing & Communication team Gaelic Communication Officer (pending) Gaelic team

Desired Outcome	Language A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.
Current Practice	Translation and proofing are currently outsourced to professional agencies. Gaelic Orthographic Conventions are adhered to.
Actions Required	Creation of an in-house translation service.
Target Date	2028
Responsibility	Director of Enterprise and Engagement Gaelic team

Desired Outcome	Exhibitions Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.
Current Practice	Generic promotional materials are available bilingually. Gaelic specific events are fronted by Gaelic-speaking staff.
Actions Required	Continue with the above practice and identify opportunities to include Gaelic in annual student exhibitions and events.
Target Date	2025 and ongoing
Responsibility	Marketing & Communications team Gaelic team

STAFF AND STUDENTS

Desired Outcome	Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each edition of the plan.
Current Practice	An audit was conducted prior to UHI OH GLP 2017-23. UHI North, West and Hebrides staff participated in UHI audit in 2020.
Actions Required	A UHI North, West and Hebrides internal audit will be conducted.
Target Date	2023 – completed
Responsibility	Gaelic team

Desired Outcome	Induction Knowledge of the organisation's Gaelic Language Plan and training opportunities are embedded in new staff inductions.
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Current Practice	Information related to language learning opportunities is routinely circulated.
Actions Required	Ensure all new employees and Board members receive Gaelic Awareness training within 12 months of Appointment. Create mandatory self-assessed Gaelic Awareness training. Develop an Induction Pack for all new employees and Board members, to include training opportunities, Gaelic Plan and policy awareness. Student Induction. Induction information will include awareness of the Gaelic Language Plan and information regarding language learning opportunities. The GLP Compliance Officer will meet with HISA representatives annually to discuss Gaelic events. Local HISA representatives will liaise with HISA Gaelic Officer.
Target Date	Induction: 2023-24 Training: ongoing
Responsibility	HR team Staff Development Officer Student Services HISA

Desired Outcome	Language training Gaelic language skills training and development delivered to staff.
Current Practice	Information related to language learning opportunities is routinely circulated and offered at no cost to staff.
Actions Required	All roles reviewed and requirement for/desirability of Gaelic language skills identified. Offer appropriate Gaelic language training for staff, taking into account proficiency and location. Each programme of staff development will include a minimum of one Gaelic training event. Annually at least one member of staff from each Department is offered the opportunity of training to develop their language skills.
Target Date	2025 and ongoing

Responsibility	HR team Staff Development Officer Heads of Department and Section Managers
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Desired Outcome	Using Gaelic Staff are encouraged to use Gaelic in their work.
Current Practice	Staff are routinely offered a suite of Gaelic language learning opportunities. The staff newsletter regularly includes some Gaelic content.
Actions Required	Staff will be supported to set up and take part in a Gaelic conversation group. Online staff forum, display screens and newsletter will include regular Gaelic content including useful Gaelic vocabulary. Students will be supported to set up and take part in a Gaelic conversation group. A language buddy system will be set up.
Target Date	2025 and ongoing
Responsibility	Gaelic team Gaelic Compliance Officer Marketing & Communication team HISA

Desired Outcome	Recruitment Gaelic language skills are recognised and respected within the recruitment process throughout the organisation.
Current Practice	All posts designated Gaelic desirable except those where Gaelic is essential.
Actions Required	All posts designated Gaelic desirable except those where Gaelic is essential. All job vacancies to be advertised with a Gaelic positive statement. Identify staff training requirements particularly where designated as Gaelic desirable. Identify posts which can be redesignated as Gaelic essential.
Target Date	2025 and ongoing
Responsibility	Executive Management team HR team

Desired Outcome	Recruitment All vacant posts to be designated in one of the following three ways: Gaelic essential Gaelic highly desirable (applied to priority areas as per the Plan) Gaelic desirable
Current Practice	Gaelic is included in all interviews where Gaelic is an essential requirement for the post. This includes a Gaelic spoken and literacy skills assessment where appropriate.
Actions Required	Identify staff training requirements particularly where designated as Gaelic desirable.
	Identify posts which can be redesignated as Gaelic essential. Interview pro formas and application forms will include a question on Gaelic language training. Training will be provided to middle and senior management to ensure appropriate consideration is given to Gaelic skills in recruiting suitable candidates with a view to embedding Gaelic across curriculum. Permission to Recruit forms to include a Gaelic criteria question.
Target Date	2025 and ongoing
Responsibility	Executive Management team HR team Heads of Department and Section Managers Gaelic Compliance Officer

