

Coinneamh: Bòrd-stiùiridh
Ceann-là/Àm: 28 Cèitean 2024 aig 17.00
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. Plana Corporra

2.1. Dreachd Phlana Chorporra 2023-28 (Ri Aontachadh)

PT1 Am Plana Corporra 2023-28

Ealasaid Dhòmhnallach, Ceannard

duilleag 3

3. GISBE

Ceann-là na h-ath choinneimh: 27/06/2024

Deireadh an t-Seisein

Lèirmheas den choinneimh às dèidh làimh

Meeting: The Board
Date/Time: 28 May 2024 at 17.00
Location: Microsoft Teams

Agenda – Open Session

1. Opening Items

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

2. Corporate Plan

2.1. Draft Corporate Plan 2023-28 (For Decision)

PT1 Corporate Plan 2023-28

Ealasaid MacDonald, CEO

Page 3

3. AOCB

Date of the next meeting: 27/06/2024

End of Session

Post-meeting review

Coinneamh:	Bòrd-stiùiridh
Ceann-là:	28 Cèitean 2024
Tìotal:	Dreachd Phlana Chorporra 2023-28
Gnìomh a dhìth:	Ri Aontachadh
Àireamh pàipear:	2.1
Neach-labhairt:	Ealasaid Dhòmhnallach, Ceannard
Pàipearan-taic:	PT1 Plana Corporra 2023-28

1. Adhbhar

1.1. Tha an dreachd den Phlana Chorporra airson 5 bliadhna a' mineachadh air ciamar an tèid na prìomhachasan anns am Plana Cànan Nàiseanta Gàidhlig a' cur gu gnìomh. Sa Phlana Chorporra gheibhear fios air na prìomhachasan ro-innleachdail a bhios aig Bòrd na Gàidhlig airson 2023-28.

2. Cùl-fhiosrachadh/Prìomh aithris

2.1. Chaidh am Plana Cànan Nàiseanta Gàidhlig (2023-28) fhoillseachadh sa Dùbhlachd 2023. Seo an ceathramh Plana Cànan Nàiseanta Gàidhlig, Plana a tha ag amas air tuilleadh adhartais, fàs a bharrachd agus buaidh nas fharsainge.

2.2. Tha am Plana Corporra a' mìneachadh nan dòighean sam bi Bòrd na Gàidhlig a' cuideachadh gus am Plana Cànan Nàiseanta Gàidhlig (2018-23) a thoirt gu buil thairis air an ath chòig bliadhna.

2.3. Tha an Sgioba Stiùiridh air am Plana Corporra a dhealbhadh a rèir nan raointean ro-innleachdail air a bheil prìomhachas sa Phlana Cànan Nàiseanta Gàidhlig.

2.4. Ma gheibhear aonta bhon Bhòrd, thèid am Plana a chur gu Ministearan na h-Alba an uair sin airson aonta deireannach. Nuair a gheibhear aonta bho na Ministearan, thèid am Plana fhoillseachadh air-loidhne.

3. Moladh

- 3.1. Thathar ag iarraidh air Buill a' Bhùird Stiùiridh;
- Beachdachadh air an dreachd den Phlana Chorporra 2023-28
 - An aonta a chur ris a' Phlana Chorporra 2023-28 is iarraidh air oifigearan a chur gu Riaghaltas na h-Alba airson aonta

4. Prìomh Bhuaidhean Ro-innleachdach

- 4.1. Buaidhean air Ionmhas: Tha
- 4.2. Buaidhean air Luchd-obrach: Tha

- 4.3. Buaidhean air Trèanadh: Tha
- 4.4. Ceangalaichean ri Amasan Ro-innleachadh agus Corporra: Tha
- 4.5. Buaidhean air Cliù: Tha
- 4.6. Buaidhean air Slàinte is Sàbhailteachd: Tha
- 4.7. Buaidhean Laghail:
- 4.8. Buaidhean air Co-ionannachd: Tha
- 4.9. Buaidhean air an Àrainneachd: Tha

5. Ceangalaichean ri Frèama-obrach Coileanadh Nàiseanta

Còraichean Daonna	<input checked="" type="checkbox"/>	Clann is Òigridh	<input checked="" type="checkbox"/>
Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>
Àrainneachd	<input checked="" type="checkbox"/>	Bochdainn	<input checked="" type="checkbox"/>
Slàinte	<input checked="" type="checkbox"/>	Eadar-nàiseanta	<input checked="" type="checkbox"/>
Foghlam	<input checked="" type="checkbox"/>	Eaconomaidh	<input checked="" type="checkbox"/>
Gnothachasan soirbheachail is ùr-ghnathach	<input checked="" type="checkbox"/>		

6. Cùrsa Riaghlachais

- 6.1. Thug an Sgioba Stiùiridh fa-near don phàipear seo air 17 Cèitean 2024

7. Dearbhadh air Cuairteachadh Sgrìobhainn

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



Corporate Plan 2023-28

Our Vision:

To achieve a measurable increase in the numbers of people speaking, learning, using and supporting Gaelic.

Table of contents – will be inserted for publication

DRAFT

2.1 PT1

Chair & Chief Executive

The work of Bòrd na Gàidhlig is set out in this ambitious Corporate Plan which details the range of important work which will deliver on our statutory responsibilities and the delivery of the latest National Gaelic Plan. Collaboration is at its heart, and we welcome the support of the Scottish Government and the wide range of people, communities and organisations who will partner with us to strengthen Gaelic across Scotland.

Màiri NicAonghais
Cathraiche

This Corporate Plan takes strategy to delivery. It sets out the key work ahead for Bòrd na Gàidhlig which we will deliver with a focus on community, partnership and excellence. Underpinning it all is the wider vision to increase the numbers of people speaking, learning, using and supporting Gaelic.

Ealasaid MacDonald
Ceannard

Who we are and what we do

Bòrd na Gàidhlig (BnG) is a non-departmental public body established by the Gaelic Language (Scotland) Act 2005 to act on behalf of the Scottish Government (SG) in support of the Gaelic language.

The Statutory Responsibilities of Bòrd na Gàidhlig

The Gaelic Language (Scotland) Act 2005 sets out the statutory and advisory duties that Bòrd na Gàidhlig is responsible for delivering, as well as the structure of the organisation. This legislation is strengthened by the Education (Scotland) Act 2016 which places a responsibility on Bòrd na Gàidhlig to develop Statutory Guidance for Gaelic Education.

New legislation, the Scottish Languages Bill, has been introduced in the Scottish Parliament. The provisions in the draft legislation, once enacted, are not expected to be implemented until the end of the period of the National Gaelic Language Plan which is the timescale of this Corporate Plan.

Supporting the National Gaelic Language Plan

A new National Gaelic Language Plan for the period 2023-28 was approved by Scottish Government and published in December 2023. This is the 4th National Plan and its provisions, along with the statutory requirements of the Gaelic Language (Scotland) Act 2005, provide the framework within which this Corporate Plan is set.

Supporting the Scottish Government's Purpose

The National Performance Framework – ‘Scotland Performs’ – measures and keeps track of how Scotland is performing in relation to the Scottish Government's purpose and strategic objectives. The Framework can be accessed here: [National Performance Framework | Our Place](#)

Alignment to the National Outcomes helps the focus of government agencies and provides a clear structure for delivery. By achieving these outcomes together, we will assist in the objective of making Scotland a better place to live and a more prosperous and successful country.

Bòrd na Gàidhlig monitor how our work contributes to any of the Outcomes, through reporting impact in papers submitted to Leadership Team, Committee and Board meetings. We also report on this in our Annual Report and Accounts. The framework focuses on improving wellbeing and quality of life, building a prosperous economy, protecting the environment, creating inclusive, empowered communities, promoting lifelong learning and nurturing cultural vitality.