Desired Outcome	Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential or highly desirable skill.
Current Practice	Job adverts for all posts where Gaelic is essential or highly desirable are published bilingually or in Gaelic only. Gaelic is included in all interviews where Gaelic is an essential requirement for the post. This includes a Gaelic spoken and literacy skills assessment where appropriate.
Actions Required	Continue with current practice
Target Date	Ongoing
Responsibility	Executive Management team HR team Heads of Department and Section Managers Gaelic Compliance Officer

Desired Outcome	Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.
Current Practice	UHI North, West and Hebrides has a commitment to adhere to the Gaelic Orthographic Conventions and to apply consistent orthography across all signage and documents.
Actions Required	Continue with current practice.
Target Date	Ongoing
Responsibility	Marketing & Communication team Gaelic Communication Officer (pending)

3. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

UHI North, West and Hebrides acknowledges that Gaelic is fundamental to its ethos and the region it serves, it also recognises that Gaelic is a national language of Scotland and a central pillar of our country's rich heritage, national identity and cultural life.

UHI North, West and Hebrides seeks to support national strategies, plans and initiatives that aim to strengthen the position of Gaelic as a national language, and in doing so, to build more inclusive, diverse and successful communities. UHI North, West and Hebrides therefore supports the Scottish Government's National Performance Framework (NPF). In particular, this Gaelic Language Plan intends to assist in advancing the following priorities of the NPF:

- People live in communities that are inclusive, empowered, resilient and safe.
- People are creative and their vibrant and diverse cultures are expressed and enjoyed widely.
- People are well educated, skilled and able to contribute to society.
- People value, enjoy, protect and enhance their environment.
- People have thriving and innovative businesses, with quality jobs and fair work for everyone.

Full details of the National Performance Framework can be accessed at:

<https://nationalperformance.gov.scot/>

4. LINKS TO LOCAL AND REGIONAL FRAMEWORKS

UHI North, West and Hebrides is committed to creating the conditions whereby Gaelic usage and learning can be supported and expanded for the wellbeing and economic benefit of the communities it serves.

The college will therefore engage with Community Planning Partners throughout the region to deliver the language plan. The UHI North, West and Hebrides Merger and Business Case can be accessed at <https://www.rural-islands-merger.uhi.ac.uk/t4-media/one-web/rural-islands-merger/RICM-Merger-Proposal-and-Business-Case-Nov-2022-FINAL-SUBMISSION.pdf>

This document sets out the key themes and commitments for the new college. One of those commitments is to develop and deliver a Gaelic Language Plan.

This version of the Gaelic Language Plan will serve to increase the use and profile of Gaelic across the entire region served by the college.

As asserted in the National Plan for Scotland's Islands; investment in Gaelic generates positivity. It creates a sense of self and of community and can make a substantial contribution to driving economic activity. It also offers significant opportunities for future economic growth. The Plan also highlights the symbiotic relationship between Gaelic and community, i.e. while Gaelic is important to the community, a thriving community is also important to the survival of Gaelic. UHI North, West and Hebrides therefore supports recommendations set out in the recently published short life working group report for the Cabinet Secretary for Finance and Economy on the Economic and Social Opportunities for Gaelic. This iteration of the College's Gaelic Language Plan will detail how UHI North, West and Hebrides will work with other agencies and partners to strengthen the role of Gaelic as a cultural, economic and social asset within our communities.

5. PUBLICATION

Publishing and publicising the plan

INTERNAL

Information for staff, students and internal stakeholders about the new plan and how to access it will be made available via:

- issue of a press release announcing the plan;
- copies of the plan available in our libraries, student association offices and reception areas;
- making the plan known to employees via UHI North, West and Hebrides centralised location and staff newsletter;
- making the plan known to students via the information screens, notice boards and internet (College website and Facebook page).

EXTERNAL

UHI North, West and Hebrides Gaelic Language Plan will be published in Gaelic and in English on our website. In addition, we will: -

- issue a bilingual media release announcing the approval and publication of the plan;
- issue bilingual social media posts on a number of platforms;
- offer media interviews in Gaelic and English, as appropriate .

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

6. RESOURCING THE PLAN

Our commitments are made within a challenging College and University financial environment. Audit Scotland recently reported a 17% reduction in funding to the college sector, since academic year 2021-2022. This means the sector must make challenging decisions during 2024/25 and in future years, across the lifetime of this plan.

Currently, limited SFC credit funding, and reduced financial support from other agencies, results in UHI North, West and Hebrides experiencing unmet demand for National Qualifications in Gaelic. This financial climate is unlikely to improve across the sector within the lifetime of this plan.