Corporate Plan

The Corporate Plan provides the overall framework within which we will work to achieve our responsibilities in delivering elements of the National Gaelic Language Plan 2023-28, contribute to the National Performance Framework and our statutory responsibilities under the Gaelic Language (Scotland) Act 2005. Each year, Bòrd na Gàidhlig reviews the Corporate Plan and prepares its annual Operating Plan, with specific actions and supporting measurement metrics/targets for each of the strategic priorities outlined in the Corporate Plan.

We use the term Key Performance Indicators to identify the means by which we can assess the progress of our work. We have identified 6 broad KPIs within which we have outlined what we plan to achieve, the measures and targets we will use in assessing our performance, and what we will do to succeed.

Key performance indicator	
1	More opportunities for people to use their Gaelic skills at home, work and in their communities
2	More support for provision in Early Years (EY)
3	Promote the benefits of Gaelic Medium Education (GME) to parents
4	More support for the learning of Gaelic
5	Gaelic has an increasing role in a diverse and open Scottish identity
6	Bòrd na Gàidhlig is effective in its leadership role and contributes to the overall delivery of the National Gaelic Language Plan 4.

Opportunity & Risk

Opportunity

A new Corporate Plan is a time for ensuring that we are clear on our aspirations for the development of our language. It delivers a renewed focus and, along with the new National Gaelic Language Plan, sets out the work which will be undertaken to move our language forward. Underpinning this Corporate Plan is the clear message: Gaelic is an asset for the whole of Scotland, in economic, social, and cultural terms. It can and will be part of the solutions that the National Performance Framework requires to deliver for Scotland. Strong Gaelic communities are a catalyst for delivery across a range of policy areas and due consideration of Gaelic in this context will strengthen the language and its future.

Risk

In the context of the opportunities available, Bòrd na Gàidhlig understand that there are also a range of risks which could be barriers to us achieving our vision and could disrupt the impact and delivery of the objectives set out in our Corporate Plan. We measure each key performance indicator against a risk register which is constantly under reviewed and updated.

	Risk
1	Resources
2	Partnerships & network organisations
3	Growth in Gaelic education
4	Understanding of the role & responsibilities of Bòrd na Gàidhlig
5	Work undertaken by our key stakeholders and delivery partners
6	Governance

Our Vision: to achieve a measurable increase in the numbers of people speaking, learning, using and supporting Gaelic.

By 2028, in pursuit of that vision, Bòrd na Gàidhlig wants to ensure that:

1. More people are using and benefiting from Gaelic at work, at home and in the community

The daily use of Gaelic is critical to the language's survival and sustainability. We aim to support and encourage more people to use it in more situations more frequently. The Scottish Social Attitudes Survey 2021 demonstrated that the young people are the most positive about Gaelic and they are critical to the language's survival. The 2022 census results show growth in Gaelic skills across Scotland which is very welcome. However, there are different needs for the traditional communities who are facing a wide range of challenges which are impacting on the use of the language, and towns and cities where growth is evident. We require a two-fold approach to increasing the use of Gaelic – one geared to re-energising the island and rural communities and the other to supporting the growing Gaelic communities in towns and cities – with a focus on young people whilst understanding the importance of an intergenerational approach.

The benefits of using Gaelic are becoming increasingly accepted – in economic, cultural and social terms. The Gaelic arts in particular play a hugely important role in each of these, as well as challenging the status quo and exploring new concepts. They, along with a wide range of other sectors, contribute to economic growth as has been increasingly demonstrated in a range of socio-economic impact studies carried out in recent years.