We will endeavour to ensure adequate funding is in place throughout the lifetime of this plan. Dependent on future funding allocations, we may need to review our commitments in future years to fit with funding available.

We have made a commitment to fund a 1FTE Gaelic Officer post to support the management, monitoring and delivery of this plan. The commitments within our Gaelic Language Plan 2025-2030 are made within this challenging financial context.

7. MONITORING THE PLAN

UHI North, West and Hebrides will monitor the implementation of its Gaelic Plan as follows:

Internally

A Gaelic Language Plan Implementation Group serviced by a named member of staff will be formed to ensure Plan compliance;

Managers with responsibility for any aspect of implementation of the plan will report to the Implementation Group and then Executive Management Team at agreed points in the year, informing of their team's progress towards targets.

The College Principal will report on progress to the Board of Management; the Board may then make recommendations or adjustments, which will be fed back to staff in the usual way.

UHI North, West and Hebrides Board of Management will publish details of the Gaelic Plan's progress within its Annual Report.

Externally

UHI North, West and Hebrides will submit annual monitoring reports to Bòrd na Gàidhlig on the progress of the plan and such additional reports required as a condition of any GLP funding received.

8. THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY

Overall responsibility for the plan

It is recommended that the plan clearly states who has overall responsibility for the plan. As the plan will have an impact across the whole organisation, it is advised that overall responsibility for the plan lies with the accountable officer or another position within the senior management structure who can ensure the corporate implementation of the plan. The following text is suggested: -

The Principal has overall responsibility for preparation, delivery and monitoring of UHI North, West and Hebrides Gaelic Language Plan. They can be contacted as follows: -

*Lydia Rohmer
Principal
UHI North, West & Hebrides
01397 874 000 | 07557 544405*

lydia.rohmer@uhi.ac.uk

Day-to-day responsibility for the plan

The Gaelic Officer has day-to-day responsibility for the delivery and monitoring of UHI North, West and Hebrides Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

*Gaelic Officer
c/o Tracy Kerr
Department of Performance and Planning
UHI North, West and Hebrides
Ormile Road
Thurso
KW14 7EE*

01397 874 001
tracy.kerr@uhi.ac.uk

Gaelic Language Plan Implementation and Monitoring Group

The remit of the working group will be to ensure full compliance with all Plan commitments throughout the lifetime of the plan. This group will also feed into the UHI GLP Implementation Group. The person designated as having day-to-day responsibility for the plan will chair all meetings of the group.

The following corporate functions will be represented:

Senior Management
HR
Student Services
Highlands and Islands Students
Association (HISA)
Administrative staff
Student Records
Curriculum
staff Finance
Learning and Resource staff
Marketing & Communications
Estates

The group will meet on a six weekly basis

Engaging with staff

Staff have been consulted in the preparation of this Plan, with clear remits of responsibility assigned to the relevant staff concerned. All staff will have opportunity to contribute to the Plan during its progress and will be encouraged to review how they can add value to the delivery of the Plan, if possible.

Arm's length organisations and third parties

Where the College outsources work, such as advertising or design, we will ensure that service providers are supplied with guidelines as to how they can comply with the commitments contained within the plan. Publicity material must be approved by the College's Marketing & Communication team and they will ensure that any materials created on behalf of UHI North, West and Hebrides fully adhere to the principles contained within the Plan.

9. APPENDIX 1 – CONSULTATION

Responses to UHI North, West & Hebrides Consultation on Draft Gaelic Language Plan 2023-28

Response 1 – UHI

Introduction. Does this adequately deal with UHI North West and Hebrides' role in relation to Gaelic?

Yes, it does. From a UHI point of view, I would suggest the explicit inclusion of a cross reference to the UHI Gaelic Language Plan, as it would be good for there to be a public statement about the UHI North, West and Hebrides as one of the academic partners of UHI and the cohesiveness between the UHI North, West and Hebrides GLP and the UHI GLP.

Chapter 1 Our Strategic Priorities. Is this chapter clear, ambitious, realistic?

Definitely. There is a real sense of ambition and enhancement - a step-up from the previous LCC/ UHI OH GLPs. Whilst it is there, perhaps more emphasis could be given to the geographical spread and especially the inclusion of North Highland.

Chapter 2 Corporate Aims. Do you agree that the aims set out in this chapter are clear, ambitious and realistic?

Very much so. As with chapter 1, perhaps more could be said about the links to the UHI plan and agreed actions, cross referencing against specific commitments.

Chapter 3 Links to the National Performance Framework. Do you agree with the way in which we outline our intentions with regard to national initiatives for Gaelic, in this Chapter?

Yes, this makes sense and is very well set out.