2. Opportunities for people to develop their Gaelic skills at any age are increased and more accessible

Encouraging and enabling people at any age to learn Gaelic is the foundation to increasing the number of people using Gaelic. Our ambition is to see a learner journey which is seamless from early years to tertiary level and beyond, with provision in both formal education and informal environments. The policy landscape impacts on both provision and uptake of Gaelic medium education (GME) and there are opportunities for growth in pre-school, primary, secondary and tertiary provision. Statistics on GME participation points to growth in demand in towns and cities which is both an opportunity and a challenge. In rural and island areas with declining populations, the challenge is to maintain numbers of children and ensure provision. To take advantage of the opportunities and meet

2.1 PT1

the challenges, increased numbers of appropriately qualified and located professional and support staff are needed. Families also need support in implementing their choices with regard to Gaelic and they remain central to the success of GME. We recognise the different roles and responsibilities of Scottish Government, Local Authorities, national education bodies and the part that we play in this landscape.

There has been a significant increase in the uptake of adult learning opportunities, particularly evidenced through the numbers engaging with Duolingo and SpeakGaelic, LearnGaelic.scot and SpeakGaelic, the partnership with MG ALBA and others, are key to our strategy for supporting adult learners. With increased developments in technology, it offers increased means to support learning regardless of location. Enabling learners to progress to fluency is one of the key factors in growing the number of Gaelic speakers and this will be a focus in the life of this plan.

Vocational language skills are also required, in turn requiring further course development and delivery. Our role will be to work in partnership with those who deliver formal and informal learning to realise the opportunities and tackle the challenges, using evidence-based and innovative solutions that work for people and organisations.

3. Our work informs and influences Gaelic development and policies which impact on Gaelic

Confidence to use a language or learn a language comes from a wide range of factors. One of those relates to status and image. During the course of this Corporate Plan we aim to demonstrate the important impact Gaelic has across Scottish society, and beyond.

The place of Gaelic in political life is central to achieving higher status and the work we do in partnership with Scottish Government, local government, public authorities and political parties will determine the changes that are made. Our vision acknowledges that there are different ways to support the language, and we will promote the positive impact of Gaelic to ensure that people are better informed of the value of Gaelic, and its wider impact.

To ensure that Gaelic is seen and heard on a daily basis across Scotland, we will continue to improve the way we work with others and within Bòrd na Gàidhlig. We accept our responsibility to achieve efficiency, productivity and national impact. In the years ahead we will explore opportunities to use digital technologies to improve engagement and efficiency. We will invest in training and development to equip our people with the knowledge and skills necessary to develop the organisation and we will continue to support the wellbeing of our staff.

Key Performance Indicator 1	More opportunities for people to use their Gaelic skills at home, work and in their communities	
Objectives	Measures & Targets	Risk considerations
Support the expansion of Gaelic development hubs	Network of Gaelic Hubs will be supported	1 Resources 2 Partnership & Network Organisations 4 Understanding the role and responsibilities of Bòrd na Gàidhlig 5 Work undertaken by our key stakeholders and delivery partners
Lead on and support the development of Community led Gaelic Language Plans	Three Community based Gaelic Language Plans operational with a further three in development	
Develop the next level of a Gaelic Development Officers Network which will include supporting continuing professional learning	Professional learning for Community Gaelic Development Officers in place Evidence that the work of the network is informing development investment decisions	
Support and develop online Gaelic initiatives	Register of online initiatives and resources available	
Fund Gaelic events and partner organisations who deliver Gaelic events	Number of events supported	
Fund the activities of a network of Key Gaelic Delivery bodies	Key Gaelic Delivery bodies in place to deliver on NGLP outcomes	
Provide guidance and support to organisations to develop their knowledge and confidence in the use of Gaelic in their activities	Guidance published and readily available Stakeholder feedback	

Key Performance Indicator 2	Increase support for provision in Early Years (EY)	
Objectives	Measures & Targets	Risk considerations
Provide advice to the GME Early Years' Service National Pilot and to Local Authorities in their early years Gaelic provision.	Number of hours delivered by community-based Gaelic medium Early Years provision Engagement with Local Authorities developing new Early Years provision	1 Resources 2 Partnership & Network Organisations
Deliver targeted promotion campaigns in relation to opportunities within the sector	An agreed promotional strategy developed with partners	3 Growth in Gaelic education 4 Understanding the role and responsibilities of Bòrd na Gàidhlig 5 Work undertaken by our key stakeholders and delivery partners