Chapter 4 Links to Local and Regional Frameworks. Do you agree with the way in which we outline our intentions with regard to local initiatives for Gaelic, in this Chapter?

Whilst the draft GLP was written prior to the census figures being published, perhaps more could be said about these and the impact they may have on the GLP, especially the community engagement across the Western Isles elements of the plan.

Chapter 7 Monitoring the Plan. Do you have any comments to make how we might improve our plans as described in this Chapter?

Perhaps an explicit link could be made to the UHI wide GLP implementation group and the cross over between the two.

Further Comments. Do you wish to make any further comments not covered in your responses to the five main Chapters, above?

Overall, I think that this is a really good draft GLP, ambitious, realistic and achievable.

Response 2 - Skills Development Scotland

Introduction. Does this adequately deal with UHI North West and Hebrides' role in relation to Gaelic?

This is a welcome document that ties in with the new National Gaelic Plan, forming a good starting point, bringing the Colleges together regarding their Gaelic aspirations.

Chapter 1 Our Strategic Priorities. Is this chapter clear, ambitious, realistic?

It is encouraging to see that increasing the number of Gaelic Learners and bringing in community related immersive experiences has been prioritised. The priorities are clear and concise. Consideration should be given regarding work-based learning programmes such as Foundation and Modern Apprenticeships being delivered and assessed in Gaelic. Skills Development Scotland (SDS) would be happy to work with UHI North, West and Hebrides in this area.

Chapter 2 Corporate Aims. Do you agree that the aims set out in this chapter are clear, ambitious and realistic?

Aims seem clear, ambitious, and realistic. To be fully effective there will require to be a considerable utilisation of Gaelic speaking members of staff. It is encouraging to see aspirations with students becoming digital ambassadors and creating their own content. Also, positive to see that all posts will be designated as Gaelic desirable.

Chapter 3 Links to the National Performance Framework. Do you agree with the way in which we outline our intentions with regard to national initiatives for Gaelic, in this Chapter?

Yes

Chapter 4 Links to Local and Regional Frameworks. Do you agree with the way in which we outline our intentions with regard to local initiatives for Gaelic, in this Chapter?

Yes, and good to see the College refer to supporting the short life working group report (The Cabinet Secretary for Finance & Economy, on the Economic and Social Opportunities for Gaelic). SDS and Highlands & Islands Enterprise lead on the Economy and Labour Market workstream as part of the 'Gaelic – A Faster Rate of Progress' initiative. This takes forward some of the actions detailed in the Cabinet Secretary's report. There is an opportunity here for SDS to work with college and other workstream partners to take things forward. Also, a link here to the National Islands Plan that SDS was involved with.

Chapter 7 Monitoring the Plan. Do you have any comments to make how we might improve our plans as described in this Chapter?

A Gaelic Plan Implementation group with cross directorate representation is the best way to go and this has been put into motion.

Further Comments. Do you wish to make any further comments not covered in your responses to the five main Chapters, above?

Response 3 - HIE

Introduction. Does this adequately deal with UHI North, West and Hebrides' role in relation to Gaelic?

We welcome the ambition outlined in the Foreword and Introduction. Perhaps this has already been considered but it would also be interesting to understand if Gaelic can be woven into the wider existing portfolio of courses that are not Gaelic as yet but could be enriched by Gaelic, such as Adventure Tourism Management and Archaeology. How Gaelic is relevant on an inter-disciplinary basis is key to it being part of our culture, heritage, unique selling points and our economy.

We would also consider that UHI North, West and Hebrides is a key player in supporting and developing the workforce of the future and ensuring we have the appropriate workforce for all aspects of Gaelic activities and application of Gaelic in our communities and economy.

It could also be acknowledged that UHI North, West and Hebrides has locations in some of the areas where Gaelic is strongest within the communities and can capitalise on this, such as with Cnoc Soilleir

We also welcome the focus on partnership, and we look forward to working with you going forward. There are some actions which could contribute to wider activities such as the welcome packs for new residents and, for example in Uist, the Repopulation Zone and Settlement Officer activity.

Chapter 1 Our Strategic Priorities. Is this chapter clear, ambitious, realistic?

We welcome the setting out of ambitious goals with a good range of activities to develop community use of the language. Inviting new residents to learn Gaelic and give learners the option of more online courses and seasonal school.

Providing more Gaelic courses and training/development courses through the medium of Gaelic will be beneficial for teachers, parents and others in a leadership role across the economy. There is mention of courses being run all year and in the evenings, we query whether this will be deliverable within existing staff and financial resources

There could also be further opportunities for collaboration and a role for UHI North, West and Hebrides in the emerging Community Gaelic Plans.

Chapter 2 Corporate Aims. Do you agree that the aims set out in this chapter are clear, ambitious and realistic?

While we welcome the realistic goals, we do see opportunities for greater ambition. For example, rather than only press releases relating to high profile and Gaelic related activities being bilingual, it could be widened to press releases regarding specific areas and wider disciplines.

We wonder whether the comment on identifying posts which can be redesignated as Gaelic Essential belongs within the Written Communication Outcome area?

Website – Could some of the headline actions such as page titles be brought forward rather than in 4 years?

Under Internal Audit, there is a reference to a target date of 2023 and induction is 2023/24.

There is no current practice noted or target date for Using Gaelic. There is no Current Practice under Recruitment.

Chapter 3 Links to the National Performance Framework. Do you agree with the way in which we outline our intentions with regard to national initiatives for Gaelic, in this Chapter?

This chapter set out the areas of the National Performance Framework the activities of UHI North, West and Hebrides can contribute to, however the question refers to other National initiatives and there could be others you are engaged in from an educational perspective and wider perspective such as Faster Rate of Progress, National Gaelic Plan and the forthcoming Scottish Languages Bill.

Chapter 4 Links to Local and Regional Frameworks. Do you agree with the way in which we outline our intentions with regard to local initiatives for Gaelic, in this Chapter?

We would welcome highlighting the partnership and collaborative approach to this area and frameworks, reflecting both the place based approach and also developing the required workforce of the future.

Chapter 7 Monitoring the Plan. Do you have any comments to make how we might improve our plans as described in this Chapter?

No comment

Further Comments. Do you wish to make any further comments not covered in your responses to the five main Chapters, above?

We welcome this first Gaelic Language Plan from UHI North, West and Hebrides and look forward to continuing partnership working on the delivery of the ambitions set out.

Response 4 – Individual (responding as resident of Western Isles)

Introduction. Does this adequately deal with UHI North West and Hebrides' role in relation to Gaelic?

Tha am plan a seo a toirt sgoinn do obair Gàidhlig UHI a Tuath an Iar agus Innse Gall. S e deagh chothrom a th'ann cuideachadh a' thoirt do leasachadh na cànan ann a sgìre a tha cho mòr agus farsainn.

Chapter 1 Our Strategic Priorities. Is this chapter clear, ambitious, realistic?

Bhitheadh e math beagan a bharrachd fiosrach air ciamar a bhitheas sibh a 'Develop a regular programme of community-based immersive experiences', ach cinnteach gu bidh sin soilleir na bhitheas a plana air fhoillseachadh.

Chapter 2 Corporate Aims. Do you agree that the aims set out in this chapter are clear, ambitious and realistic?

Tha sinn (saoghal) na Gàidhlig feumach air barrachd 'mothachadh Gàidhlig' a thoirt do shaoghal na beurla mar sin nach bitheadh e math CPD a chuir air doigh airson sin. Cinnteach gu bitheadh uidh mhòr aig feadhinn an co-dhiù le bile ùr na cànan a tighinn oirnn.

Chapter 3 Links to the National Performance Framework. Do you agree with the way in which we outline our intentions with regard to national initiatives for Gaelic, in this Chapter?

'S e deagh amasan a tha seo ann an roinn a tha cho cudromach. As dèidh fiosrachadh a chunntas sluaigh, bu chòrr da rìribh fòcas a bhi air co-obrach le gnìomhachasan airson math na Gàidhlig

Chapter 4 Links to Local and Regional Frameworks. Do you agree with the way in which we outline our intentions with regard to local initiatives for Gaelic, in this Chapter?

Tha mi ag aontachadh gu teagamh. Tha e cudromach gum bidh dòighean ann coimhearsnachdan Gàidhlig a-chur a measg leasachadh na Gàidhlig co -dhiù na tha sinn a bruidhinn air measgachadh le muinntir na beurla.

Chapter 7 Monitoring the Plan. Do you have any comments to make how we might improve our plans as described in this Chapter?

Chanain gu bitheadh e feumail buidheann buileachaidh a-chur na chèile le dhaoine bho diofar roinnean(Gaelic Language Plan Implementation Group).

Further Comments. Do you wish to make any further comments not covered in your responses to the five main Chapters, above?

S e plana math fhèin a tha seo agus làidir a thaobh na h-amasan. Bhithinn a’ moladh suil a chur air a toraidhean a thaing bhon chunntas sluaigh agus chanain gu bitheadh e feumail tilleadh air ais airson coimhead air ciamar a ni sinn cinnteach nach eil Gàidhlig a measg fileantaich sna h-Eileanan Siar a crìonadh nas motha.