Key performance indicator 3	Promote the benefits of GME and GLE	
Objectives	Measures & Targets	Risk considerations
Support parent groups to identify the demand for GME provision and engage with local authorities and Government	Level of demand for GME provision Promotion of GME provision	1 Resources
Provide advice for Local Authorities in their delivery of GME	Engagement with Local Authorities developing new GME provision	2 Partnership & Network Organisations
Provide advice for Local Authorities in their delivery of GLE as part of the 1 + 2 national programme	Uptake of GME and GLE provision Promotion of Gaelic in 1+2 programme	3 Growth in Gaelic education
Provide advice for Local Authorities in their delivery of an exemplar remit for GME Language Assistants	Promotion of Gaelic Education career opportunities	4 Understanding the role and responsibilities of Bòrd na Gàidhlig 5 Work undertaken by our key stakeholders and delivery partners

Key Performance Indicator 4	More support for the learning of Gaelic	
Objective	Measures & Targets	Risk considerations
Coordinate and deliver an Adult Learning Strategy	Finalised, partner approved, Adult Learning Strategy	1 Resources 2 Partnership & Network Organisations 3 Growth in Gaelic education 4 Understanding the role and responsibilities of Bòrd na Gàidhlig
Support the SpeakGaelic and LearnGaelic initiatives	Materials available to learners at all learning levels in accordance with agreed timetable	
Work in partnership to assist in developing innovative learning solutions that work for people and organisations	Learning solutions that are developed will be available to learners	

Key Performance Indicator 5	Gaelic has an increasing status in a diverse and open Scottish identity	
Objective	Measures & Targets	Risk considerations
Provide a clear voice for the place of Gaelic in Scottish public life	NGLP progress reported to Government annually	1 Resources
Support public bodies in their statutory responsibilities in relation to Gaelic	Number of active Gaelic Language Plans	2 Partnership & Network Organisations
Advise Scottish Ministers on all matters in relation to Gaelic and Gaelic Development requirements	Annual monitoring report of progress with Gaelic Language Plans A record of advice to the Scottish Ministers	3 Growth in Gaelic education 4 Understanding the role and responsibilities of Bòrd na Gàidhlig 5 Work undertaken by our key stakeholders and delivery partners 6 Governance

Key Performance Indicator 6	Bòrd na Gàidhlig is effective in its role and contributes to the delivery of NGLP4	
Objective	Measures & Targets	Risk considerations
Deliver our statutory functions and responsibilities	Compliance with statutory requirements and agreed strategic priorities – verified by external audit and review	1 Resources
Monitor the delivery of the National Gaelic Language Plan	Annual monitoring report on progress will be provided to the Scottish Government and will be published on our website	2 Partnership & Network Organisations
Use the resources made available to us in an efficient and effective manner	Provide services within budget and achieve unqualified statutory accounts each year	3 Growth in Gaelic education 4 Understanding the role and responsibilities of Bòrd na Gàidhlig 5 Work undertaken by our key stakeholders and delivery partners 6 Governance

2.1 PT1

Bòrd na Gàidhlig budget 24/25

The Scottish Government Budget announced on 19 December 2023 confirmed that the core Grant in Aid funding for 2024-25 would remain at the same level as 2023-24 (£5.125M).

	2024/25
	£'000s
GLAIF (Gaelic Language Implementation Fund)	1,140
Other Gaelic Development Costs	2,351
Corporate Operational Costs	1,634
Total Core Grant in Aid	5,125

2.1 PT1

Key documents referenced:

[Gaelic Language \(Scotland\) Act 2005](#)

[Education \(Scotland\) Act 2016](#)

[National Gaelic Language Plan](#)

[Scottish Languages Bill](#)

[Scottish Social Attitudes Survey](#)

DRAFT