Rinn sibh obair mhòr agus mhath.

Response 5 - Individual (respondent works for a Heritage group but views are their own)

Introduction. Does this adequately deal with UHI North West and Hebrides' role in relation to Gaelic?

Yes, I would say it adequately deals with UHI North, West and Hebrides role in relation to Gaelic. However: some figures or a table of current student numbers involved in Gaelic studies of any nature might illustrate UHI North, West and Hebrides impact more clearly (I don't know how many students are directly involved).

I would also argue that in this section some recognition of previous Gaelic language plans conducted by UHI North, West and Hebrides would be useful (Lews Castle 2020, UHI 2023-2026 for example), and what achievements were made as part of these.

Chapter 1 Our Strategic Priorities. Is this chapter clear, ambitious, realistic?

Firstly, will the outcomes outlined in this section have measurable targets? I.e., number of people you hope to enlist/engage with. For example, your outcome states on page 8: increase in the number of Gaelic learners at all levels. What are the current level of Gaelic learners, and what is the target?

Secondly: Arguably, if the strategic priority on page 14 for Media, Arts, Culture and Heritage is to develop it as an economic asset, could it not just fit in under the subheading Business and the Economy on pages 12 and 13? Does it need to be separate?

Chapter 2 Corporate Aims. Do you agree that the aims set out in this chapter are clear, ambitious and realistic?

I agree they are clear and realistic, but the lack of concrete dates of delivery for so many of these projects makes it hard to know how and when they will be achieved. The vast majority are listed as 'ongoing' – does this mean ongoing for the duration of the plan, or that these are already in motion? I also don't see evidence here as to how they will be measured, which would help to inform the next Gaelic plan.

Chapter 3 Links to the National Performance Framework. Do you agree with the way in which we outline our intentions with regard to national initiatives for Gaelic, in this Chapter?

In theory, yes. But what work is done to ensure that all benefit? For example, you commit through this plan to ensuring people are 'well educated, skilled and able to contribute to society'. But how are groups involved, and how will this be measured? Again, are there specific targets that are to be reached here?

Chapter 4 Links to Local and Regional Frameworks. Do you agree with the way in which we outline our intentions with regard to local initiatives for Gaelic, in this Chapter?

In theory, yes, but in the matrix relating to this priority on page 14 you outline that you will develop annual programmes of cultural and heritage themed talks and lectures. Where is the role of local museums/community led heritage groups that use Gaelic in this, or civic museum services, as they are not listed as partners under responsibilities, but do also have Gaelic skills. I wonder, could more collaborative projects be created through this mechanism to bolster working relationships and draw on expertise across the demographic (academic and working populations)?

Chapter 7 Monitoring the Plan. Do you have any comments to make how we might improve our plans as described in this Chapter?

Again, will the reports outlined in this section have measurable targets? I.e., number of people you hope to enlist/engage with? As stated previously: your plan states: 'increase in the number of Gaelic learners at all levels'. But what are the current level of Gaelic learners, and what is the target?

Further Comments. Do you wish to make any further comments not covered in your responses to the five main Chapters, above?

In the UHI Lews Castle College UHI Gaelic Strategic Plan from 2020 – 2023 UHI had made commitments to engage specifically with the Outer Hebrides Heritage Forum (Comann Dualchas Innse Gall) and Museum nan Eilean (pages 3 and 5). Whilst I appreciate that this new Gaelic plan is now wider than the Outer Hebrides I feel the Heritage Forum and similar organisations across the North, West and Highlands could still benefit from working collaboratively. There were also commitments to upskilling young people mentioned on page 3 of this plan which don't seem to have translated to the latest version of this plan. How would I find out about the progress of this development?

In UHI's 2023 – 2026 Gaelic plan on page 14 there was a commitment 'after a successful pilot' to run short courses in Gaelic and tourism and heritage'. I would be interested to know of developments pertaining to this as this has also does not appear to have translated to the latest version of this plan.

In this new plan (2024 - 2029), UHI North, West and Hebrides has two new projects listed under 'Business and the Economy': 'Develop a range of language, culture & heritage experiences for the tour market' and 'Develop a range of language, culture & heritage training for professional tour guides'. I think grassroots and civic heritage services could be specifically mentioned and involved in the designing process here. In addition, why are skills and training only being delivered for tour guides and tour market? Does this benefit the entire region UHI NORTH, WEST AND HEBRIDES is trying to cover? Would this training be funded? If funded, would that disproportionately benefit private companies and individuals, who arguably could contribute to costs? If a fee paying course, could costs of training be increased for a slight profit that might enable a few funded spots for community heritage groups to receive this training too?

On page 6 of the current plan there is a priority to "build partnerships, including those with Bòrd na Gàidhlig, community organisations and Ceòlas on the Cnoc Soilleir project to create opportunities that develop stronger interdisciplinary activity between Gaelic language, culture and

heritage and accredited short course provision in Gaelic media and the creative industries.” Which other partners are to be consulted on this, and how are community organisations aware of the desire to create these links - will there be a programme of engagement planned as part of this plan? I suppose I mean to say - do community heritage groups and museums, whose expertise may be relied upon here, know that they are going to have to commit time to these types of projects?

Response 6 - Individual (responding as Adult Learner)

Introduction. Does this adequately deal with UHI North West and Hebrides' role in relation to Gaelic?

Yes for both students and staff. Increasingly involving Gaelic language and culture in study and business practice will reap great rewards in attracting learners from both staff and students, keeping the language alive. Learning Gaelic is not easy but it is very diverting and instills the student with a determination to succeed if it is taught at the right level to the appropriate audience. It is a very useful skill to have within the partnership.

Chapter 1 Our Strategic Priorities. Is this chapter clear, ambitious, realistic?

Yes, it is very clear and set at the right level to be challenging but achievable.

Chapter 2 Corporate Aims. Do you agree that the aims set out in this chapter are clear, ambitious and realistic?

Yes, I agree.

Chapter 3 Links to the National Performance Framework. Do you agree with the way in which we outline our intentions with regard to national initiatives for Gaelic, in this Chapter?

Yes, I agree the plan is in concordance with national initiatives.

Chapter 4 Links to Local and Regional Frameworks. Do you agree with the way in which we outline our intentions with regard to local initiatives for Gaelic, in this Chapter?

Yes, it is very clear and comprehensive.

Chapter 7 Monitoring the Plan. Do you have any comments to make how we might improve our plans as described in this Chapter?

No. I think the plan is well written and presented.

Further Comments. Do you wish to make any further comments not covered in your responses to the five main Chapters, above?

No, thank you.

Response 7 - Individual (responding as Parent of GME child, Highland resident)

Introduction. Does this adequately deal with UHI North West and Hebrides' role in relation to Gaelic?

It would be great if UHI could work with existing commun na Gaidhlig employees. Here in Mallaig, we are close to Sabhal Mor Ostaig as well but the interaction between UHI, CnaG agus Sabhal Mor Ostaig and between Gaelic primary and High schools as well as Highland Council could be better/improved/intensified.

Chapter 1 Our Strategic Priorities. Is this chapter clear, ambitious, realistic?

So far, since my child joined P1 last August, I haven't had any offer as a parent to be involved in learning Gaelic and supporting my child. I think, this is a missed opportunity. The schools don't seem to engage with parents directly. Even if offers are available, parents are not directly made aware of them. Gaelic culture events are not existent in our community.

Chapter 2 Corporate Aims. Do you agree that the aims set out in this chapter are clear, ambitious and realistic?

Marketing and communication/logo etc. are not anything that I would see important. In the community, it would be important that the Gaidhlig toddler group is supported that the nursery reaches out to GM parents to tell them where they find the relevant events/courses in the area. It would be good to get the local Sradagan group going for our P1-3 pupils. I do not understand why EM pupils cannot have Gaelic as a regular subject for 3-5 hours a week if they are interested in learning as a second language?

Chapter 3 Links to the National Performance Framework. Do you agree with the way in which we outline our intentions with regard to national initiatives for Gaelic, in this Chapter?

National initiatives and information provided might be useful but in reality, lots of information might be lost if the communication channels are not set up in a proper manner. Assuming that GM parents are interested in the culture and language, they should be a primary target audience and receive information that is relevant to them.

Chapter 4 Links to Local and Regional Frameworks. Do you agree with the way in which we outline our intentions with regard to local initiatives for Gaelic, in this Chapter?

Most useful for Mallaig would be if our children got the chance to have community activities out with school in Gaelic, if there was more Gaelic to be heard outside school, if courses would be offered locally, if community events for example music, dance etc. happened here.

Chapter 7 Monitoring the Plan. Do you have any comments to make how we might improve our plans as described in this Chapter?

More opportunities to hear and speak Gaelic and learn about the culture within Mallaig would be very much appreciated.

No. I think the plan is well written and presented.

Further Comments. Do you wish to make any further comments not covered in your responses to the five main Chapters, above?

Tha mi ag ionssachadh Gaidhlig air loidhne airson 5 bliadhnaichen a-nis. Cursa Gaidhlig ann am Malaig bhitheadh math.

DRAFT

Coinneamh:	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-là:	20 Samhain 2025
Tìotal:	Plana Obrach na Comataidh
Gnìomh a dhith:	Ri Aontachadh
Àireamh pàipear:	5.1
Neach-labhairt:	Ealasaid Dhòmhnallach, Ceannard
Pàipearan-taic:	PT1 Plana Obrach 2025/26

1. Adhbhar

- 1.1. Gus prògram-obrach na Comataidh aontachadh.

2. Cùl-fhiosrachadh

- 2.1. Tha prògram-obrach aig an dà Chomataidh agus aig a' Bhòrd-stiùiridh aig Bòrd na Gàidhlig. Tha iad feumail ann am planadh agus ann an dearbhadh gun tèid na cuspairean iomchaidh is cunbhalach air beulaibh choinneamhan.

3. Prìomh Aithris

- 3.1. Tha am prògram stèidhichte air gnàth-riaghailtean na Comataidh, agus air na thachair am-bliadhna.
- 3.2. Tha sùbailteachd sa phlana-obrach a leigeas leinn rudan a ghluasad gus dèanamh cinnteach gu bheil a' chomataidh gan deasbad aig an àm iomchaidh.
- 3.3. Chaidh clàr-ama a' chomataidh atharrachadh agus chaidh na nithean airson na coinneimh a bha gu bhith a' gabhail àite san t-Sultain a ghluasad air adhart chun ath choinneimh clàraichte san Gearran.

4. Moladh

- 4.1. Aonta a chur ris a' phlana obrach airson 2025/26.

5. Prìomh Bhuidhean Ro-innleachdach

- 5.1. Buidhean air Ionmhas: Cha bhi gin 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: Cha bhi gin ann.
- 5.4. Ceanglaichean ri Amasan Ro-innleachadh agus Corporra: Tha am pàipear seo a' cur ris an amas gun cum Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.
- 5.5. 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.
- 5.6. Buidhean air Slàinte is Sàbhailteachd: Cha bhi gin ann.
- 5.7. Buidhean Laghail: Bidh am plana obrach a' cur ri coileanadh nan dleastanasan reachdail agus deagh riaghlaidh aig BnG.

5.8. Buaidhean air Co-ionannachd: 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.

5.9. Buaidhean air an Àrainneachd: Cha bhi gin ann.

6. Ceanglaichean ri Frèama-obrach Coileanadh Nàiseanta

Còraichean Daonna	☐	Clann is Òigridh	☐
Cultar	☐	Coimhearsnachdan	☐
Àrainneachd	☐	Bochdainn	☐
Slàinte	☐	Eadar-nàiseanta	☐
Foghlam	☐	Eaconamaidh	☐
Gnothachasan soirbheachail is ùr-ghnàthach	☒		

7. Cùrsa Riaghlachais

7.1. Dh'aontaich an Sgioba-stiùiridh ri susbaint a' phàipeir seo air 10/11/2025.

8. Dearbhadh air Cuairteachadh Sgrìobhainn

8.1. Tha am pàipear seo fosgailte don phoball.

A' Chomataidh Poileasaidh is Ghoireasan (CPG) Plana Obrach 2025/26		Cèitean 08/05/2025	Sultain 09/09/2025	Gearran 10/02/2026	Coinneamhan Ad Hoc
Puingean Stèidhichte	Cùisean Tòiseachaidh/Fàilte	√	✗	√	√
	Geàrr-chunntas na coinneamh mu dheireadh	√	✗	√	√
	Clàr gnìomhan	√	✗	√	√
	Plana-obrach na Comataidh	√	✗	√	√
	Lèirmheas air a' choinneamh	√	✗	√	√
	Taisbeanadh	✗	✗	√	
	Aithisg air Leasachaidh	√	✗	√	√
Deagh Riaghladh	Poileasaidhean Daonna	√	✗	√	
	Suirbhidh Luchd-obrach		✗	√	
	Ro-innleachd ICT		✗	√	
	Ùrachadh Bun-Riaghailtean na Comataidh	√			
	Èifeachdas na Comataidh		✗	√	
	Aithisg Bhliadhnail na Comataidh	√			
	Dàta Daonna	√			
	Slàinte is Sàbhailteachd	√			
	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	√	✗	√	√
	Adhartas nam Prìomh Buidhnean Lìbhrigidh		✗	√	
	Molaidhean Taic-airgid nam prìomh buidhnean			√	
Puingean Ad-hoc	Buaidh bho thaic BnG air obair òigridh	✗	✗	√	